

Discussing the impact of racism and discrimination with your team





Introduction

The present guide puts forward a list of activities you can use to inform and educate your players on issues of racism and discrimination. A process that will allow you to proactively address and mitigate racist and discriminatory behaviours.

Please note that the guiding principles provided give an overview and general way of dealing with issues of racism. To effectively utilize them, you need to adapt and structure your approach in a manner that fits into the culture and realities of your team.

Activities to increase your players' awareness on issues of racism and discrimination

Horse Race

Procedure

- Teams of about 4 players with 1 ball and 1 "horse" (a cone or anything else to hit) per team
- Teams stand next to each other and line up at their bases where they shoot from
- The "horse" starts about 5 m away at the "starting line". A line of 8 markers indicates the "steps" the horse can do.

Goal:

- The first players of the teams shoot the ball. If they hit their horse it can move one step further towards the finish line. So the player takes the cone, puts it one "step" to the front, gets the ball and brings it back to the next person on the team. If they do not hit the horse, they just get the ball back.
- The horse which reaches the finish line first wins
- Play a 2nd round after the reflection and without discrimination

Variations:

- 1 team gets a smaller cone or ball; everybody who was born for example in January, February and March has to play on this team
- During the whole game the trainer discriminates against another team saying hits would not count for doubtful reasons

Discussion:

- How was the game?
- Was it fair? Why not?
- What did I do to those two teams? (Discrimination)





- How did it feel being discriminated against for no reason? (Racism)
- Who has seen such things in real life?

Ball Transport

Procedure:

- Make teams of 3-4
- 2 cones in distance of 5m for each team
- 1 ball per team

Goal:

- To transport the ball from cone A to cone B and back (1 point)
- The team that finds the most ways of transporting wins
- The ball cannot touch the ground
- One way of transporting the ball can only be applied once per team
- If relevant: On coach's signal they cannot copy each other anymore

Variations:

- No hands, arms, legs, feet, etc. allowed
- The ball has always to be touched by at least 2 (3,4) players
- The ball always has to touch the ground

Discussion:

- Was it fun to try new things?
- Did you think there were so many possibilities of transporting a ball?
- In your daily life, are there also things that people do differently? (e.g. to walk, talk, believe)
- Why do you think that can be good? (Interesting, different people need different solutions, etc.)
- Tolerance is to allow, accept and even appreciate different people and different ways of doing it

Dot Exercise – Unlearning: Breaking Bias, Building Community

Procedure

- Put Dot stickers on the forehead of the players. Use 4 different colours so that 4 groups are created – a large one, a medium sized one and two individuals are on their own (if you wish you can use different colours of training t-shirts)
- Ask the players to form groups
- Initiate a conversation and ask the players to share their feelings about the exercise.

Use the following questions:

- What happened?





- Ask them what did they feel about the way they were grouped?
- Ask the individuals who are on their own how did they feel about it?
- Ask the members of the big groups if they tried to invite those alone to their group?
- Tell them that you told them to form groups. Not to form group by colour.
- Discuss with the group how can they avoid having people being marginalized and what they should do in order for them to be included in team.

You can see a video of the activity here:

<https://www.youtube.com/watch?v=ioa6UvmMZPw&t=129s>

Goal

- Help people understand and explore how unconscious bias unfolds
- Explore discrimination and marginalization and the effect they have on individuals
- Examine how individuals would be to be 'grouped' based on things (e.g. the colour of their dot-skin) they have no control in and are just one aspect of their personality
- Discuss the importance of including everyone in the group and how to do it
- Promote team building



