

## Introduction

The GREW project is a comprehensive initiative prioritizing inclusion and diversity across education, training, youth, and sports domains. With a focus on ethnic minorities, the project employs ETS methodologies to enhance their outreach and address societal discrimination. The overarching goal is to foster an inclusive and peaceful environment, emphasizing equality and equity.

At its core, the project aims to achieve several key objectives. Firstly, it seeks to increase mutual understanding among diverse ethnic communities. Additionally, it strives to counteract racism and discrimination through educational interventions. Emphasizing the role of ETS methodologies, the project aims to promote them as valuable tools for lifelong learning outcomes.

The envisioned impact of the GREW project manifests through various results. Initially, thorough research into good practices will be conducted, specifically addressing the needs of two target groups: NGO's trainers and sports educators, alongside young athletes from ethnic minorities. This research will inform the production of a dedicated GREW Training Format. Following this, a local awareness-raising phase will be executed by each partner organization at the country level. Educators within these organizations will play a pivotal role in managing this phase.

In essence, the GREW project signifies a concerted effort to create a more inclusive society by addressing the specific challenges faced by ethnic minorities. Through research, training, and awareness initiatives, the project strives to create lasting impacts on societal perceptions, fostering a future where diversity is celebrated, and discrimination is actively countered.

In this document, we are aiming to create a general guideline for creating a tournament in sports and volunteering.



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## Importance

The guideline holds great importance as it can serve as a model for other organizations aiming to replicate the success of this project. By providing a clear framework, it becomes a valuable tool for shared learning and adopting best practices.

Furthermore, the guideline encourages collaboration and knowledge-sharing among organizations. By openly sharing successful strategies, it fosters a community-driven approach to project management. Organizations can draw inspiration from each other, adapt proven methods to fit their context, and collectively raise the standard of projects in the broader landscape.

The creation of a template for organizing an event to implement ETS in sports is not only valuable but also holds great significance. This resource is great in offering a structured and effective framework for seamlessly incorporating ETS methodologies into sports-related activities.



## Examples

Below we introduce examples of the events that are already done by the partner organisations.

Mundus Bulgaria:

<p><b>Mission and Goals:</b></p> <p>Clearly define the mission and goals of the tournament.</p>	<ul style="list-style-type: none"><li>- INCLUSION</li><li>- COMMUNITY BUILDING</li><li>- LEARNING THROUGH DOING</li></ul> <p>The mission of the tournament is to engage young people from minority backgrounds in a fun and inclusive way that promotes learning and making connections.</p>
<p><b>Choosing tournament name and Logo:</b></p> <p>Choose an appropriate name and design a logo that reflects the tournament's purpose and inclusivity.</p>	<p>GREW Tournament</p>



<p><b>Organizing team:</b></p> <p>Form an organizing committee responsible for planning, promoting, and executing the tournament. Ensure diversity within the committee to reflect the tournament's values.</p>	<p>The tournament will be organized by a small team of stakeholders:</p> <ul style="list-style-type: none"> <li>· The tournament will take place at Sofia STEM Centre and the venue manager is ensuring availability indoors/outdoors (depending on weather) as well as coffee breaks</li> <li>· A training team of 3 youth workers and 1 assistant will engage in preparing the ETS program which will include ice-breakers, ETS workshops, and team-building and communication games.</li> </ul>
<p><b>Tournament Structure:</b></p> <p>Decide on the overall structure of the tournament. Common options include round-robin, single-elimination, or group stage followed by knockout rounds</p>	<p>The Tournament will take place over the span of 1 day and it will kick-off with an ice-breaker so that the participants can get to know each other and start to learn their names.</p> <p>The rest of the tournament will include games for team-based competition.</p>
<p><b>Sports and Activities:</b></p> <p>Determine which sports or activities will be included in the tournament. Consider including a variety of sports that appeal to a wide range of participants.</p>	<p>A mix of games that combine physical activity and soft-skills development:</p> <ul style="list-style-type: none"> <li>- Get to know you Bingo</li> <li>- Colour Quest</li> <li>- Scavenger Hunt Challenge</li> <li>- Session 4 of Group Contract (Module 2)</li> </ul>



<p><b>Venue Selection:</b></p> <p>Choose suitable venues that are easily accessible to participants from various ethnic backgrounds. Ensure venues are equipped to accommodate different sports.</p>	<p>The venue is Sofia's STEM Centre – a state-of-the-art facility with an outdoor pitch and an indoor space to account for weather variability. The venue is very well connected with nearby public transport stops including the metro.</p>
<p><b>Participant Eligibility:</b></p> <p>Clearly define eligibility criteria for participants, including ethnic background requirements. Ensure these criteria align with the tournament's goals while avoiding exclusion or discrimination.</p>	<p>Participants' eligibility is not strict – as long as they come from a minority background understand Bulgarian and would like to participate, they are welcome to join. This aligns with the Tournaments' goals for inclusivity as long as with the objectives of the project.</p>
<p><b>Rules and Regulations:</b></p> <p>Establish clear rules and regulations for each sport or activity. Ensure that these rules are fair and inclusive, taking into account participants' varying skill levels.</p>	<p>Rules and regulations for every activity are outlined in the Training Format</p>
<p><b>Promotion and Marketing:</b></p> <p>Develop a marketing plan to promote the tournament widely, emphasizing its commitment to diversity and inclusion.</p>	<p>The promotion will kick-off with a call for participants on the Mundus Volunteers Facebook Group. Mundus will also carry out a campaign on its social media channels with posters and marketing materials for the tournament. Additionally, the organizers will reach out to Bulgarian organizations that specifically enable</p>



	<p>more opportunities for minorities in the area and invite their members.</p> <p>Merchandise – print out T-shirts with the GREW logo for participants.</p>
<p><b>Sponsorship and Funding:</b></p> <p>Seek sponsorship and funding from organizations that align with the tournament's values. This may include government agencies, NGOs, or private companies.</p>	<p>Although such a campaign is not planned for the Tournament the event can present such opportunities.</p>
<p><b>Schedule and Timeline:</b></p> <p>Create a detailed tournament schedule, including dates for registration, qualification rounds, and the main event. Ensure flexibility to accommodate participants' needs.</p>	<p>The Tournament will take place for the duration of one day and scheduling depends on weather conditions and the team of trainers.</p>
<p><b>Safety and Medical Support:</b></p> <p>Arrange for medical support and emergency services at tournament venues to ensure the safety of all participants.</p>	<p>The number for medical emergency service is 112, the venue is in Sofia's central neighborhood so no additional precautions are planned.</p>



**Feedback and Evaluation:**

Collect feedback from participants, spectators, and volunteers to assess the tournament's impact and identify areas for improvement.

Feedback will be collected at the end of the day's activities with a discussion together with all participants on what they liked, and what they learned and rate the most interesting and surprising moments of the experience.



## MSV Basket

<p><b>Mission and Goals:</b></p> <p>Clearly define the mission and goals of the tournament.</p>	<p>The main objective is "fair play" or the precise desire to play together for the sake of playing and respecting the rules:</p> <ul style="list-style-type: none"><li>* of the game,</li><li>* of being together,</li><li>* of cooperation</li><li>* everyone's participation</li><li>* of the sisterhood</li><li>* The elimination of prejudices</li></ul>
<p><b>Choosing tournament name and Logo:</b></p> <p>Choose an appropriate name and design a logo that reflects the tournament's purpose and inclusivity.</p>	<p>The Pink logo - the name of the Tournament is PINK SPORT TIME or "pink sport time"</p>
<p><b>Organizing team:</b></p> <p>Form an organizing committee responsible for planning, promoting, and executing the tournament. Ensure diversity within the committee to reflect the tournament's values.</p>	<p>An organizing committee has been created with the following operational technical figures:</p> <ul style="list-style-type: none"><li>- Tournament quality control</li><li>- Head of Referees</li><li>- Referee assistance</li></ul>





	<p>- Social Communication Manager</p>
<p><b>Tournament Structure:</b></p> <p>Decide on the overall structure of the tournament. Common options include round-robin, single-elimination, or group stage followed by knockout rounds</p>	<ul style="list-style-type: none"><li>* 6-team football tournament</li><li>* Field measures 25x25m + 2 porches</li><li>* 5vs5 team composition + joker</li><li>* Cinesini to delimit the field</li><li>* Color shirts per team</li><li>* Soccer balls n.5</li><li>* Round-robin tournament: round-robin</li><li>* Final ranking awarded second: victory &gt; 3pt; draw &gt; 1pt; defeat &gt; 0 pts</li></ul>



**Sports and Activities:**

Determine which sports or activities will be included in the tournament. Consider including a variety of sports that appeal to a wide range of participants

During the tournament, we focused on playing football, a sport where Pink has been a reality of excellence in southern Italy since 2001. Before the tournament, we created other games with our girls respecting the "educational training" format:

**MODULE 4**

- \* handball (fair-play objective)
- \* football coach (objective the importance of communication)

**MODULE 5**

- \* bowls "with your feet" (objective of precision in the game - teaching non-sedentary lifestyle - collaboration)
- \* learn to play - "Who escapes the hawk?" (strategic thinking objective in the game)
- \* "blind" football (efficient communication, inclusion and support of your teammate)
- \* take the flag (fair play)

**Venue Selection:**

Choose suitable venues that are easily accessible to participants from various ethnic backgrounds. Ensure venues are equipped to accommodate different sports.

"Antonucci" Municipal Camp - Bitetto (BA) - Italy



<p><b>Participant Eligibility:</b></p> <p>Clearly define eligibility criteria for participants, including ethnic background requirements. Ensure these criteria align with the tournament's goals while avoiding exclusion or discrimination.</p>	<p>Eligibility criteria for participants were defined, thanks to the participation of some athletes with ethnic origins. We have aligned ourselves with the following criteria in line with the objectives of the tournament, avoiding any form of exclusion and discrimination.</p>
<p><b>Rules and Regulations:</b></p> <p>Establish clear rules and regulations for each sport or activity. Ensure that these rules are fair and inclusive, taking into account participants' varying skill levels.</p>	<p>6-team football tournament:</p> <ol style="list-style-type: none"> <li>1. You play with your feet and no "touches" are allowed</li> <li>2. The "duel" and "physical contact" are provided but in compliance with the fair play of the game of football</li> <li>3. Self-Arbitrage</li> </ol>
<p><b>Promotion and Marketing:</b></p> <p>Develop a marketing plan to promote the tournament widely, emphasizing its commitment to diversity and inclusion.</p>	<p>The Pink Sport Time Society promoted the tournament among the families of its footballers, participating in the tournament itself. Shortly before the start of the tournament, a briefing was held with the participating players where they spoke about the importance of inclusion and fair play in sport as a metaphor for society. The girls intervened demonstrating their total adherence to these principles of life and sport by bringing "their" personal experiences.</p>



<p><b>Sponsorship and Funding:</b></p> <p>Seek sponsorship and funding from organizations that align with the tournament's values. This may include government agencies, NGOs, or private companies.</p>	<p>Supported by APS ASD MARGHERITA SPORT E VITA</p>
<p><b>Schedule and Timeline:</b></p> <p>Create a detailed tournament schedule, including dates for registration, qualification rounds, and the main event. Ensure flexibility to accommodate participants' needs.</p>	<p>Pink Sport Time is a football club based in the Italian Football Association (FIGC). participates in federal national championships in the UNDER 17 and UNDER 15 categories and in the activities of the school youth sector - FIGC for the UNDER 12 and UNDER 10 categories.</p> <p>He has therefore chosen to play the above-mentioned tournament on Thursday, 05/10/2023 at 17.00-19.00 in compliance with the physical-athletic football preparation that precedes the start of the 2023/24 FIGC championships.</p>
<p><b>Safety and Medical Support:</b></p> <p>Arrange for medical support and emergency services at tournament venues to ensure the safety of all participants.</p>	<p>During the tournament, the Society's doctor, Dr. Chiara Marini, was present</p> <p>The host facility is equipped with first aid equipment and a defibrillator (AED) as required by current federal regulations</p>



	<p>The Pink's technical staff regularly attends organized first aid and AED courses as required by current federal regulations.</p>
<p><b>Feedback and Evaluation:</b></p> <p>Collect feedback from participants, spectators, and volunteers to assess the tournament's impact and identify areas for improvement.</p>	<p>At the end of the tournament, an internal mini-questionnaire was carried out so that the girls could express what they had experienced through the game: fair play, inclusion, the importance of communication, and the importance of cooperation.</p> <p>Questionnaire result: During the game, the girls put into practice the rules of fair play, cooperation, and inclusion.</p> <p>All the participants agree that these values of play and life are important</p>

Regional Volunteer Center

<p><b>Mission and Goals:</b></p> <p>Clearly define the mission and goals of the tournament.</p>	<p>The main goal is "fair play" or the clear wish to play together while following the rules:</p> <ul style="list-style-type: none"> <li>• The rules of the game</li> <li>• Being together</li> <li>• Cooperation</li> <li>• Everyone participating</li> <li>• Promoting brotherhood/sisterhood</li> <li>• Eliminating prejudices</li> </ul>
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<p><b>Choosing tournament name and Logo:</b></p> <p>Choose an appropriate name and design a logo that reflects the tournament's purpose and inclusivity.</p>	<p>The name of the tournament will be ‘Kielce: United In Sports.</p>
<p><b>Organizing team:</b></p> <p>Form an organizing committee responsible for planning, promoting, and executing the tournament. Ensure diversity within the committee to reflect the tournament's values.</p>	<p><b>Venue Management:</b></p> <p>The tournament is set to unfold at the Ice Rink location. The venue coordinator will be responsible for buying the tickets and controlling the availability of the space. Additionally, provisions for coffee breaks will be seamlessly handled by the Venue coordinator.</p> <p><b>Training Team:</b></p> <p>One youth worker will be responsible for overseeing the actions. This comprehensive agenda will feature engaging ice-breakers and a range of team-building and communication games. The main aim is to create an inclusive environment.</p>
<p><b>Tournament Structure:</b></p> <p>Decide on the overall structure of the tournament. Common options include round-robin, single-elimination, or group stage followed by knockout rounds</p>	<p>Ice Skating Tournament:</p> <ol style="list-style-type: none"> <li>1. <b>Registration:</b> <ul style="list-style-type: none"> <li>- Buying the tickets for participants</li> </ul> </li> <li>2. <b>Group Allocation:</b> <ul style="list-style-type: none"> <li>- Divide registered participants into groups based on skill levels or age categories.</li> </ul> </li> <li>3. <b>Practice Sessions:</b> <ul style="list-style-type: none"> <li>- Provide designated practice sessions for participants to familiarize themselves with the ice rink and warm up.</li> </ul> </li> <li>4. <b>Qualifying Rounds:</b></li> </ol>



	<ul style="list-style-type: none"> <li>- Conduct initial qualifying rounds within each group to determine top performers.</li> </ul> <p><b>5. Semi-Finals:</b></p> <ul style="list-style-type: none"> <li>- Participants who qualify from the initial rounds move on to the semi-finals.</li> </ul> <p><b>6. Finals:</b></p> <ul style="list-style-type: none"> <li>- The top performers from the semi-finals compete in the finals.</li> </ul> <p><b>7. Award Ceremony:</b></p> <ul style="list-style-type: none"> <li>- Conclude the tournament with an award ceremony to recognize and celebrate the winners.</li> </ul> <p><b>Scoring System:</b></p> <ul style="list-style-type: none"> <li>- Judges will assess participants based on factors such as technique, creativity, and overall performance.</li> <li>- Scores are tabulated to determine rankings and winners in each round.</li> </ul>
<p><b>Sports and Activities:</b></p> <p>Determine which sports or activities will be included in the tournament. Consider including a variety of sports that appeal to a wide range of participants</p>	<p>The main event will be an ice skating tournament. Along with the main event, we will be organizing some team-building activities.</p>
<p><b>Venue Selection:</b></p> <p>Choose suitable venues that are easily accessible to participants from various ethnic backgrounds. Ensure</p>	<p>The venue is the Ice Rink in Kielce. Transportation will be arranged by RCW. The location is in a 5 km range from the city center of Kielce, Poland. The location is close enough to the city center of Kielce for convenience but far enough to enjoy a nice setting. We want everyone</p>



<p>venues are equipped to accommodate different sports.</p>	<p>to have a great time, both at the event and on the way there.</p>
<p><b>Participant Eligibility:</b> Clearly define eligibility criteria for participants, including ethnic background requirements. Ensure these criteria align with the tournament's goals while avoiding exclusion or discrimination.</p>	<p>Participants' eligibility is not strict – as long as they come from a minority background understand Polish and would like to participate, they are welcome to join. This aligns with the Tournament's goals for inclusivity and with the objectives of the project.</p>
<p><b>Rules and Regulations:</b> Establish clear rules and regulations for each sport or activity. Ensure that these rules are fair and inclusive, taking into account participants' varying skill levels.</p>	<p>Rules and Regulations are introduced in the training format.</p>
<p><b>Promotion and Marketing:</b> Develop a marketing plan to promote the tournament widely, emphasizing its commitment to diversity and inclusion.</p>	<p>Photos and Videos will be taken in the venue and they will be shared on our social media channels with a focus on the inclusivity aspect of the project. Besides, the dissemination materials will also be shared on the website of RCW.</p>
<p><b>Sponsorship and Funding:</b> Seek sponsorship and funding from organizations that align with the tournament's values. This may include government</p>	<p>No Sponsorship and Funding are available.</p>





<p>agencies, NGOs, or private companies.</p>	
<p><b>Schedule and Timeline:</b> Create a detailed tournament schedule, including dates for registration, qualification rounds, and the main event. Ensure flexibility to accommodate participants' needs.</p>	<p>Due to the venue being indoor, a set time will be dedicated and it will start in the afternoon and will last till evening.</p>
<p><b>Safety and Medical Support:</b> Arrange for medical support and emergency services at tournament venues to ensure the safety of all participants.</p>	<p>Other than the emergency cautions taken by the venue place, there is nothing specific we are going to take. However, our staff will be ready in their own capacity in case of an emergency.</p>
<p><b>Feedback and Evaluation:</b> Collect feedback from participants, spectators, and volunteers to assess the tournament's impact and identify areas for improvement.</p>	<p>At the end of the day's activities, feedback will be collected through a discussion with all participants about what was liked, what was learned, and the rating of the most interesting and surprising moments of the experience.</p>



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## **Summary:**

The GREW project stands as a beacon of inclusivity and diversity within the realms of education, training, youth, and sports. Its core mission is to confront and mitigate the pervasive challenges of racism and discrimination faced by ethnic minorities, thereby fostering an environment conducive to equity and peace through a multifaceted approach encompassing research, specialized training programs, impactful awareness campaigns, and engaging sports events, the project endeavors to enact meaningful change on both individual and societal levels.

This comprehensive guideline is a pivotal resource for organizations aspiring to embark on similar ventures. It offers a detailed framework for implementation, underpinned by shared learning and collaboration principles. By embracing and adapting the methodologies employed by the GREW project, organizations can effectively harness the power of sports as a catalyst for inclusivity, thereby fostering a more welcoming and equitable society for all.