A Bridge to a New Culture
Promoting the participation of refugees in sporting activities

FULL REPORT
June 2010

Supported by
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<tr>
<td>AASI</td>
<td>All Australian Sporting Initiative</td>
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<tr>
<td>ABS</td>
<td>Australian Bureau of Statistics</td>
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<td>AFL</td>
<td>Australian Football League</td>
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<tr>
<td>ASC</td>
<td>Australian Sports Commission</td>
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<tr>
<td>CALD</td>
<td>Culturally and linguistically diverse</td>
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<tr>
<td>CMY</td>
<td>Centre for Multicultural Youth</td>
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<td>CRC</td>
<td>[NSW] Community Relations Commission</td>
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<tr>
<td>DAP</td>
<td>Diverse Australia Program</td>
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<tr>
<td>DGR</td>
<td>Deductible Gift Recipient</td>
</tr>
<tr>
<td>DIAC</td>
<td>Department of Immigration and Citizenship</td>
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<tr>
<td>DoCS</td>
<td>[NSW] Department of Community Services</td>
</tr>
<tr>
<td>DoHA</td>
<td>Department of Health and Ageing</td>
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<tr>
<td>DSR</td>
<td>[NSW] Department of Sport and Recreation</td>
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<tr>
<td>ECC</td>
<td>Ethnic Communities’ Council [of NSW]</td>
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<tr>
<td>ESL</td>
<td>English as a Second Language</td>
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<tr>
<td>FECCA</td>
<td>Federation of Ethnic Communities’ Councils of Australia</td>
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<tr>
<td>IHSS</td>
<td>Integrated Humanitarian Settlement Strategy</td>
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<td>MCCSA</td>
<td>Multicultural Communities Council of South Australia</td>
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<td>MDO</td>
<td>Multicultural Development Officer</td>
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<td>MRC</td>
<td>Migrant Resource Centre</td>
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<td>NAP</td>
<td>National Action Plan</td>
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<tr>
<td>NESB</td>
<td>Non-English Speaking Background</td>
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<td>NFP</td>
<td>Not-for-profit [organisation]</td>
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<tr>
<td>NGO</td>
<td>Non-government organisation</td>
</tr>
<tr>
<td>NSW</td>
<td>New South Wales</td>
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<tr>
<td>PCAL</td>
<td>Premier’s Council for Active Living</td>
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<tr>
<td>PCYC</td>
<td>Police and Community Youth Club</td>
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<tr>
<td>RCOA</td>
<td>Refugee Council of Australia</td>
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<tr>
<td>SA</td>
<td>South Australia</td>
</tr>
<tr>
<td>SGP</td>
<td>Settlement Grants Program</td>
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<td>SHP</td>
<td>Special Humanitarian Program</td>
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<tr>
<td>SLSA</td>
<td>Surf Life Saving Australia</td>
</tr>
<tr>
<td>STARTTS</td>
<td>[NSW] Service for the Treatment and Rehabilitation of Torture and Trauma Survivors</td>
</tr>
<tr>
<td>TCC</td>
<td>Tax Concession Charity</td>
</tr>
<tr>
<td>UNHCR</td>
<td>United Nations High Commissioner for Refugees</td>
</tr>
<tr>
<td>WA</td>
<td>Western Australia</td>
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1. Introduction

Since 1947, Australia has received and settled more than 700,000 refugees and humanitarian migrants, people from quite different parts of the world who have been forced to leave their country of origin because of persecution. In 2009-10, Australia will offer permanent residency to around 13,750 refugees and humanitarian migrants from Asia, the Middle East and Africa, from countries of origin as diverse as Burma, Bhutan, Afghanistan, Iraq, Sudan, Somalia, Congo and Burundi.

Refugees settling in Australia face many challenges – beginning again after traumatic experiences, learning a new language, finding their place in Australia’s education and employment system, adjusting to an unfamiliar culture. For people used to a culture based strongly around family and community, the lifestyle in Australia appears highly individualistic and isolating, with little interaction between neighbours and often limited opportunities to reach out to people in their new homeland.

For a number of people who have made Australia their new home, sport has been an important bridge to their new culture. Sport has enabled recent arrivals in Australia to meet and build friendships with other Australians, to learn about life in Australia and to share aspects of themselves and their background. Organisations involved in the settlement of refugees have long recognised the value of sport in helping people adjust to life in Australia and many local strategies have been developed to make it easier for recently arrived refugees to participate in sporting programs. The reception from sporting organisations, however, has been mixed. Some organisations have seen the value to their sport and to Australian society and have become active in the seeking the involvement of recently arrived refugees. Others either have not seen the value of new approaches or have been unaware of the opportunities to reach out to new groups of potential participants.

In 2008, the Refugee Council of Australia (RCOA) sought and received funding from the New South Wales (NSW) Government, through NSW Sport and Recreation, to undertake a research and awareness-raising project with the aim of promoting the participation of refugees in sport in NSW. Specifically, the project outcomes were to:

- review existing research on issues surrounding refugee participation in sport, including the benefits of refugee participation, barriers to participation and recommendations for increasing refugee participation;
- gather information on existing or recent initiatives which aim to increase the participation of refugees in sport, in order to develop recommendations for sporting clubs who wish to promote refugee participation;
- identify areas in need of further research or policy development;
- produce a report detailing the results of our research; and
- develop a manual of practical recommendations for sporting clubs to encourage and guide them in creating environments that are conducive to refugee participation.

This report draws together conclusions from research on the participation of refugees in sport and lessons learned from organisations which have developed innovative approaches. In doing so, RCOA’s aim is to encourage sporting administrators, community organisations, settlement service providers and government agencies to examine options for involving recently-arrived refugees in sporting activities, thereby helping to build a healthier and more inclusive society.
2. Methodology

A range of research methods was utilised in the production of this report.

The process of gathering information on existing or recent sporting initiatives was conducted in two stages. Stage 1 was undertaken between August and December 2008. Firstly, a literature review was undertaken to examine the role of sport in assisting refugee settlement and to document the possible barriers refugees may face in participating in organised sport. Key policy documents were also reviewed to determine the nature of policies already in place in relation to sport and refugee settlement (see Section 3).

Using the evidence from the literature and policy review, a set of survey questions was developed (see Appendix 1). The questions aimed to elicit key information about approaches to involving refugees in sport across Australia (such as the demographics of the target community) to determine whether these approaches had the potential to serve as models of best practice.

A contact list of government departments, sporting administrators and relevant non-government organisations was then compiled. Each agency was contacted via telephone or e-mail to determine whether it oversaw or delivered sport programs targeting refugees and/or migrant communities. A total of 87 organisations were contacted, comprising:

- 26 government agencies (at local, state and national levels)
- 32 sporting bodies (at local, state and national levels)
- 29 non-government organisations (NGOs), settlement service providers and community organisations

Of these agencies, 43 offered programs relevant to the project (see Appendix 2). These agencies were asked to fill in the survey, with the information gathered used to compile short profiles on each program.

Between January and March 2009, internet-based research was undertaken to determine the potential funding opportunities available for sport programs which target refugees. A variety of agencies was investigated, including state and federal government departments, local councils, NGOs, foundations, funds, trusts and corporations. Based on this research, recommendations on applying for funding were developed (see Section 5).

Stage 2 of the research involved conducting in-depth interviews with 12 organisations out of the 43 identified in Stage 1, with the aim gathering more detailed information about the factors which has led to the programs’ success (see Section 4). These organisations were selected on the basis of:

- Method of program delivery, sport involved and geographical location, so as to reflect a diversity of programs.
- Organisation type, with those involved in direct program delivery being favoured.
- Capacity to participate in the consultation process within the given timeframe.
- Relevance of information provided to our research.

Interviews were conducted in person (if located in Sydney) or by phone, from March to May of 2009. These interviews did not follow a set questionnaire; rather, each discussion was tailored to the individual program and organisation in question. Based on the evidence acquired through these interviews, final recommendations and conclusions were formulated on designing and implementing sport programs for refugees (see Section 6).
3. Background information

3.1 Refugees, asylum seekers and migrants in Australia

3.1.1 Who are refugees?

The 1951 Convention Relating to the Status of Refugees (and its 1967 Protocol), to which Australia is a signatory, defines a refugee as:

*Any person who owing to a well founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/her nationality and is unable, or owing to such fear, is unwilling to avail himself/herself of the protection of that country.*

This definition is used by the Australian Government to determine whether our country has protection obligations towards asylum seekers. If an asylum seeker is found to be a refugee, Australia is obliged under international law to offer protection and to ensure that the person is not sent back unwillingly to their country of origin, where they could face danger, persecution and/or death.

The term refugee is sometimes used colloquially to refer to other groups of people, for example people who have been displaced due to a natural disaster or environmental change or even people leaving dire economic circumstances. Such usage of the word “refugee” falls outside the international and national legal definition.

3.1.2 What is the difference between an asylum seeker and a refugee?

When someone arrives in Australia and seeks refugee protection, we refer to them as an asylum seeker while their claim is being assessed. Under the Refugee Convention, Australia has an obligation to provide asylum seekers with an opportunity to seek protection, regardless of whether they have entered Australia with a valid visa (as it recognised that a person fleeing persecution often has to leave their country of origin immediately, regardless of their status). If a person is determined to be in need of protection under the Refugee Convention definition, he/she is classified as a refugee and, in Australia, is given a permanent Protection Visa. If a person’s claim for asylum is unsuccessful, the Australian Government requires the person to return to his/her country of origin.

3.1.3 What is the difference between a refugee and a migrant?

Refugees are not in the same situation as migrants, although the two groups are often confused. Migrants choose to leave their country to seek a better life. They choose where they migrate to and they can return whenever they like. Refugees are forced to leave their country and cannot return unless the situation that forced them to leave improves. Some are forced to flee with no warning; significant numbers of them have suffered torture and trauma. The concerns of refugees are human rights and safety, not economic advantage.

Because refugees and migrants are different groups of people, with different pre-arrival experiences, it is important that the distinction be made in the services provided. Refugees have needs distinct from and additional to those of migrants, in particular in relation to torture and trauma counselling, secure housing and medical care.
3.1.4 Why do refugees come to Australia?

Refugees flee their country because they would face persecution if they were to remain. The majority of the world's refugees flee into bordering countries, most of which are in the developing world. While some remain in these countries until it is safe for them to return, many find themselves living in difficult conditions in camps for years, sometimes decades. The average time spent in a refugee camp is now 17 years.

Many refugees are not safe in bordering countries and they must look further afield for protection. Sometimes they will need to take complex and dangerous routes in order to reach a country where they believe they will be safe and can start a new life. Australia has agreed to take in 13,750 refugees and other humanitarian entrants in 2008-09.

3.1.5 How do refugees come to Australia?

Refugees come to Australia in one of three ways:

1. By being recognised within Australia as a refugee after a successful application for asylum (see section 3.1.2). This process is often referred to as Australia's Onshore Protection program.

2. By being resettled from a country of first asylum as part of an international resettlement process involving the Office of the United Nations High Commissioner for Refugees (UNHCR). Resettlement provides a solution for refugees who have no prospect of returning to their country of origin and cannot remain in the country where they have been recognised as refugees. This process is referred to as Australia's offshore Refugee Program.

3. By being resettled under the Special Humanitarian Program (SHP), which targets people who are outside their home country and are subject to substantial persecution and/or who are suffering discrimination in their home country amounting to a gross violation of their human rights. Applications for the SHP visa must be supported by a proposer who is an Australian citizen, permanent resident or a community organisation based in Australia. SHP entrants must meet health and character tests and they receive less support than Refugee Program entrants. In most cases, SHP entrants have already been classified by UNHCR as refugees and so the SHP offers an alternative form of refugee resettlement. However, some SHP entrants are not refugees in the strict legal sense (e.g. they may be fleeing persecution but still be inside their country of origin). For this reason, SHP entrants are often referred to as “humanitarian migrants” or “humanitarian entrants”.

In 2008-09, a total of 13,507 refugee and humanitarian visas were granted, including 11,010 visas granted under the offshore component (the Refugee Program and SHP) and 2,497 granted under the Onshore Protection component. The top five countries of origin in 2008-09 for offshore Refugee and Special Humanitarian program entrants to Australia were Iraq, Burma, Afghanistan, Sudan and Bhutan.²

3.1.6 Refugee settlement in Australia

Since 1947, Australia has settled more than 700,000 refugees and humanitarian migrants. These people have come from many parts of the world. After the Second World War, most came from countries such as Germany, Poland, the Baltic states and Ukraine. In the 1950s we saw refugees coming from Hungary and in the 1960s many came from Czechoslovakia. In the 1970s refugees started coming from Indochina (especially Vietnam) and Latin America (Chile and El Salvador) and these groups continued to come well into the 1980s. The 1990s were dominated by the Balkans War, with large numbers coming from Bosnia and Croatia. There were also significant numbers of refugees arriving from the Middle East and South Asia during this decade. Many of these people
were ethnic and religious minorities or opponents of the Taliban regime in Afghanistan or Saddam Hussein’s regime in Iraq.

In the early 2000s, the majority of entrants coming in under the Refugee and Special Humanitarian Program were from Africa, in particular Sudan. In recent years, there has been significant growth in the numbers of refugees from South and South-East Asia and settlement from the Middle East has increased again. The following table provides an example of the diversity of the refugees coming to Australia in 2008-09:

**Humanitarian visa grants 2008-09**

<table>
<thead>
<tr>
<th>Offshore humanitarian program</th>
<th>Visa grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iraq</td>
<td>2,874</td>
</tr>
<tr>
<td>Burma</td>
<td>2,412</td>
</tr>
<tr>
<td>Afghanistan</td>
<td>847</td>
</tr>
<tr>
<td>Sudan</td>
<td>631</td>
</tr>
<tr>
<td>Bhutan</td>
<td>616</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>478</td>
</tr>
<tr>
<td>Democratic Republic of Congo</td>
<td>463</td>
</tr>
<tr>
<td>Somalia</td>
<td>456</td>
</tr>
<tr>
<td>Liberia</td>
<td>387</td>
</tr>
<tr>
<td>Sierra Leone</td>
<td>363</td>
</tr>
<tr>
<td>Others</td>
<td>1,483</td>
</tr>
<tr>
<td><strong>Sub-total for offshore humanitarian program</strong></td>
<td><strong>11,010</strong></td>
</tr>
<tr>
<td><strong>Onshore program (Protection visas and onshore humanitarian visa grants)</strong></td>
<td><strong>2,497</strong></td>
</tr>
<tr>
<td><strong>Grand total</strong></td>
<td><strong>13,507</strong></td>
</tr>
</tbody>
</table>

At least 8% of Australians have been through the experience of being a refugee or have a parent or grandparent who has. Many former refugees are prominent in Australian business, government, education, the arts, sport and community life. Offering a new start for people in peril has proven to be a valuable nation-building exercise for Australia.

**3.1.7 Refugee communities in NSW**

New South Wales is the largest settlement location in Australia and receives more humanitarian entrants than any other state. Between 2002 and 2007, over 57 000 humanitarian migrants settled in Australia, with almost 18 000 (over 30%) settling in New South Wales. While the majority of humanitarian entrants are settled in Sydney (particularly western and south-western Sydney), initial settlement also occurs in regional areas such as Coffs Harbour, Goulburn, Newcastle, Wagga Wagga and Wollongong. Most humanitarian entrants to NSW come from Iraq, Sudan and Afghanistan, with smaller numbers from Burma and central and west African nations.
3.2 Refugee participation in sport

3.2.1 The benefits of sport for refugees

The Australian Sports Commission (ASC) defines sport as: “a human activity capable of achieving a result requiring physical exertion and/or physical skill, which, by its nature and organisation, is competitive and is generally accepted as being a sport.”

The NSW Department of Sport and Recreation regards ‘organised’ sports and physical activities as “those organised by a club, association or other type of organisation.” ‘Non-organised sports’ include all other sporting and physical activities.

The beneficial impacts of participating in sport for any person – refugee or non-refugee – are wide-ranging, numerous and well-documented. Physical benefits include improving fitness and decreasing the risk of chronic diseases such as cardiovascular diseases, high blood pressure, obesity, osteoporosis and some cancers. Psychological benefits include building self-esteem, increasing mental alertness and counteracting stress and depression. Participation in sport also has important social impacts, as it assists in building social cohesion and in reducing isolation, antisocial behaviour and crime. All of these benefits are felt at both the individual and community levels.

The benefits of sport have particular relevance for refugee communities. The refugee experience is by definition traumatic and is characterised by persecution, displacement, loss, grief and forced separation from family, home and belongings. Many refugees will have experienced some or all of the following: forced departure from their country of origin; war; conflict, organised violence and human rights abuses; death or disappearance of family members and friends; little opportunity to receive education; extreme poverty; and a dangerous escape from their country of origin, travelling long distances, sometimes by foot and in cramped conditions. This history of trauma and displacement has a profound impact on the individual, family and community.

Unlike migrants, refugees have not chosen to migrate to Australia in the normal sense, but have been forced by a need for protection and safety. On the whole, they are less likely than migrants who come under the skilled migration stream to have recognised educational and professional qualifications or to speak proficient English.

For these reasons, refugees and humanitarian entrants may face additional barriers to successfully resettling into their new Australian communities, compared to other migrants. Thus, opportunities to promote physical and mental wellbeing and community integration are particularly important for refugees. In Australia, research carried out by the Centre for Multicultural Youth (CMY) has comprehensively documented the specific benefits of sport for refugee communities. Sport can provide “a sense of purpose and direction for young people recovering from the traumas of the refugee experience or the impact of racism.” Sport also offers an opportunity for social interaction and a forum for non-English speakers to learn and practise English. UNHCR also acknowledges “the power and importance of sport,” and notes that participation in sport can play “a particularly important and healing role,” for refugees.
“Sports programs can help counteract psychosocial problems and environmental and health issues as well as stress and loneliness. They contribute to physical fitness, mental well-being and social integration by providing a safe forum in which a child can develop physically, emotionally and mentally.”

Office of the United Nations High Commissioner for Refugees

On purely physical considerations, sport may also play an important role for refugees. There is some evidence to suggest that the process of integrating into western cultures (‘acculturation’) “is often associated with the adoption of detrimental ‘Western’ behaviours such as the consumption of a high-fat, calorie-dense diet, smoking, alcohol intake and a more sedentary lifestyle”. It is therefore essential that any negative health effects from the adoption of the ‘mainstream’ diet are counteracted by appropriate physical activity levels. As the Victorian Department of Human Services stated in their 2005 Refugee Health and Wellbeing Action Plan, “good physical and mental health are vital for people to deal effectively with the challenges of settling in a new country.”

Additionally, participation in sport can promote ethnic and cultural harmony and strengthen communities by “break[ing] down cultural barriers between different ethnic (and sometimes language) groups in the community”. Sport can assist in building links and trust both within refugee communities and between refugees and the broader community, thereby acting as an entry point for the wider participation of refugees in community life. For this reason, sport can be an excellent avenue through which to combat racism.

“To the extent that sport builds social and cultural bridges, and to the extent that it reaches out across the community in both practical and symbolic ways, it is an exemplary site in which to combat racism and racial hatred.”

Lawrence McNamara

Furthermore, “there are few countries in the world where sport forms such a pervasive and influential aspect of culture and society as it does in Australia”. Indeed, it has been noted that “sport and Australian identity are intertwined in a complex and enduring way that is absent in other nations”. Given its profound influence on Australia’s culture and national identity, sport in the Australian context “offers opportunities to break down barriers and encourage participation in a way that other areas of society may struggle to match”. Involvement in sport can therefore be a particularly effective means of promoting refugees’ participation in Australian society and introducing refugees to Australian culture.

Studies by CMY (2007) and the Australian Human Rights Commission (2006) concluded that organised sport can be:
- an entry point to broader participation
- a site for trust building
- a way of facilitating settlement and transitional support
- a diversion strategy
- a capacity building opportunity
- a therapeutic outcome
- a way to promote health and wellbeing
- a way to build community understanding
- a cultural and racial bridge-builder
3.2.2 The benefits of refugee participation to sporting bodies

It is not only refugees themselves who benefit from increased participation in sport. Sporting clubs and associations can also derive enormous benefit from the involvement of refugees in their activities.

One of the most obvious benefits is increased membership. Encouraging refugee participation provides a unique opportunity to widen a club’s membership base and increases the prospects for recruiting skilled players. A broadened membership network can also offer more opportunities for volunteer recruitment, enhance spectator numbers and be of assistance when seeking grants, donations and sponsorship.26

Additionally, increasing cultural diversity within a sport affords important social benefits. At the same time as participation in sport assists refugees in learning about Australian culture, it also provides an opportunity for non-refugee participants to learn about other cultures. Such exchanges are invaluable in building cross-cultural understanding and mutual respect, which are crucial to reducing racism and intolerance within Australian sport. Fostering an atmosphere of inclusiveness and respect can also heighten a sport’s status in the community,27 again creating potential for increased membership and sponsorship opportunities.

Furthermore, establishing an inclusive and accessible sporting environment is likely to attract participants from non-refugee migrant groups as well. In a multicultural society such as Australia, establishing relationships with these communities is central to widening and maintaining a sport’s membership base. Through encouraging increased participation by diverse groups, including refugees, “sporting organisations will be laying the groundwork for a successful (and diverse) future.”28

“Sporting organisations or sports administrators may think: what’s in it for the club, or for me? Or, why bother? A more helpful attitude would be ‘how can I help society’, because we all benefit when there is more cohesion in our society.”

Consultation respondent

3.2.3 Refugee participation in sport – lower than the general population

The Australian Sports Commission (ASC) estimates that 80% of Australians participate in some form of sport.29 A 2005-06 survey conducted by the Australian Bureau of Statistics (ABS) found that almost one third of Australians aged 15 years and over (29% or 4.7 million people) participated in sport or physical recreation at least twice a week and that nearly two thirds of Australians participated in sport or physical recreation at least once in a given 12 months.

However, people from non-English speaking backgrounds (NESB) – a group which includes the majority of refugees – are less likely to participate in sport or physical activity than the general population. The ABS reports that migrants born in non-English speaking countries have a significantly lower participation rate (52%) than migrants born in English-speaking countries (73%), with NESB women having a particularly low participation rate (48%).30
3.2.4 Potential barriers to participation for refugees

Numerous studies have identified multiple barriers which people from migrant and particularly refugee backgrounds face when accessing and participating in sport. These include a lack of culturally appropriate facilities and opportunities, practical and financial constraints and racism.

**Lack of culturally appropriate facilities and opportunities**

“There are currently a limited availability of sport programs which cater specifically for the unique cultural needs of people from migrant and refugee backgrounds. A 2003 study of cultural diversity policies in community sport organisations found that many organisations “did not actively encourage cultural diversity”, resulting in low participation rates by migrant and refugee groups. A 2007 study carried out by the NSW Centre for Physical Activity and Health yielded similar results, noting that there is an “apparent absence of current [sport] projects that target members of [migrant and refugee] communities specifically.” CMY’s Playing for the Future study likewise pointed to the lack of inclusive, accessible and culturally appropriate programs for refugee and newly-arrived young people and the difficulties in linking culturally targeted programs with mainstream programs and competitions.

In order for sport programs to successfully integrate people from refugee backgrounds, it is essential for specific cultural needs to be taken into account. The Centre for Culture, Ethnicity and Health has found that simply “transferring a program that seemed to work well for English-speaking communities, with little regard for underlying ethnic and cultural considerations…[is] problematic and often result[s] in unsuccessful program delivery.” People from refugee backgrounds have a diverse range of unique cultural needs, traditions and expectations which may conflict with or be entirely different from Australian social traditions, an issue which many mainstream sport programs fail to adequately address.

People from cultures without a strong sporting tradition, for instance, may view engaging in ‘artificial’ physical activity as “unusual and unnecessary.” Similarly, certain social settings and traditions which may be considered ‘normal’ in Australia can cause discomfort for some groups due to racial, religious and/or cultural constraints. For example, the practice of consuming alcohol after games may be considered inappropriate by members of religious groups which forbid alcohol consumption. Similarly, the pop music played in some fitness centres may be offensive to people from some cultures. A lack of consideration for religious needs may also present a barrier to participation for some groups. Religious events which involve fasting (such as Ramadan) can render participation in sport more difficult and many sport programs do not provide adequate opportunities or facilities for regular prayer sessions.

Barriers related to cultural appropriateness are often particularly heightened for women, whose opportunities to participate in sport can be limited by both the nature sporting environments themselves and cultural restrictions from within their own communities. For instance, the need to wear uniforms or other sports attire may be a barrier to participation for women whose religious or cultural traditions mandate certain dress codes. Women from some cultural groups may also require a women’s-only environment in which to exercise, so as to adhere to cultural norms.”
These gender-specific constraints may explain why women from NESB have a particularly low participation rate in sport.

Tracy Taylor and Kristine Toohey argue that migrant and refugee women in Australia have largely missed out on the potential benefits of sport, observing that “within Australia sport has acted as a vehicle for the development of ethnic identity and pride almost exclusively in the male context.”

In addition, female refugees are less likely than male refugees to have received a formal education or worked in formal employment and are much more likely to bear the responsibility of childcare. However, we note that this is not a refugee-specific barrier – most non-refugee women in Australia bear the major responsibility of childcare and are less likely to be engaged in formal employment.

**Practical and financial constraints**

Refugees usually arrive in Australia with very few or no possessions or financial assets. As such, the costs of participating in sport are often prohibitive for refugees. This is a particularly noteworthy barrier considering that the costs of club and representative sport are often beyond the means of non-refugee families.

Furthermore, other aspects of settlement – such as learning English, securing suitable accommodation, finding employment, applying for Australian citizenship and seeking torture and trauma counselling – are often more pressing for refugees than participation in recreational activities. Therefore, particularly when financial constraints are also an issue, “involvement in sport and recreation is not seen as a high priority.” Where children are concerned, this can translate into a lack of parental support for children’s involvement in sport programs, creating an additional barrier to participation.

Language can also be a major barrier to participating in sport. A 2002 survey found that people who could speak English very well had a far higher sport participation rate (63%) than those who could not speak English (17.4%). Considering that the majority of Australia’s humanitarian entrants come from non-English speaking countries such as Burma, Iraq and Afghanistan and that most arrive with little or no English, language barriers are likely to have a substantial impact on refugees’ ability to participate in sport.

Refugees also often lack access to sporting facilities, due to difficulties in both accessing transport and meeting transport costs. This is a particularly significant barrier for refugee young people. Many young people from migrant and refugee backgrounds “tend to rely on public transport because of the lack of parental support in recreational activities.” Sporting facilities which are not located close to public transport are thus likely to be inaccessible to many refugee young people. This barrier is further magnified for refugees settling in regional areas, where public transport infrastructure may be limited.

**Racism**

It is important to note that, while sport can promote inclusiveness and contribute to the breaking down of cultural barriers, it can also act as a site for exclusion, discrimination and racism. CMY’s 1998 study found that “racial discrimination within sport is prevalent,” and can include “verbal and physical abuse, ostracism and exclusion.” Incidents such as “a young Muslim woman being abused for wearing her headscarf during a junior soccer match, or an Iraqi refugee being harassed at a basketball game,” are examples of racism in Australian sport in recent years.

Despite the widely-held perception that sport is a “level playing field”, discrimination and racism continue to exist in sport and act as strong deterrents from participation by people from migrant and refugee backgrounds.
3.3 The policy context

The policy context relating to the issue of refugee involvement in sport is complex, as there is no single government portfolio, at either a NSW state or Federal level, which specifically deals with this area. Instead, there are numerous government policies, in a variety of portfolio areas, which are relevant to the issue of refugees’ involvement in sport. These policies relate to:

- Refugee settlement
- Social cohesion and inclusiveness
- Health, sport and physical activity

3.3.1 Refugee settlement

National

At a national level, the Department of Immigration and Citizenship (DIAC) administers two main programs designed to provide settlement assistance to humanitarian entrants. The first of these is the Humanitarian Settlement Services (HSS) program, which provides initial, intensive settlement support to newly-arrived humanitarian entrants. HSS services include reception and assistance on arrival, information and referrals to other government agencies, housing services and short-term torture and trauma counselling.

HSS focuses on meeting refugees’ basic settlement needs and services are available for only a short time period (usually six months). Although HSS providers may be able to link refugees with sport and recreation services, it is not a core aspect of the program.

The second main program is the Settlement Grants Program (SGP), which provides funding to assist humanitarian entrants and migrants settle in Australia and participate equitably in Australian society as soon as possible after arrival. The SGP funds projects in three categories:

- Projects providing orientation to Australia, with the aim of promoting self-reliance.
- Community development projects, focusing on building the capacity of newly-arrived communities to work together towards common goals.
- Integration projects, which promote inclusion and participation in Australian society.

Considering the role that sport can play in strengthening communities and promoting inclusiveness, sport programs could easily fall within the eligibility requirements for the SGP and some have in fact been funded by the SGP. However, the SGP does not focus on sport and recreation exclusively but a variety of settlement needs.

3.3.2 Social cohesion and inclusiveness

National

The Diversity and Social Cohesion Program, introduced in mid 2010, is the key national social cohesion program focusing on cultural diversity. As this program has been introduced only recently, there is limited information available about its aims and structure. However, it is likely that the program will share many of the features of the two initiatives it replaces – the Diverse Australia Program and the National Action Plan.

The Diverse Australia Program (DAP) aimed to address “issues of cultural, racial and religious intolerance by promoting respect, fairness, inclusion and a sense of belonging for everyone.” The program offered funding to community organisations for projects which promoted social cohesion, including sport projects.
The National Action Plan (NAP), which was formulated in response to the “increased threat of global and religious terrorism”, aimed to “reinforce social cohesion, harmony and support the national security imperative in Australia by addressing extremism, the promotion of violence and intolerance”. One of the NAP’s priorities was to increase the participation of Australian Muslims in community life and the plan made specific reference to the importance of encouraging “more active participation in mainstream sporting, social and cultural activities to lessen feelings of isolation and marginalisation in some communities.”

The NAP offered grants to community organisations for projects which related to the plan’s priorities and in the past sport-based projects received funding under the NAP. It should be noted, however, that the NAP had a particular focus on Muslim communities, rather than migrant and refugee communities in general. Furthermore, while both the DAP and the NAP targeted communities which included refugees (that is, people from migrant backgrounds and Muslim communities), neither program had a specific focus on refugees. It is likely that the new Diversity and Social Cohesion Program will have a similarly broad focus.

**New South Wales**

At a state level, the NSW Community Relations Commission (CRC) manages an annual Community Development Grants program, with the aim of enhancing “the participation of people from culturally diverse communities in all aspects of life in New South Wales.” Past recipients have included sporting associations, however since the program concentrates on “all aspects of life in New South Wales”, its focus is far broader than sport alone.

### 3.3.3 Health, sport and physical activity

**National**

At a national level, the Australian Sports Commission (ASC) and the Office for Women jointly fund a Sports Leadership Grants for Women grants program. The grants are provided in five areas, one of which is for “women from culturally and linguistically diverse backgrounds”. One example from this program is a project by the Lakemba Sports and Recreation Club in Sydney to train 60 women, from a range of cultural backgrounds, in a soccer coaching course. However, while the program specifically targets culturally and linguistically diverse groups and as such has relevance to the issue of refugees’ involvement in sport, it does not specifically target refugees.

Between 2006 and 2009, the ASC also managed the All Australian Sporting Initiative (AASI), a program funded through the NAP from 2006 to mid-2009. The purpose of AASI was to provide primary school-aged children with opportunities to participate in sport and physical activity “with the aim of strengthening local communities and promoting involvement in quality and inclusive sporting and recreational experiences.” The AASI focused on building cultural acceptance and increasing opportunities for inclusive participation in sport. Like the NAP itself, however, the AASI concentrated primarily on Muslim communities and did not specifically target refugees.

Another recent national program was the Healthy Active Australia Community and Schools Grants Program, funded by the Department of Health and Ageing (DoHA). The program offered funding to not-for-profit community organisations to “conduct healthy eating and physical activity projects at the local level,” with the aim of increasing physical activity and healthy lifestyle habits in Australian communities. Grant recipients had included ethnic community organisations and service providers to the migrant and refugee community, such as ethnic community councils and migrant resource centres. However, the program did not specifically target people from migrant or refugee backgrounds. Furthermore, its primary focus was on the physical health benefits of sport, whereas the mental and social impacts are equally important to refugees. The program concluded in June 2010.
New South Wales

The main NSW Government initiative focusing on sport and recreation is the NSW Premier’s Council for Active Living (PCAL). PCAL works to promote greater involvement in physical activity across all population groups in NSW and as such its focus is very broad. PCAL’s current work program and terms of reference make no mention of any more specific target groups and include no provisions relating to disadvantaged groups.

NSW Sport and Recreation manages a number of sport grants program with a specific (though not exclusive) focus on refugees and/or migrant groups. The 2009 Women’s Sport Leaders Scholarship Program aimed to provide women with opportunities to “help women from diverse cultural backgrounds take up leadership roles in community sport and recreation.” The program encouraged women from four different sub-groups to apply, one of which was women from culturally and linguistically diverse backgrounds.

Additionally, both the Sport and Recreation Participation Program and the Sport and Athlete Development Program have a focus on increasing opportunities for participation in sport for groups which face barriers to participation in sport and recreation, including people from culturally and linguistically diverse backgrounds and refugees. Nonetheless, there is no grants program administered by NSW Sport and Recreation which targets refugees or migrant communities exclusively.

Finally, the NSW Government’s WimSWIM program, a learn-to-swim and leisure swimming program delivered in a women-only environment, has been very popular with women from migrant and refugee backgrounds. However, the program was not intended to target migrant or refugee communities and is not part of any specific cultural diversity or refugee inclusion policy.

In summation, there are numerous government programs which have relevance to the issue of refugees’ involvement in sport. However, there is no specific, targeted policy or grants program relating to this issue.

3.3.4 Policies in other States

While NSW does not have a targeted government policy area relating to the issue of refugees’ involvement in sport, several other states have adopted more specific policies which aim to encourage the involvement of migrant and refugee groups in sport.

Victoria

The Victorian Government’s ‘Go for your life’ initiative aims to promote healthy eating and increase levels of physical activity amongst residents of Victoria. The initiative includes two programs which focus on increasing physical activity levels amongst migrant and refugee groups:

- The Active Cabbies: Moving People program, which aims to encourage cab drivers from migrant and refugee backgrounds to become involved in physical activity. Active Cabbies is one of ‘Go for your life’s’ flagship programs and is currently nearing completion.
- The Active Connections program, which included three pilot projects with Netball Victoria, Victorian Lawn Bowls and Centre for Multicultural Youth in metropolitan and regional Victoria. They targeted physical activity participation and identification and removal of barriers to participation within culturally and linguistically diverse (CALD) communities. These projects concluded in June 2009.
Additionally, the Victorian Health Promotion Foundation (VicHealth) manages a range of initiatives which focus specifically on increasing the involvement of people from migrant backgrounds and newly-arrived and refugee communities in physical activity. The Participation in Community Sport and Active Recreation (PICSAR) program aims to build a strong sport and recreation sector in Victoria by coordinating activities at state, regional and local levels and working in partnership across different sectors. PICSAR administers three grants programs which focus on the involvement of disadvantaged groups in sport and recreation, with a particular focus on people with disabilities and those from low socio-economic, indigenous and new arrival communities:

- **Active Club Grants**, which provide funding to sporting clubs for essential equipment. The program has a particular focus on groups who are disadvantaged by lack of access to equipment.
- **Active Participation Grants**, which support projects aiming to increase physical activity amongst disadvantaged groups and communities.
- **State and Regional Grants**, which support organisations to develop partnerships and undertake activities to increase physical activity amongst disadvantaged groups and communities.69

Other VicHealth programs which target people from migrant backgrounds or refugee communities include:

- **The Building Bridges Scheme**, which aims to promote positive contact and cooperation between people from migrant and refugee backgrounds and others in the community. 70
- **The Community Participation Scheme**, which aimed to increase participation in community and group activities by people who experience barriers to participation, including people from refugee backgrounds (this program has now concluded).

**Western Australia**

The WA Department of Sport and Recreation has a portfolio dedicated to the issue of cultural diversity in sport. The Department currently manages two major projects which aim to increase participation in sport and active recreation by culturally and linguistically diverse (CALD) groups:

- **The City of Stirling CALD Youth Sport, Recreation and Leisure Project**, a joint initiative of the Department of Sport and Recreation, the City of Stirling and the WA Office of Multicultural Interests. The program aims to engage young people from CALD backgrounds in organised sport, recreation and leisure activities, with a particular focus on youth from African and indigenous backgrounds.
- **The South East Corridor CALD Children and Youth Sport and Recreation Project**, which aims to address a lack of sport and recreation service provision for CALD young people in the South East Corridor of Perth and to provide cultural competence training in order to create more inclusive sport and recreation services.71

The WA Department of Sport and Recreation has also developed a range of resources on working with people from migrant and refugee backgrounds, developing inclusive practices and policies and increasing participation in sport and active recreation amongst people from migrant and refugee backgrounds.72

**South Australia**

The SA Office for Recreation and Sport supports a number of initiatives aiming to involve people from migrant and refugee backgrounds in sport, with a strong focus currently on new and emerging communities. The Office has partnered with numerous agencies to assist in the development sport programs for CALD groups.
In 2005, the Office conducted a New Arrivals Sport and Recreation Forum, involving representatives from a variety of organisations including sport and recreation, local government, various state government departments, schools, community support agencies and advocacy groups. The forum consisted of presentations on funding provided, initiatives to date and current and future directions, as well as presentations from agencies which have conducted significant projects aimed at meeting the sporting needs of new arrivals. The forum also involved a workshop session which examined the barriers to participation faced by people from migrant and refugee backgrounds and suggested strategies to address the barriers.

The Office has also produced a “be active-Find 30” flier, an information resource aimed at mature age people who speak English as a second language. It highlights the benefits of being physically active and suggests ways to achieve the goal of 30 minutes of physical activity per day. The flier is available in 13 different languages.73
4. Approaches to involving refugees in sport

4.1 Australian Football League – National AFL Multicultural Program

*The Australian Football League (AFL) is the national governing body of Australian Rules football.*

**About the program**

The primary objective of the AFL Multicultural Program is to assist migrant and refugee communities to access Australian Football at various levels – as players, fans, administrators and/or umpires. Launched in 2005, the program aims to introduce young people from migrant and refugee backgrounds to AFL and to encourage mainstream AFL clubs to embrace cultural diversity and inclusive practices. Multicultural Development Officers (MDOs), based in AFL clubs and AFL State affiliates throughout Australia, assist clubs in delivering programs aimed at encouraging people from migrant and refugee backgrounds to participate in AFL.

A core element of the program is the AFL Multicultural Schools Football Program, which runs for 6-8 weeks at selected schools. The program targets Intensive English Centres (IECs) and schools which have a high proportion of students from migrant and refugee backgrounds. The school-based program costs around $30, while the IEC program is free. The AFL has found that participants in the IEC program are more likely to be newly-arrived migrants or refugees with less capacity to pay, thus the fees from the school-based program are used to subsidise the IEC program. The AFL is also currently developing partnerships with independent faith-based schools, particularly Islamic schools in western Sydney. In 2008, over 100 schools and more than 8000 students participated in the schools program across Australia.

Other activities which have formed part of the program include AFL Gala Days, inter-school competitions and the Half-Time Auskick program, in which participants of the Multicultural Schools Football Program are given the opportunity to play an exhibition match during half-time at national AFL games. Additionally, in 2008, over 18,000 people from migrant and refugee backgrounds attended an AFL match as part of the program.

The AFL has already begun to derive benefits from the Multicultural Program. It has fostered a greater awareness of multicultural issues throughout the organisation and improved staff and volunteers’ knowledge and understanding of other cultures.

**Key factors in the program’s success**

The most successful aspects of the program are those which have been run in partnership with community organisations that provide services to migrant and refugee communities, such as migrant resources centres and language schools. These partnerships have assisted the AFL in connecting with migrant and refugee communities and have resulted in a higher rate of participation than would otherwise have been the case.

The AFL has also worked to establish relationships with migrant and refugee communities through attending multicultural festivals and participating in multicultural events. The AFL runs football clinics at a number of festivals, such as the Cabramatta Moon Festival. During Refugee Week, a
number of refugee families were given free tickets to AFL games, at which they were provided with an information session explaining the rules of the game.

Additionally, the AFL has recognised the importance of cultural awareness. It has carried out research to identify the needs of the migrant and refugee communities, produced multilingual resources for children and their families and provided cultural awareness training for staff and volunteers from local clubs. The AFL has endeavoured to ensure that its promotions and programs are culturally appropriate, for example through promoting events in ethnic media and providing halal barbecues and prayer rooms at gala days. When working with Islamic schools, the AFL has attempted to create a culturally appropriate environment for female participants, through organising a separate program for girls with female coaches and instructors.

The AFL has also given specific attention to the needs of refugee participants. It works closely with Sports Without Borders, a not-for-profit organisation which supports migrant and refugee young people to become involved in sport, to subsidise the costs of membership fees, transport and equipment, so as to ensure that AFL is accessible to refugees.

Challenges

In NSW, the AFL has found it difficult to sustain a relationship with migrant and refugee communities over a period of time. Many of the activities which have formed part of the Multicultural Program in NSW have been one-off or introductory and it has been challenging to achieve steady participation by migrant and refugee communities outside of these events in this non-traditional AFL market. There is a need to establish a more regular, consistent program to maintain participation in the long term.

The NSW/ACT multicultural team has also noted the importance of role models for migrant and refugee communities within the AFL. There is a limited representation of these groups playing AFL in NSW and organising appearances by players from other states is costly and time-consuming. The lack of role models with whom migrant and refugee communities can identify has been a major barrier to connecting with these communities.

Key messages and advice for anyone setting up a similar program

It is extremely important to establish relationships with representatives from migrant and refugee communities. Community leaders and others who work with these communities can act as a bridge between the sporting bodies and people from migrant and refugee backgrounds, which is vital to the success of multicultural programs. Activities which are supported by representatives from within these communities are far more likely to be successful than those which aren’t. Similarly, role models within the sport can also be central to establishing a relationship with people from migrant and refugee backgrounds.

Under-commit and over-deliver. Newly recruited participants from migrant and refugee communities will often have no prior knowledge of or association with your sport, thus if they are let down they are unlikely to maintain their interest in the sport. It is important to establish trust amongst new participants by delivering what you have promised.

Try to establish ongoing contact with migrant and refugee communities. One-off experiences are unlikely to increase participation rates, as members of these communities (particularly refugees) will often require additional support to become involved in sport. Follow up on new contacts and endeavour to maintain connections and dialogue with participants from migrant and refugee backgrounds.
Assess the needs of your target group. Ensure that your program is culturally appropriate and suited to the unique needs of your target participants. Additionally, it is important to tailor programs to local conditions, since programs may operate differently in different contexts.

**Funding**

The AFL’s Multicultural Program is funded internally by the AFL, with funding and support also provided by DIAC, the Department of Education, Employment and Workplace Relations, the Victorian Government and AFL Victoria. The AFL has a commitment to being an inclusive sporting body, with plans to expand the multicultural program over the next few years.
4.2 Edmund Rice Centre Mirrabooka (WA) – Multicultural Sports and Recreation Program

The Edmund Rice Centre Mirrabooka supports refugee and indigenous families through the provision of a range of educational and community services.

About the program

The Edmund Rice Centre’s Multicultural Sports and Recreation Program aims to introduce and promote structured sport and recreation to youth from a diverse range of cultural backgrounds, with a focus on refugees (specifically the Afghan, Burmese, Sudanese and other African communities) and indigenous young people. The Centre designates a “sport of the month” and runs weekly “come and try” sessions in the northern suburbs of Perth, attempting to integrate any interested participants into registered sport and recreation clubs. Those participants who do move on to mainstream sport clubs are sponsored by the Community in Clubs Program run by the City of Stirling’s CaLD Youth Sport, Recreation and Leisure Project and funded by the WA Department of Sport and Recreation and the Office of Multicultural Interests, which subsidises all playing costs for the first year (up to $300) and half of the costs for the second year (up to $150) of their involvement.

Around 35 young people aged between 10 and 18 years are currently involved in the program, although numbers can vary from week to week. Both male and female youth are well represented.

Key factors in the program’s success

Partnerships and linkages with other agencies have been crucial factors in ensuring participation. To recruit participants, the Edmund Rice Centre utilises its contacts in a wide range of community agencies and schools (including the Koondoolah Intensive English Centre) and also receives referrals from the Department of Child Protection. A staff member from the Centre liaises with these agencies to follow-up on recruitment efforts and maintain effective working relationships.

The introductory nature of the program has also contributed to its success. The “come and try” format of the program allows participants to learn about and become comfortable with a sport before they move on to formal participation. This improves their confidence and knowledge of sport, in turn increasing their likelihood of becoming formally involved in the sport.

The establishment of a welcoming, supportive atmosphere for refugee participants has also been a key factor. The Edmund Rice Centre has endeavoured to create a supportive and understanding environment for refugees, which has increased participation levels. Additionally, since participants are often recruited through schools, refugee youth frequently participate in the program alongside their school friends, further enhancing this welcoming atmosphere.

Volunteers have also aided the program’s success, through facilitating sport sessions and acting as coaches. Volunteers are recruited from the Centre’s Youth Leadership program and through universities.

Challenges
Participation rates in the program tend to vary and the Edmund Rice Centre has found it necessary to implement specific strategies in order to keep participants engaged. Maintaining participation of younger children can be particularly difficult. Since many refugee families rely on public transport, refugee youth who are too young to use public transport by themselves may be unable to access sport programs. To reduce the impacts of this barrier, the Centre has established a bus service which picks up and drops off participants to their homes.

It has also been difficult to maintain contact with older participants, once they exit the network of agencies with whom the Centre liaises. When participants leave school, or when their involvement with community agencies ceases, they may also lose contact with the Edmund Rice Centre. To maintain the involvement of older participants, the Centre has developed a Youth Leadership program, from which participants may be recruited as volunteers to facilitate sport sessions.

Lack of parental support has also presented a challenge. Due to the demands of settlement, many refugee parents are unable to provide support for their children’s involvement in the sport program. As such, the Centre has attempted to take over some of the responsibilities usually fulfilled by parents, for example, providing transport to and from sport sessions. They have recognised the importance of involving parents in the program and plan to concentrate more closely on this area in the future.

Key messages and advice for anyone setting up a similar program

Establishing a welcoming, comfortable atmosphere is central to ensuring participation. Show that you are supportive and understanding of your participants and focus on creating a friendly environment. Pay attention to the social aspects of participation in sport, as these are very important for refugee youth.

Keep in mind the specific need of refugee participants. Refugee youth may need more support and encouragement to become involved in a sporting program, simply because they face more barriers to participation than non-refugee young people.

If possible, try to get parents involved. This may be a challenging task, however parental support can make a big difference to the smooth running and ultimate success of a sport program.

Funding

The program is funded by the WA Department of Sport and Recreation until the end of 2010.
4.3 Cricket Victoria – All-Embracing Program

Cricket Victoria is the governing body for cricket in Victoria.

About the program

Launched in 2001, the All-Embracing Program aims to make cricket accessible to all groups within the community through the implementation of inclusive policies and practices. The program targets five groups which are currently under-represented in cricket: people with disabilities, indigenous people, people from culturally and linguistically diverse (CALD) backgrounds, older adults and socio-economically disadvantaged groups.

The CALD component of the program involves cricket clinics at English as a Second Language (ESL) schools or schools with high numbers of newly-arrived migrants. Participants come from a wide range of backgrounds, including Sudanese, Burmese, Iraqi and Horn of Africa nations. The program is open to both males and females and both genders tend to participate fairly evenly. Participants are mainly school aged children, though the program does not target a specific age group and aims to involve adults as well as children. The program currently operates in metropolitan Melbourne; however, Cricket Victoria is currently attempting to expand the program into regional areas. This program involves about 2000 CALD young people each year.

Another aspect of the CALD program is informal “street cricket” matches, conducted in areas where people from migrant and refugee backgrounds make up a high proportion of the population. The program will provide equipment and a volunteer to organise the regular events and Cricket Victoria is also planning to run a “Street 20 Cup” in 2009. Cricket Victoria has also been asked to run a program for unmarried Sudanese mothers who face discrimination in their communities.

Additionally, Cricket Victoria has been involved in festivals and one-off events. On World Harmony Day in 2009, Cricket Victoria facilitated a cricket day between local police and international youth students and new migrants who have been victims of serious crime but are prevented from reporting to the police because of a lack of trust.

As part of the All-Embracing Program, Cricket Victoria has produced a range of resources on promoting inclusive practices for cricket clubs, and encourages clubs to implement an initiative called “Harmony in Cricket”, which requires clubs to undertake a cultural awareness course. Cricket Victoria also participates in roundtables with the councils and refugee and community groups, to maintain dialogue and connections with migrant and refugee communities.

Key factors in the program’s success

The presence of role models with whom participants from migrant and refugee backgrounds can identify has assisted greatly in establishing connections with these communities. For example, one of the cricketers from a local Victorian club formerly played cricket for Zimbabwe and has participated in the program by meeting with local migrant and refugee communities.

Connections with local councils and community organisations have also been central to the program’s success. Agencies such as the Asylum Seeker Resource Centre and the Centre for Multicultural Youth have partnered with Cricket Victoria to run sport activities and afterschool
programs. These organisations have provided valuable insights into working with migrant and refugee groups and have assisted in linking Cricket Victoria with potential participants.

Additionally, Cricket Victoria communicates with local cricket clubs to promote the transition of CALD program participants into the mainstream clubs. As well as providing resources, Cricket Victoria attempts to get clubs involved in multicultural events and festivals and support clubs in developing inclusive policies and practices. For example, a joint effort between Cricket Victoria, Preston Cricket Club and Darebin Council resulted in the club receiving a grant from VicHealth to pay for transport and uniforms for refugee participants.

Volunteers are an essential part of the program. Around 300 sports development students (studying in Years 11 and 12) assist in running the clinics or regular activities as part of their studies. Their support is central to maintaining the program’s scope and effectiveness.

Challenges

Language barriers have affected communication with migrant and refugee groups. Given that participants come from a wide range of backgrounds, there is a need to communicate in several languages. However, given that the program operates on a small-scale, at a local level, and is largely run by volunteers, this is generally infeasible. As such, it is necessary to develop strategies for communicating with non-English speakers in the absence of translators, which presents a significant challenge.

The international profile of cricket as a sport has also presented a challenge. Given that cricket is not as widely played as other sports, such as soccer, many people from migrant and refugee backgrounds may have no prior knowledge of or familiarity with cricket. As such, they are likely to be attracted to more familiar sports rather than cricket. Gaining the interest and involvement of migrant and refugee participants has thus been particularly challenging for Cricket Victoria.

Key messages and advice for anyone setting up a similar program

Keep in mind the unique needs of migrant and refugee groups and how these may affect their involvement in sport (e.g. language barriers). Given the limited availability of resources, it will often be necessary to develop innovative strategies for engaging with participants from migrant and refugee backgrounds. The support of organisations which work with these groups and role models within the sport, can be of great assistance in this area.

It is important to facilitate the transition from introductory to formal participation in sport. Participants from migrant and particularly refugee backgrounds will often require financial and other support in order to become involved in club or representative sport. As such, it is necessary to actively encourage and support this transition, rather than assuming it will happen on its own.

When attempting to create a culture of inclusivity, it is essential to support clubs at a local level. In order for inclusivity to become embedded within a sport, it is necessary for all clubs to develop and implement inclusive policies and practices. To ensure that clubs are successful in this endeavour, it is important to provide resources, training and other forms of support and to adopt an organisational rather than localised approach.

Funding

The All-Embracing Program is supported by VicHealth.
4.4 Hobart Police and Community Youth Club (Tasmania) – Sport Programs

Hobart Police and Community Youth Club (PCYC) is a community service organisation which provides social and recreational opportunities for young people.

About the program

Hobart PCYC manages a number of programs which aim to involve young people, including migrant and refugee young people, in sport and recreation. These include:

- An after-school sports program, where young people are transported to a local sporting ground and provided with a barbecue meal afterwards. Participant numbers range from 10-12, to 25-30 in the summer.
- The Mobile Activity Centre (MAC), a bus and tandem trailer which carries sports equipment to the various venues around Hobart, to set up sport activities for young people. These activities include basketball, volleyball, soccer, hockey, cricket, football, tennis and tug-of-war. In inclement weather, participants from the outer suburbs of Hobart are transported to the PCYC for indoor activities.
- An initiative which aims to introduce young people to different sports and local clubs. Local soccer, cricket and basketball clubs have worked with the PCYC to engage with participants, for example through trial clinics, providing free passes to watch local games and explaining the game. Young people who are interested in becoming coaches can also be linked with coaching organisations.
- Teen Vacation programs, including excursions to sport activities such as ten pin bowling, indoor golf, ice skating and swimming. Emphasis is now being placed on educational and cultural aspects with training in bushwalking, map reading, safety, healthy eating, cooking a barbeque meal, gardening, etc.
- An in-house program which aims to increase access to PCYC’s mainstream sport activities, such as gymnastics, soccer, weight training, cheerleading, basketball and other indoor games. For example, the PCYC provides a special weight training and self-defence program for Muslim women including adult women (the circuit room is women’s only at specific times, under the supervision of one female staff member).
- Special welcoming and community days for the refugee and migrant community.

Hobart PCYC’s programs are open to all youth, however they have involved between 400 and 500 members of the refugee and migrant community in the Hobart area. Additionally, more than 200 members of these communities attend welcoming days. Participants belong to at least 31 different national groups, with most coming from African countries such as Sudan, Sierra Leone, Liberia, Burundi and Ethiopia. An increasing number of participants come from Afghanistan and other Middle Eastern countries, Bhutan and Burma. Membership fees are waived for members of the refugee and migrant communities and a $1 fee applies to some classes only if members can afford it. The club also assists young people to organise fundraising programs for sport-related expenses such as uniforms and transport to competition and coaching clinics.

The programs predominantly target young people between 6 and 25 years of age, although they are open to the entire community and whole families participate in community days. Both boys and girls are involved in the activities; however, some activities are dominated by one gender (e.g. weight training is dominated by men, while cheerleading is dominated by women).

Additionally, Hobart PCYC provides special cultural training for police officers in partnership with the Migrant Resource Centre. As part of training, officers attend and participate in activities at the PCYC with refugee teenagers.
Key factors in the program’s success

The provision of transport has been a key factor in the success of the program, as it has made the PCYC’s activities far more accessible to refugee participants. Some refugee young people are able to access public transport; however, even small transport costs can present a barrier to participation, particularly during the early years of settlement. As such, the PCYC’s provision of free transport services and mobile activities has greatly enhanced the accessibility of its programs.

An additional strength of the PCYC’s sport programs is their diversity. The PCYC offers a wide range of activities which appeal to participants from a variety of age groups, cultural backgrounds and ability levels and cater for varied interests. Participants are provided with opportunities to become involved in a range of different sports (both competitive and non-competitive), at different levels (both formal and informal) and in different areas (as players, spectators or coaches). This has enhanced participation levels as well as increasing the overall diversity of participation.

The establishment of a welcoming atmosphere for participants from migrant and refugee backgrounds has also been central to the program’s success. Special events such as community days have assisted in creating this atmosphere and conveying to migrant and refugee communities that the PCYC is supportive of their needs. The PCYC has also endeavoured to understand and support the unique needs of refugee participants, for example through waiving fees. These efforts have assisted the PCYC in gaining the trust of Hobart’s refugee community, which in turn has contributed to the high level of participation by migrant and refugee groups in the PCYC’s programs.

Challenges

Cultural differences have presented a major challenge to the PCYC. Refugee young people who settle in Australia often have to face an enormous cultural transition, since Australian culture may be completely different from their own. For example, the idea of “scheduled” sport and participating at a particular time is unfamiliar in many African cultures. This has created difficulties for the PCYC; however, by organising flexible sport activities and offering a range of programs, they have been able to compensate for cultural differences.

Encouraging the participation of refugee girls and young women has also presented a challenge. The PCYC has found that refugee families may be more reluctant to allow girls and young women to participate, than would be the case for boys and young men. To combat this barrier, the PCYC has worked to establish trust with refugee families and, as a result, refugee parents have been more willing to allow their female children to participate. Additionally, the PCYC has organised culturally appropriate sporting activities for women from migrant and refugee backgrounds, such as women-only circuit sessions.

Key messages and advice for anyone setting up a similar program

Endeavour to create a welcoming environment for participants from migrant and refugee backgrounds. It can be challenging to accommodate cultural differences, however if participants feel that they are welcome and that their needs are understood and supported, they will be far more likely to take part in sporting activities. Strategies such as providing barbeque meals, conducting skills sessions and offering free entry to professional sporting events can help to foster this welcoming atmosphere. In addition, it is a good idea to provide training for staff in working with different cultural groups.

Allow participants to take some ownership of the program. Conferring responsibility for some aspects of the program’s management or delivery to participants can both enhance participation levels and promote inclusiveness.

Offering a diversity of activities is central to enhancing diversity of participation. Formal, competitive sport may not immediately appeal to refugee participants, particularly if they have no
prior knowledge of or interest in sport. If attempting to broaden your membership base, it may be necessary to offer participants a range of ways to become involved in sport, so as to appeal to a variety of ability levels, demographics and interests.

**Funding**

The PCYC is largely reliant on external funding and cannot, without financial support, cover the costs of instructors, buses and drivers. Some programs are funded through specific grants programs; for instance, the afterschool sport program is funded through an extension of DIAC’s Living in Harmony program (now superseded by the Diverse Australia Program) and the initiative linking participants to sporting clubs is funded through a Healthy Active Australia grant.
4.5 Surf Life Saving Australia – On the Same Wave Program

Surf Life Saving Australia (SLSA) is the corporate body for surf life saving in Australia.

About the program

Launched in 2006, On the Same Wave aims to increase the accessibility of surf life saving to migrant and refugee groups. Originally developed in response to the 2005 Cronulla riots, the program has evolved from a localised project into a nationwide organisational strategy aiming to create a more inclusive beach environment for people from migrant and refugee backgrounds.

Rather than focusing on recruitment of members, the program’s primary focus is on developing a culture of inclusivity within surf life saving and increasing the opportunities for people from migrant and refugee backgrounds to access and become involved in beach activities. The program also has a strong community education component, aiming to increase awareness of beach safety. Since people born overseas have a much higher risk of drowning than those born in Australia, the program is partly intended as a preventative action. In addition to educational elements such as seminars on surf safety, the program includes beach activities which focus on introducing participants to the surf and the beach environment.

Additionally, SLSA has provided cultural awareness training for club members and developed a variety of resources for clubs which promote inclusiveness and provide information on how to engage with migrant and refugee communities. These include promotional materials featuring surf life savers from a range of cultural backgrounds, pamphlets on beach safety in several languages and introductory brochures with terminology adjusted for groups who may be completely new to surf life saving.

Key factors in the program’s success

Flexible program delivery has been key to the success of On the Same Wave. Rather than establishing a fixed format, SLSA has shaped program delivery to the needs and interests of the communities involved. The inclusion of a variety of activities (e.g. information sessions as well as beach-based activities) has also assisted in reaching a broader audience.

Building a relationship with the parents of participants has also been an important factor. In order to engage parents in the program, SLSA has included activities for adults, such as a first aid and CPR course for Muslim women. Additionally, relationships with partner agencies have been central.
to the program’s success, as these agencies have served as the primary means recruiting participants (see “Challenges”, below).

SLSA’s adoption of an organisational approach has been crucial to developing a broader culture of inclusivity. Through expanding On the Same Wave throughout the country and targeting all levels of surf life saving, SLSA has created much greater potential for enduring change than would have been the case with a more narrowly-focussed program.

However, it is inherently difficult to measure the success of the program, as its primary aim is to create a culture of change which embraces diversity – a factor which is not easily measurable. SLSA has recognised that standard markers of success, such as membership numbers, may not be an appropriate measure for programs which strive for value change rather than quantitative growth. The success of On the Same Wave does not hinge on membership numbers, but instead on the qualitative benefits of cultural diversity to the organisation.

Challenges

While there has been great interest in the program, it has at times been difficult to guarantee participant numbers, simply due to the fact that newly-arrived families have a range of settlement needs which may take precedence over participation in recreation. As such, SLSA has found that recruiting participants through partner organisations such as intensive English colleges, migrant resource centres and other community organisations, has been a much more effective means of ensuring participation, than relying on broad awareness-raising. For instance, print advertisements were trialled as a means of raising awareness of the program, but these failed to attract participants from migrant and refugee backgrounds.

Transport has also been a significant factor. Since SLSA is unable to provide transport for participants, it has been important to ensure that venues are accessible from public transport, or that some form of transport could be provided by the partnering community organisation.

The long-term sustainability of the program presents an additional challenge. SLSA’s partner community organisations tend to operate on weekdays, while the volunteers on whom many of SLSA’s activities depend are usually unavailable mid-week. On the Same Wave is therefore delivered by paid staff and, in the absence of funding for these staff members, the program may be difficult to maintain. Considering that increasing membership (and thus revenue) is not a core objective of On the Same Wave, this is a particularly significant challenge. The program’s size and scope is limited only by the availability of resources, as there has been a high level of interest in the program amongst migrant and refugee communities.

Key messages and advice for anyone setting up a similar program

Give adequate consideration to the availability of resources. There may be plenty of interest from the target community, but resources will place limits on the scope of the project.

It is important to establish partnerships with community groups and community leaders from within migrant and refugee communities, as their support is central both to increasing cross-cultural awareness and ensuring participation.
Embracing diversity requires an organisational approach. Inclusivity needs to become a standard item of business, rather than something which is addressed through “special” or one-off programs. If comprehensive change is to occur, it is necessary to integrate inclusivity as a standard practice in all levels of your organisation.

Have realistic expectations. Developing a culture of inclusivity is a long-term commitment which may not yield immediate, quantifiable results, as the process of change can be slow. You may need to adjust expectations and look beyond operational and monetary benefits, to the more qualitative benefits of cultural diversity to your organisation.

**Funding**

On the Same Wave is funded by DIAC’s Living in Harmony grants program (now superseded by the Diverse Australia Program).
4.6 Grange Lawn Tennis Club (SA) – Advantage Refugees! Tennis Bridging Program

*Grange Lawn Tennis Club is a local tennis club in Grange, South Australia.*

**About the program**

Grange Lawn Tennis Club, in metropolitan Adelaide, runs the Advantage Refugees! program on Sundays for five weeks in each school term. The program began in 2008 and involves children between three and 16 years of age, the majority of whom are from refugee backgrounds. Participants were originally recruited through schools; however, the club has had more success recruiting participants through agencies which work directly with refugees (such as migrant resource centres). They have also had referrals from Families South Australia.

Participant numbers have been fairly consistent, ranging from 20 to 30. The program is open to both boys and girls, but tends to have more female participants than male. While the program specifically targets refugee children, other new arrivals and migrants are also welcomed. Originally dominated by Afghan participants, the program now includes participants from a variety of backgrounds, including Burundian, South African, Liberian, Serbian, Bosnian, Croatian and Filipino.

At least a dozen children who started off in the program have gone on to join the club’s mainstream competitive teams. Some of these participants continue to attend the refugee program on Sundays as well and many have taken on a voluntary coaching role for the newer participants. The club has also granted scholarships to 10 participants, which enable them to participate in the club’s mainstream lessons and competitions.

**Key factors in the program’s success**

The fact that the program is specifically designed for refugees has undoubtedly been central to its success. Grange Tennis Club is committed to supporting refugees and demonstrates an obvious awareness and understanding of their needs, which has in turn created a supportive and welcoming environment for refugee participants. It is one of the only tennis clubs in Adelaide offering a refugee-specific program and, as such, it has generated great interest, with many participants travelling long distances to take part.

The practice of facilitating the transition from the refugee to the mainstream program has also been key to the program’s success. The Advantage Refugees! program is designed as a bridging program, which begins at an introductory level before moving on to formal participation in mainstream competition. Through providing participants with the initial support they need to become involved in the sport, the club has successfully incorporated refugee participants into its mainstream tennis programs.

Obtaining the support of parents has been also been a significant factor. Although children are the primary target group for the program, the club has paid particular attention to involving parents, for
example, through inviting parents to watch their children play, help out on the tennis courts and “have a go” at playing tennis when their children are on a break. The club also organises community open days where parents and children are invited to the club to meet with other participants and parents. At one open day, parents were asked to bring a plate of their national food to share with other families.

Challenges

Although there is no cost to participate in the Advantage Refugees! program, if the children wish to subsequently join the mainstream club activities subsequently, they are eventually expected to cover at least part of their fees. These fees may be prohibitively expensive for refugee families (at $380 per year for family, or $90 for a child). The club has attempted to overcome this barrier by subsiding fees for refugee participants. Although the cost of a lesson is normally about $10, a much smaller contribution (as little as $2) can be agreed upon depending on participants’ circumstances. Some children volunteer as coaches in the Advantage Refugees! program in lieu of payment for their “mainstream” lessons.

Transport has also presented a challenge. While there is a great deal of interest in the program, some potential participants have been unable to become involved because they live too far away to travel by public transport. Given the limited resources available to the club, this has been a difficult issue to address.

Key messages and advice for anyone setting up a similar program

Refugee participants have different needs to their non-refugee counterparts and they may be unable to participate in sport in the absence of special support. It is important to understand the barriers refugees may face to participating in sport and to assist them in surmounting these barriers.

Offer participants a goal or incentive for which to aim, such as the opportunity to move on to formal participation. This will motivate participants to take part and thereby assist in achieving more consistent participation overall.

The establishment of a welcoming and supportive environment is vital to ensuring refugee participation. It is important to establish this environment not only for the participants themselves, but also their parents, as parental support is often essential to ensuring children’s participation. Try to involve parents in their children’s activities and make them feel equally welcome.

Funding

The program is funded by the SA Office for Recreation and Sport. The original 2008 grant has been extended for two years due to the success of the program.

Tennis South Australia has also been very supportive of the program. They have provided reasonably priced equipment (e.g. racquets), which can be sold at regular prices to non-refugee club members so that the proceeds can be used to subsidise the cost of the program.
4.7 South-Eastern Region Migrant Resource Centre (Victoria) – Girls Indoor Soccer Program

The South-Eastern Region Migrant Resource Centre (SEMRC) provides a range of services migrants and refugees in the south eastern region of Melbourne.

About the program

The Girls’ Indoor Soccer program, run by the South-Eastern Region Migrant Resource Centre (SERMRC), provides young women from refugee backgrounds with an opportunity to participate in sport in a culturally-appropriate environment. It aims to encourage young women who came to Australia as refugees or humanitarian entrants from countries such as Afghanistan and Sudan to participate in sport and to educate families about the mental and physical health benefits of sport. The program involves participants aged between 12 and 25 years old, and has been in operation since 2008.

Key factors in the program’s success

Culturally appropriate program delivery has been the central factor in the program’s success. For example, providing a women-only environment has been crucial to enabling girls from Muslim backgrounds to take part, as it has created a context in which participants can take part in sport while at the same time adhering to cultural norms. Catering for other unique cultural needs, for instance, through offering halal food and access to prayer rooms, has further supported the participation of girls from diverse backgrounds. Providing such support to participants has also contributed to the creation of a safe and welcoming atmosphere, which in turn encourages consistent participation.

Partnerships with other agencies have also contributed to the success of the program. The SERMRC has worked in partnership with the City of Greater Dandenong, the City of Casey and Australian Sports Commission, who have provided support in various ways. For example, the City of Casey has provided transport for the participants, a key factor in ensuring the safety of the young women returning home after dark. This has been instrumental in gaining families’ consent for their daughters or guardians to participate. Partnerships have also assisted the SERMRC in identifying the needs of its target group and avoiding replication of programs.

Challenges

The lack of parental support has at times presented a barrier to participation. The numerous demands of settlement often limit the ability of refugee parents to support their children’s involvement in sport and the SERMRC has found that refugee parents may be particularly reluctant to support the participation of female children. To combat this barrier, the SERMRC has worked to engage with parents and keep them well informed about their children’s involvement in the program.

Additionally, refugee young people face many settlement demands of their own, limiting the time available for leisure activities, including participation in sport. This remains a difficult issue to resolve; however, the SERMRC has endeavoured to maximise participation through creating a welcoming and culturally appropriate environment.

Transport has also presented a barrier to participation, limiting the accessibility of the program. This is a particularly significant factor for female participants, for whom public transport may present safety issues, particularly after daylight hours. To overcome the transport barrier, the SERMRC has organised a bus service to transport participants to and from soccer games.
Key messages and advice for anyone setting up a similar program

When attempting to involve refugee women and girls in sport, keep in mind that they may face more barriers to participation than men and boys. Strategies which facilitate male participation may not be as effective when attempting to increase female participation. Additional or special strategies may be required and it may be best to establish a separate women’s program rather than incorporating women into an existing men’s program.

Ensure that you have a good understanding of the communities with whom you’re working. Research the needs of your target group and tailor your programs towards these needs. If refugee participants are well-supported and their unique cultural needs are met, they will be far more likely to participate and succeed in the program.

Funding

The program is funded by DIAC through the Settlement Grants Program and also receives support from the City of Casey.
4.8 Metropolitan Migrant Resource Centre (WA) – Beatball

Metropolitan Migrant Resource Centre (MRC) provides a range of settlement services to newly-arrived migrants and refugees in the greater Perth area.

About the program

Beatball is a monthly youth event for indigenous, migrant and refugee young people in Mirrabooka (in Perth’s northern suburbs). The program, which began in 2008, involves a 3-on-3 street corner basketball championship, at which hip hop music is played. Each event attracts around 100 young people.

Developed in response to tensions amongst some indigenous and refugee communities, the program aims to engage young people in sport and recreation to promote cross-cultural understanding, community safety and inclusive community participation. It provides an opportunity for young people to participate in inexpensive ($2 per game), unstructured and accessible sport and develop positive relationships.

The majority of Beatball participants are young men aged 12 to 17. Participants come from a wide variety of backgrounds, including Congolese, Ethiopian, Sudanese, indigenous Australian, Liberian, Ghanaian, Croatian, Iraqi, Oromo, Anglo-Indian, Sierra Leonean, Afghan and Iranian. The largest groups in the Beatball program are the Sudanese and other African groups and indigenous Australians.

Beatball is organised by a diverse committee of agencies, including the City of Wanneroo, the City of Stirling, Nyoongar Sports Association, the David Wirrpanda Foundation, the Edmund Rice Centre Mirrabooka, the Western Australian Police, the Teen Family Centre and Joe Black DJ and Hip Hop.

Key factors in the program’s success

The partnership model on which the program is based has been a central factor in its success. The organising committee for Beatball comprises a diverse range of organisations, including sporting associations, government agencies and service providers for the indigenous, migrant and refugee communities. Partnerships have enabled the sharing of resources and expertise, resulting in more effective program delivery.

Strong and consistent engagement with Beatball’s target communities has been another key factor in the program’s success. Members of the organising committee regularly take part in Beatball activities and interact with participants. They also consult frequently with participants and alter the program if necessary in response to this feedback. This flexible approach has ensured that Beatball is relevant to the target communities, which in turn enhances participation levels. The MRC has also worked to keep participants engaged by compiling a contact database and sending mail outs to notify participants of upcoming events.

Engagement with youth has also enabled the program to become more sustainable. Participants are expected to take ownership of the program and many aspects of Beatball rely on youth
volunteers. Without their support, it is unlikely the program would have achieved success over a sustained period.

**Challenges**

While partnerships have undoubtedly been central to the program’s success, they have also at times presented challenges. Beatball’s organising committee includes organisations with a diversity of interests and the core aims of each agency may differ. Some agencies, for example, are primarily concerned with youth leadership, while others emphasise health outcomes. In attempting to accommodate the differing interests of these diverse groups, the program has at times risked losing cohesiveness. To address this issue, the committee has established basketball as the program’s core component, into which all other activities are integrated. Since the agencies involved in the Beatball program all have an interest in increasing the participation of indigenous, migrant and refugee young people in sport, the basketball component has provided a common objective for the diverse committee.

Encouraging the participation of young women has also presented a challenge. The basketball component of Beatball is dominated by male participants and it has been difficult to achieve comparable levels of participation by females. In order to attract female participants, the MRC and its partners have offered additional opportunities for physical recreation, such as dancing, or alternative means of becoming involved in sport, for example through refereeing or scoring. Additionally, to attract more female participants and other young people who may not be interested in playing basketball, Beatball has diversified to include art and cultural activities, such as photography projects. Female participation in Beatball still remains lower than male participation; however, it has increased significantly as a result of these strategies.

**Key messages and advice for anyone setting up a similar program**

Partnerships are essential to establishing successful sport programs for indigenous, migrant and refugee young people. While it can at times be challenging to accommodate the interests of a diverse range of groups, the sharing of resources and expertise is vital to creating effective programs.

Involve your target communities as much as possible in the development of your program. Interact and consult with your target group and respond to their feedback. If your program is relevant to their needs and interests, it will be far more likely to achieve success.

Adopt a flexible approach to program delivery. Be prepared to adjust the format of sport programs so as to better reflect the needs of your target group and to increase the diversity of participation. However, it is also important to maintain a consistent core component which will give the program structure and coherence. Without a common objective, it can become difficult to effectively coordinate and organise the program.

**Funding**

Beatball is supported by its organising committee and also receives funding from DIAC and Healthway, the Western Australian Government’s health promotion agency.
4.9 Multicultural Communities Council of South Australia – Sharing Through Active Recreation

The Multicultural Communities Council of South Australia (MCCSA) is the peak organisation representing and supporting migrant and refugee communities in South Australia.

About the program

Sharing Through Active Recreation is part of MCCSA’s community development activities and has been operating in various forms since 2004. It aims to create opportunities for newly-arrived youth to participate in semi-structured sport programs, ideally in partnership with local sporting clubs or associations. It also endeavours to assist local clubs and sporting associations in developing culturally appropriate programs and policies for newly-arrived youth.

MCCSA’s role involves brokerage, sponsorship and in-kind support, rather than direct service delivery. Their aim is to support local clubs in establishing and maintaining their own programs for migrant and refugee youth.

While activities are open to all youth, the primary target group is newly-arrived youth. Activities which have been a part of Sharing Through Active Recreation include:

- A cricket program, run in partnership with Kilburn Cricket Club, which targets young people up to 14 years of age. This program has attracted (primarily male) participants from Afghanistan, the Middle East and South East Asia. The program is supported by the SA Cricket Association, Lutheran Community Care, the City of Port Adelaide Enfield and the Prospect District Cricket Club.
- The 3-Ball basketball competition, a 3-on-3 competition run in partnership with Basketball SA. The program involves 14 to 20 year olds and is very popular with African youth. The competition is most strongly supported by male participants.
- The Advantage Refugees! Tennis Bridging Program, run with Grange Lawn Tennis Club (see previous profile on Grange Lawn Tennis Club).
- A weekly girls’ tennis program for new arrivals, run at Clearview Tennis Club with support from Port Adelaide Enfield Council.

Key factors in the program’s success

Establishing relationships with representatives from within migrant and refugee communities has been central to the program’s success. Building rapport with these communities can be difficult and time-consuming but is ultimately effective, as the support of people within these communities can help to increase involvement and thereby ensure regular participation.

Partnerships have also been a crucial factor. Establishing effective relationships with sporting clubs has been particularly important, as clubs must take responsibility for running sport programs if the programs are to be effective and sustainable. Through working directly with established clubs, which have existing infrastructure and a staff/volunteer base, the programs facilitated by MCCSA have become more sustainable,
rather than being one-off or isolated events. Additionally, a number of participants have begun to take ownership of the programs, expressing an interest in establishing their own clubs.

Additionally, MCCSA has established strong links with the sport sector and is a member of the organising committee for the Bay Sports Festival, held annually in Glenelg. MCCSA has also created partnerships with universities and TAFEs, who can provide student volunteers to assist in running the programs. Partnerships with local councils have also been valuable. As well as assisting in gaining access to facilities, councils can assist with logistical matters and encourage clubs to diversify.

MCCSA has also helped clubs to successfully tailor their programs to the needs of newly-arrived youth. They have advocated a flexible approach to program delivery, for example running programs over a shorter season than usual to maintain the interest of newly-arrived participants who may be entirely new to organised sport. MCCSA also places a strong emphasis on the social side of participation in sport, as this is often of prime importance to newly-arrived youth. To ensure consistent participation, MCCSA has established a membership base through social networks, such as Facebook.

**Challenges**

Obtaining access to sporting grounds and facilities has been a challenge, both in terms of securing space for program delivery and in ensuring that participants will be able to easily travel to the grounds. There are few centrally-located facilities in Adelaide, which presents access issues for newly-arrived youth. MCCSA has found that establishing partnerships with local councils can be an effective means of gaining access to facilities, but limited availability remains a problem.

Encouraging the involvement of female participants has been a major challenge. MCCSA has attempted to increase female participation by exploring alternative recreational activities which may appeal to female participants, such as tennis, African dance classes and a women’s only swimming program. However, it remains difficult to involve girls in their more “mainstream” sport programs.

The migrant and refugee communities in Adelaide are smaller than in other capital cities such as Sydney or Melbourne, and Adelaide is still developing its settlement and support services for newly-arrived migrants and refugees. As such, there is not as strong a tradition of multiculturalism in the city. This has affected the approaches of sporting clubs towards participation by people from migrant and refugee backgrounds, in that they don’t tend to encourage an inclusive club atmosphere and have not fostered cross-cultural awareness. In light of this existing mentality, establishing sport programs for migrants and refugees and encouraging diverse participation has been challenging for MCCSA.

**Key messages and advice for anyone setting up a similar program**

Establish partnerships with a variety of agencies, as their support is crucial to creating effective and sustainable programs. Seek out partners who can support your needs and who have expertise and connections which your organisation may lack.

Tailor your programs to your target group. Research their needs and interests and ensure that you plan your program well. Running a pilot project can provide a good indication of what works and what doesn’t and will help you to determine what resources you will need. Furthermore, as well as
assisting you in establishing more successful programs in the future, running a successful pilot can help you to build a case for funding applications.

Consider the long-term sustainability of the program. Sport programs will generally need long-term sponsorship and a dedicated coordinator to be sustainable. However, sustainable programs are also far more likely to be effective than one-off or isolated events.

**Funding**

Sharing Through Active Recreation has received funding at some stages from South Australia’s Office for Recreation and Sport. However, the MCCSA has maintained its consultancy and advisory role throughout.
4.10 Spectrum Migrant Resource Centre (Victoria) – Refugee Youth Basketball Program

_Spectrum Migrant Resource Centre (MRC) provides settlement services for migrants and refugees in Victoria._

**About the program**

This program aims to engage young people, aged between 12 and 20, in organised sport and leadership initiatives, through mentoring, training and team-building. Spectrum MRC supports participants by providing uniforms, coaching, equipment and some transportation to and from games. The program operates in northern Melbourne, specifically in the City of Darebin, and has been running since 2003.

Originally designed to target refugee youth, the program has also involved participants from migrant and other non-refugee backgrounds. The diversity of participants’ background fluctuates from year to year; however, participants still primarily belong to refugee and migrant communities, particularly the Sudanese and Somali communities. Other young people come from Anglo-Celtic, Tongan, Vietnamese, Samoan and Filipino backgrounds.

There are five basketball teams involved in the program, with around seven to 13 members in each team. These teams take part in the Victorian Junior Domestic Competition, a non-selective competition of the Victorian Junior Basketball League. Some 45 young people participate in the program on a weekly basis, with a further 30 involved on a sporadic basis. It is open to both genders, with both males and females participating fairly evenly.

Three program participants have gone on to play in a selective competition at a representative level with the Coburg Basketball Association. One participant was subsequently selected to play in Victoria’s representative adult basketball competition, the ‘Big V’.

The program is promoted mostly word of mouth. Participants have also been referred to the program by Berry Street (a youth support group), the Department of Human Services’ Refugee Minor Program, Victoria Police and the Northern Melbourne Institute of TAFE’s Young Adult Migrant Education Course. The program is coordinated by a staff member of Spectrum MRC, who supports five to seven volunteers.

**Key factors in the project’s success**

In the words of the program’s coordinator, volunteers are “the lifeblood of the program”, without whom it would not run. Volunteers assist as coaches and team managers and in providing transport to and from games. Spectrum MRC maintains close contact with its volunteers to ensure they are well supported.

Ensuring that the program is open and accessible to girls (e.g. through transport arrangements; see “Challenges” below) has resulted in a strong female presence in the program. Indeed,
Spectrum MRC has noted that female participants in particular have taken ownership of the program, due to women and girls having fewer opportunities to participate in sport.

The fact that participation in the program is free and uniforms are supplied to participants by Spectrum MRC, has facilitated the involvement of refugee participants. A $2 entry fee is charged by the basketball stadium for Saturday games, which participants are usually able to afford. For those who struggle to meet this cost, Spectrum MRC attempts to provide them with a means to earn it, such as through washing cars and doing other odd jobs. Basketball Victoria has donated sport shoes which are loaned out on the day of the basketball game.

Networking with basketball associations has assisted participants in gaining access to representative basketball. For instance, Spectrum MRC provided advice to Coburg Basketball Association when they recruited a participant from the program. The Association then waived his fees for first two seasons, secured a second-hand uniform from a non-refugee participant and assisted in arranging transport to and from games.

**Challenges**

Transport has been Spectrum MRC’s biggest challenge, since the basketball stadium is not readily accessible via public transport. The stadium is 2km from the nearest train station, with the result that inclement weather may deter participants from attending. Additionally, games may finish after daylight hours, presenting safety issues for participants travelling alone (particularly female participants). Due to these factors, those who lack access to an alternative means of transport may be unable to participate. To overcome this challenge, the MRC has arranged a pick-up service for participants in inclement weather and has made special transport arrangements for female participants. They are picked up from a central location, of which they are notified by SMS the day before. After the game, they are dropped back to the same location or, if it is after daylight hours, dropped back individually to their homes.

Spectrum MRC has also found that participants tend to be irregular in attendance. Participant numbers vary from week to week and it is difficult to guarantee whether or not participants will attend games. While Spectrum MRC has implemented strategies to improve the accessibility of the program to refugee participants, the settlement challenges faced by refugee families are such that it is unrealistic to expect consistent participation. The program’s coordinator has stressed that irregular participation does not stem from a lack of interest, but occurs because refugee youth face many challenges when settling in a new country and may have limited time available for recreational activities.

**Key messages and advice for setting up a similar project**

It is important for coaches and volunteers to be aware that participants may be very unreliable, due to the unusually heavy demands of other parts of life for refugee young people. This is not necessarily a reflection on the quality of the program, or a lack of interest on the part of participants – sport may simply not be a high priority for refugee families during the early years of settlement. Be prepared for some disappointment and be aware that participants may not always express how much they enjoy the program.
Don’t assume that participants will have parental support. Participation in sport is seldom a high priority for refugee families, who usually have little spare time or money to devote to children’s sporting activities. Try to limit or waive participation costs and consider making special transport arrangements for refugee participants.

Volunteers can provide indispensable support; however, it is also important to ensure that volunteers are well supported and understand the needs of refugee participants.

**Funding**

The program was initially funded in-house by the Spectrum MRC and later received funding from VicHealth and Variety Children’s Charity. It is currently funded by DIAC through the SGP and also receives in-kind support from Basketball Victoria.
4.11 NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors – Sport Programs

NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) is a rehabilitation agency which assists refugees in NSW to recover from experiences of torture and trauma.

About the program

STARTTS manages two soccer programs for refugee young people aged between 14 and 18, who have been in Australia for less than five years:

- Soccer camps, which consist of training and skill development clinics. Up to 60 participants are involved in the camps. Some camps have been run in partnership with other agencies, such as Auburn Migrant Resource Centre and Liverpool Migrant Resource Centre.
- Soccer tournaments, involving as many as 130 participants. One of the core aims of these tournaments is to raise awareness of opportunities to participate in local clubs. Since participants in metropolitan areas are often already linked with local clubs, tournaments are primarily run in regional areas where these linkages are absent.

Both programs have been in operation since 2006 and involve male participants only. Participants come from a variety of backgrounds, including African, Asian and Middle Eastern. The programs operate in metropolitan Sydney and regional areas such as Newcastle, Tamworth and Coffs Harbour.

STARTTS also provides general assistance in linking participants with local sporting clubs. In Newcastle, STARTTS liaises with the clubs and facilitates the entry of refugee participants. Recently, for example, STARTTS assisted a young female refugee in Newcastle to access a netball club.

In addition, STARTTS supports a range of other soccer programs by providing:

- Support and advice to an African Soccer Team in Newcastle, including organising professionals to advise on fitness, drills and general life skills and assisting the team to access gyms and voice concerns.
- Transport and uniforms to the Western Sydney Burundian Soccer Team.
- Transport, advice and support for a Soccer Gala Day run by the Horn of African Relief and Development Agency (HARDA).
- Advice and support (as a member of the steering committee) for the Auburn Football (Soccer) Cultural Diversity Project, run by Auburn Council.

Key factors in the program’s success

As a specialist torture and trauma rehabilitation agency, STARTTS has a strong understanding of the refugee experience. As such, the organisation is sensitive to the needs of refugee participants, which has assisted in the development of appropriately-tailored sport programs. Indeed, the structure of STARTTS’ programs has been central to their success. STARTTS adopts a flexible approach to program delivery, providing an avenue for young people to engage in casual sport. This approach allows those who cannot attend the weekly training schedules required by sports
clubs, to still have some access to sport. This has been a significant factor in encouraging the involvement of refugee participants, as settlement needs often limit the time available for recreational activities.

Partnerships have also been key to the success of STARTTS' programs. Establishing relationships with sporting clubs in particular has been vital to achieving positive project outcomes, as it has enabled sharing of resources, knowledge and expertise. Clubs can provide information on the processes and rules of sport, while community agencies can assist in highlighting the unique needs of refugee participants. Collaboration between clubs and community agencies also facilitates successful linkages between refugee communities and the formal sport sector, thus ensuring an integrated approach to increasing refugees’ involvement in sport.

Challenges

The membership fees charged by sporting clubs have presented a major barrier to participation for refugees, as many are unable to secure funds for club membership during the initial phase of settlement. STARTTS has found, however, that most refugee young people are able to pay their own fees in the second year. As such, STARTTS has arranged for local clubs to trial “staged fees”, where the club may partially or wholly subsidise the registration fees of a young person during their first year, but the young person is responsible for part or all of their fees in the second year. In Newcastle, a number of soccer and basketball clubs have agreed to implement staged fees. This has enabled 28 young people to play club soccer and 14 to play club basketball, who otherwise may not have been able to join clubs. Some clubs have also sponsored young players who show particular talent and discipline.

The availability of transport has presented a major challenge for many refugee young people. Due to the challenges of settling in a new country, refugee parents may lack the time or means to provide transport for their children to after-school sporting activities. If public transport is unavailable, refugee young people may have no way of accessing sport. This has been a particularly significant barrier in regional areas, where transport opportunities are likely to be even more limited due to a lack of infrastructure. STARTTS Newcastle has attempted to overcome this barrier by organising volunteers to transport young people to sporting venues, or arranging for young people to walk to the venue as a group.

Key messages and advice for anyone setting up a similar program

Encouraging the involvement of refugees in sport requires strong partnerships between sporting clubs and community organisations. The resources and capabilities of both types of agencies are essential to creating successful linkages between refugee young people and the formal sport sector.

The monetary and transportation barriers to participation can be partly mitigated by increased parental support for young people’s involvement in sport. Try to assist parents in understanding the importance of sport to refugee young people, as this may encourage parents to help with the payment of fees and the provision of transport. Given the challenges of settlement faced by refugee families, there will be limits to the amount that parents will be able to contribute;
nonetheless, if the involvement of refugee young people in sport is to be sustained in the long
term, some level of parental support is essential.

It is important to consider how different contexts may affect program delivery. In regional areas, for
dexample, the barriers to participation may be magnified due to lack of infrastructure or scarcity of
local sporting clubs. It is necessary to take these factors into account and implement additional
strategies to combat these barriers if needed.

**Funding**

STARTTS obtains funding from a variety of agencies. Core funding is provided by the NSW
Department of Health, with additional funding provided by DIAC, the Department of Health and
Aging, the Department of Employment and Workplace Relations, the Department of Community
Services Area Assistance Scheme, private donations and fundraising.
4.12 University of NSW School of Public Health and Community Medicine – Football United

Football United (originally called the Refugee Youth Soccer Development Program), through partnerships with corporations, government and community organisations, provides humanitarian refugees with a foundation to overcome barriers that currently hinder their participation in Australia’s social fabric, and will promote harmonious development in the communities in which they live. Focusing currently on communities in the Blacktown, Liverpool, Fairfield and Daceyville areas, Football United delivers the following Strategic Initiatives:

1. Weekly football programs, holiday camps and Futsal competitions, which include coaching and playing activities for participants, delivered by trained volunteer coaches.

2. Leadership and Personal Development, which involves providing refugee youth and adults with formal training as volunteer coaches and referees; and linking with partners such as the Active After School Program and Youthsafe to offer courses which enhance leadership, personal development and mentoring capabilities and improve career opportunities.

3. Community Partnerships, which involves creating extensive partnerships with stakeholders, including local, state and national football organisations, government agencies, local councils, businesses, community groups and other not-for-profit organisations to achieve long term and sustainable outcomes for the participants.

4. Advocacy, which involves promoting the program with the support of partners extensively in the media, publications and at Football United events and activities.

5. Research, including implementation of the first global longitudinal research project into the impact of football and sport on social inclusion and community participation of refugee populations in urban areas.

Additionally Football United provides advice and assistance to existing soccer programs to facilitate the recruitment and participation of refugees.

The program targets refugee youth who have recently arrived in Australia. More than 800 participants have benefitted from the program offerings to date, coming from a wide range of cultural backgrounds, including Sudan, Iraq, Afghanistan, Ethiopia, Bosnia, Sierra Leone, Liberian, Uganda, Chile, Sri Lanka, East Timor and Burma.

**Key factors in the program’s success**

The most important factor in the program’s success is its strong focus on breaking down barriers to participation. Football United uses a wide range of strategies to assist refugees in overcoming these barriers, not only financial, but also emotional and logistical. Refugees are taught about how soccer is organised in Australia and are given the opportunity to meet and talk with current referees and hear about their experiences. They are trained on the rules of the game, and registration and insurance requirements are explained. Extra training sessions are added to standard coaching courses run by Football New South Wales to cater for the refugees’ different experiences of the sport, and experienced coaches and referees mentor the trainees whenever possible and provide them with emotional support.
When the cost of registration proves a barrier, Football United provides alternative playing opportunities, and when feasible conduits to organised football clubs; transport is organised as possible. These measures have been crucial in facilitating the increased participation of refugee youth in sport.

Football United's flexible, multi-program approach has also been key to its success, as it enables the program to accommodate individuals and communities with varying needs. The program does not take a one-size-fits-all approach, but is tailored to the unique needs of participants. Prior to the program's launch, consultations were conducted with stakeholders within the refugee community and groups working to support them, to identify gaps in service provision and ascertain the key barriers to participation. In addition, feedback on the program was sought from participants. This participatory approach has assisted the project team in designing a program that adequately caters for participants’ needs. It has also fostered a sense of contributing and belonging amongst participants, as refugees not only take part in the program, but actively contribute to it and create opportunities for themselves and their communities.

Partnerships have also been a crucial factor. The Football United team has established partnerships with a wide range of agencies, including migrant resource centres, service providers to the refugee community, police and community youth clubs, football coaches and clubs throughout Sydney. These partners have played a vital role in supporting the program's activities and have facilitated the sharing of resources and expertise. The support of volunteers has also been essential, given the program's small operating budget.

Challenges

Initially misunderstanding of challenges that refugee families face to join organised sport by established soccer clubs posed a significant challenge for the Football United team. They found that many soccer clubs were unaware of the particular needs of refugee youth, which has been a significant barrier to increasing access for refugee youth. The program's strong focus on working with sporting providers and educating soccer officials about the barriers to participation refugees may face, was crucial to overcoming this challenge. Currently some local clubs and district associations work to provide Football United with support in terms of gear, coaching and playing assistance. Blacktown District Soccer Football Association is particularly supportive.

Securing the engagement of participants' parents or guardians has also presented a challenge. The Football United team has found that some parents are cautious about letting their children participate in activities with people they do not know, due to negative experiences in their countries of origin. To overcome this challenge, the Football United team endeavours to inform and reassure parents when activities are organised, and encourages and fosters opportunities for parental involvement. Parents or care-givers are also often extremely over-extended however, as they attempt to juggle multiple activities to enhance their settlement. May hold multiple jobs, attend TAFE or other educational programs, and manage multiple family units, thus time for engagement in recreational activities is limited or non-existent.

Funding presents an ongoing challenge. The program's focus on capacity-building necessitates a long-term funding approach, however this long-term sustained funding proves difficult to secure, and most grants are short term in nature. The program has succeeded in securing funding to cover
coordination and research needs, as well as small amounts to remunerate coaches. Balancing the
delivery of services and engagement in fund raising is a continuous challenge.

Key messages and advice for anyone setting up a similar program

It is vitally important to tailor your program to the unique needs of refugee participants, to ensure
that barriers to participation can be effectively overcome. Conducting detailed consultations and
seeking input from participants is therefore crucial to designing a program that can adequately
meet the needs of your target group.

Partnerships can be crucial to a program's success, however it is important that these partnerships
are well-coordinated, and managing partnerships is a full-time job in and of itself. It is advisable to
employ a dedicated program coordinator, and develop specific written partnership agreements to
ensure each partner is clear about what they bring to the project and their responsibilities.
Anticipate frequent changes in personnel in partner organisations and plan accordingly.

Endeavour to secure some significant seed money before launching the program. It is very difficult
to obtain funding for sustained capacity-building programs, and adequate consideration should be
given to funding issues at the outset.

For programs on a small budget, volunteers can provide essential support. However, it is important
to ensure an appropriate ratio of professional workers to volunteers, as volunteers require
additional supervision. It is a good idea to designate someone to specifically manage volunteer
support.

Funding

Football United receives financial and in-kind support from the University of New South Wales, JP
Morgan, St George Foundation, Mary MacKillop Foundation, Gilbert + Tobin, Sydwest Multicultural
Centre Inc and other Migrant Resource Centres, Sisters of Charity Foundation, Macquarie Bank
Sports Foundation, the NSW Service for the Treatment and, Rehabilitation of Torture and Trauma
Survivors (STARTTS). Many staff working on the program are volunteers.
4.13 Feedback from other organisations

As well as the dozen organisations profiled here, the Refugee Council also consulted a number of other sporting and community organisations, policy workers and project workers. Some of their feedback has relevance to sports policy makers and/or to sporting clubs. We note some of the key comments and messages (sometimes conflicting) that arose during these additional consultations:

On systemic change

- One of the key systemic barriers is resistance to change at the senior management level of an organisation – if they block proposals coming from the grassroots level for new programs to encourage CALD [culturally and linguistically diverse] participation. (Respondent 1)
- NSW DSR [Department of Sport and Recreation] should work more closely with groups that are committed to running useful, long-term, sustainable programs. [Our organisation] has tried, but a real collaboration has never happened. (Respondent 2)
- For sustainable, systemic change, organisations who want to run sports program for refugees need longer-term funding. (Respondent 2)
- Sometimes you get the question: Why fund refugees to take part in a one-off, free event? You do it because picking up a new sport or a new activity is a progression. In other words, a one-off event can lead to more. (Respondent 1)
- We are a starting point for people to enter a fitness routine, what we do enables them to continue on their own. (Respondent 5)
- Sporting organisations or sports administrators may think: what’s in it for the club, or for me? Or, why bother? A more helpful attitude would be ‘how can I help society’, because we all benefit when there is more cohesion in our society. For example, if we teach people how to swim, we can save lives and save on the expense of medical treatment. (Respondent 1)
- Local sports clubs are already so pressed for time. Mostly they’re run by volunteers with families and jobs and training. It can be hard for them to find an extra one or two hours to attend a cross-cultural training workshop. (Respondent 4)
- The representative of one sporting organisation we consulted did not feel that there was a need for specific programs or activities to engage migrant or refugee communities, because 1. Membership of their organisation was increasing anyway; 2. The organisation was not as financially well-placed as other organisations of similar size; and 3. The fact that there is high representation in the sport by players from three particular ethnic backgrounds (which were not of refugee-producing countries) was interpreted as meaning that the sport was quite multicultural. (Author’s comment)

On other issues

- Australian culture is much more structured than the society where many refugees have come from. It’s much more regimented here which doesn’t allow space for ‘drop-in’ sports activities. (Respondent 2)
- A big gap in current knowledge is in the area of statistics. There is very little in the way of statistics about CALD and refugee participation in sports. Yet it could be as simple as including a simple tick box on enrolment forms. (Respondent 3)
- People from the ‘mainstream’ culture can be very effective advocates for getting clubs and other organisations to support programs that target CALD and refugee participants. (Respondent 1)
- There is much similarity between sport and art, in that both create an opportunity and a space where cross-cultural understanding can be promoted. (Respondent 1)
- If women experience and understand the importance of sport, then they will encourage their children to get involved in sport. (Respondent 1)
5. Grants and funding opportunities

Since the costs of participating in sport are often prohibitive for refugee families, it is unlikely that refugee participants will be able to contribute significantly towards the running costs of sport programs, at least initially. Therefore, it will usually be necessary to secure program funding from other sources.

There are currently very few grants programs in Australia, either at a state or national level, which specifically focus on the involvement of refugees or migrant groups in sport. Nonetheless, there are a wide variety of more generalised grant programs which could potentially provide funding for sport projects targeting refugees. The issue of refugees’ involvement in sport is relevant to a range of funding sectors, including: sport and recreation; health; multicultural affairs; youth; women; community services and/or community development; and crime prevention.

State and federal government departments in the sectors listed above may have relevant grant programs on offer. However, these government departments are not the only agencies from which you may be able to secure funding:

- Many local governments offer grants for community projects.
- Some non-government organisations offer grants, for example non-government advocacy groups or representative bodies.
- Private foundations, trusts and funds often have broader guidelines for grants than government agencies and may fund a wider variety of programs.
- A number of corporations have their own foundations which offer grant programs. Applications which offer promotional opportunities for the corporation may be particularly favoured.

Since funding will often be sought from programs which don’t specifically relate to either sport or refugees, it is particularly important to ensure that you:

- Meet the eligibility criteria for the grant program. For example, a number of grant programs (particularly government grants) will only fund not-for-profit organisations. If in doubt, contact the agency offering the grant.
- Tailor your application to the guidelines. Grant programs, even if generalised, will almost always have guidelines or selection criteria which must be addressed in the application. You will have a greater chance of success if you address each application individually, rather than using a generic proposal for all grant applications.

Before applying for grants, consider the needs of your target participants. Depending on the type of program you are running, it may not always be necessary to seek large amounts of funding. Financial costs do not always have to be large to be limiting for refugee families – the costs of a team uniform or transportation to and from the playing field may be enough to prevent refugees from participating. As such, you may only need to seek a small amount of funding for specified items or equipment. Similarly, if you are aiming to incorporate a tailored refugee program within an existing program, you may not require a significant amount of seed money to get the program started. In these cases, it may be more appropriate to ask for donations or seek sponsorship rather than applying for large grants.

You may also wish to consider running a small-scale pilot of your planned program before applying for grants, as this will give you a clearer idea of the resources you will need. Furthermore, presenting evidence of a successful pilot program in your grant application will strengthen your proposal. Alternately, you may wish to apply for a small grant in order to run a pilot program and, once you have established a successful format, build up to larger grants and more extensive programs.

Lists of potential funding sources can be found in Appendices 4 and 5.
6. Recommendations and conclusions

6.1 Recommendations for sporting bodies and sport service providers

A key finding of our research is that there is no ‘one size fits all’ approach to developing sport programs which target refugees. On the contrary, there is likely to be considerable variation in programs designed for this purpose, due to factors such as:

- The unique needs of the cultural and/or religious group to which your target community belongs.
- The demographic profile of your target community, such as age range and gender.
- The availability of relevant services and infrastructure, such as public transport.
- Geographical features, such as the distance to sporting grounds.
- The level of support available from government and other key agencies.
- The availability of funding.

However, our consultative research uncovered a number of recurring themes, which may be used to guide the design and delivery of sport programs for refugees. This section includes a series of tips compiled from the experiences and advice of the organisations consulted for this project.

6.1.1 Researching Program Options

The most fundamental of our recommendations is to tailor programs to the specific needs of refugees. Programs which are purposely designed to meet the unique needs of your target group are far more likely to be effective than those which adopt a generalised approach. The agencies with whom we consulted stressed the importance of developing specific programs and strategies for refugees and migrant groups, rather than simply incorporating refugee participants into a ‘mainstream’ program. Once refugee participants have become comfortable and familiar with your sport, and their various barriers to participation have been overcome, they may be able to join mainstream programs. Until this time, tailored strategies will be required.

**Recommendation 1:**
RCOA recommends that agencies tailor sport programs to the specific needs of refugees.

The first stage in designing a sport program for refugees, therefore, should be researching the needs of your target group. It is highly advisable to consult directly with your target community, including both potential participants and community leaders. Agencies which work directly with refugees and migrant groups can also provide valuable information.

**Recommendation 2:**
RCOA recommends that agencies consult with their target communities when developing sport programs to serve their needs.

Consultation with stakeholders should be an ongoing process. Once a program has been implemented, it is important to seek feedback from your participants to ensure that the program remains responsive to their needs and relevant to their interests. It is advisable, particularly in the early stages of a sport project, to adopt a flexible approach to program delivery, which will allow the program to be altered or adapted so as to better reflect the needs of your target group, or address
unforeseen issues. If your organisation has not previously conducted refugee-specific programs, it may be useful to conduct a pilot project before launching a major program.

Recommendation 3:
RCOA recommends that agencies adopt a flexible approach to program delivery.

### TIPS FROM SUCCESSFUL PROGRAMS

**1. Base your program on sound research**
- Ensure that you **understand the needs of your target group**. Learn about the group’s cultural expectations, their prior involvement in sport and the factors which may limit their involvement (e.g. other priorities, language barriers, cost, transport).
- Wherever possible, **involve members of your target group** in the development and/or modification of your program.
- Explore which organisations have had **prior experience** of working with this group and which organisations may be good **potential partners**.
- Run a **pilot program** to test your research. Be prepared to **adjust the format** of your program to meet the needs of the group.

### 6.1.2 Overcoming Barriers to Participation

A central aspect of tailoring programs to the needs of refugees is assisting participants to overcome barriers to participation. As detailed throughout this report, refugees face multiple barriers to accessing and participating in sport – cultural, financial, practical and logistical. In order to facilitate refugees’ involvement in sport, it is essential to implement strategies which specifically aim to minimise or break down these barriers.

It is also important to consider that there may be groups within refugee communities who face added barriers to becoming involved in sport, such as women and girls. Additional or special strategies, or even separate programs, may be required to facilitate the participation of these groups.

Recommendation 4:
RCOA recommends that agencies implement specific strategies to minimise or break down the barriers to participation faced by refugees.

### TIPS FROM SUCCESSFUL PROGRAMS

**2. Consider all potential barriers when planning your program**
- The **cost of participation** in sport can be the most significant barrier of all for new participants of refugee background. Some successful programs have offered new participants a full subsidy initially, reducing the subsidy progressively over a period of time. Consideration also needs to be given to reducing the costs of equipment, shoes and clothing. Options tested by programs profiled in this report include loaning equipment and shoes, providing second-hand uniforms and even involving members of the target group in helping to raise funds (e.g. washing cars) to cover the costs of their involvement and equipment.
Another major barrier is transport. Program organisers should consider using venues close to public transport, taking activities to the neighbourhoods where members of the target groups live, providing bus transport to venues where possible (particularly for younger children and for girls) or even, where feasible, arranging for young people to walk together to the venue as a group.

Creating culturally appropriate environments for female participants is of vital importance, with needs varying according to the cultural groups involved. Options to consider will include organising separate programs for girls with female coaches or instructors.

Specific strategies need to be developed for communicating with non-English speakers. Translators should be used whenever possible but alternative strategies should also be developed so that communication can continue at times when translators are not present.

When planning a community event, seek advice on religious observances which need to be considered. It may be important, for instance, to provide halal food and prayer rooms for Islamic participants, to be aware of religious fasts (especially Ramadan) and to avoid organising events which clash with major religious festivals.

A flexible approach to time is important, particularly in the early stages of involving refugees in a program. The pressures on recently arrived families, practical problems in getting to venues and different cultural attitudes to time can contribute to participants turning up late or not at all. Flexibility, persistence and keeping in contact with participants who turn up irregularly are important to long-term success.

6.1.3 Building Relationships with Refugee Participants

A central factor in successful program delivery is establishing a strong relationship with refugee participants. The agencies we consulted emphasised the importance of developing trust and building solid relationships with refugee individuals, their families and communities, noting that refugees are far more likely to participate in sport programs if their needs are demonstrably understood and supported.

Central to the development of these relationships is the establishment of a welcoming, comfortable atmosphere for refugee participants. This not only increases the likelihood of participation but also, in the case of programs which target children, assists in securing parental support. Given that the support of parents generally facilitates the involvement of refugee young people in sport, this factor can be key to a program’s success.

Recommendation 5:
RCOA recommends that agencies establish strong relationships with refugee individuals, their families and communities.

TIPS FROM SUCCESSFUL PROGRAMS

3. Promote, invite and welcome

- It is crucial to establish strong partnerships with the leadership of the refugee community you are attempting to involve. Take the time to build rapport with community leaders and ensure that you clearly explain your goals and listen to the leaders’ feedback.

- Role models are important in building a profile with a new community. Consider whether there are any players within your sport who may be suitable role models for people from the particular target group.

- Explore options for promoting your program through ethnic media, including newspapers and SBS and community radio programs in appropriate languages. Consider options for developing promotional material about your program and general information about your sport in the languages of the groups you are targeting.
• Establish a welcoming, social environment for new recruits, understanding the importance of social aspects of participation in sport. When special events are planned, invite refugee community members to bring along national food to share with other families.

• Develop a variety of strategies to reach out to and involve parents, promoting the benefits of your sport, of physical activity and of social interaction to them. These strategies could include inviting parents to watch their children play, asking them to help out with organising activities and providing opportunities for them to get involved in trying the sport themselves. Explore every option for making parents feel welcome. If parents (particularly mothers) experience and understand the value of sport, they will encourage their children to become and remain involved.

• Invite existing players to bring along friends from refugee communities, particularly school friends.

• Consider promotional options through social networking (e.g. Facebook), email and the internet.

6.1.4 Developing Partnerships with Other Agencies

When designing a sport program for refugees, the most important partnership will be with the refugee communities you are seeking to involve. However, partnerships with other agencies can also be crucial to a program’s success, as they allow for the sharing of resources and expertise and can provide access to a larger network of contacts. Partnerships can therefore assist in creating well-targeted and more sustainable programs, as well as facilitating effective program delivery.

For a sporting associations or community-based organisations seeking to involve refugees in sporting activities, there are many potential allies. These include agencies which provide support to refugees, schools, local councils, state government agencies, youth organisations and other like-minded sporting organisations.

Recommendation 6:
RCOA recommends that sporting agencies establish partnerships with other agencies, particularly those which work directly with refugee communities.

TIPS FROM SUCCESSFUL PROGRAMS

4. Build partnerships with organisations which support your goals

• Non-government organisations working with refugees can play a very important role in supporting your initiative. These organisations include refugee and migrant settlement services, torture and trauma services, asylum seeker support agencies and language schools. They can assist you to build links with refugee communities, to understand cultural expectations and practical barriers to be addressed and can possibly offer training and support to your organisation (depending on their resources).

• Schools provide excellent partnership opportunities. Seek out schools with significant numbers of students of refugee background, including Intensive English Centres, state schools and religious schools (particularly Islamic and Catholic schools).

• Local councils are important local partners. Not only do they have access to sporting facilities, they often have valuable links with local refugee communities and non-government organisations, can sometimes provide different forms of logistical support and may have a small community grants program which could assist with some costs.

• State government agencies, including those involved in community services, child protection, community health and police, have an active interest in encouraging vulnerable communities to participate in community activities. These agencies may be able to assist through referrals of people to your program and may offer different forms of active support for your initiative.
• Consider developing partnerships with organisations which may be able to assist you to recruit volunteers and mentors to support the running of your program. These organisations could include community centres, service clubs, refugee and migrant settlement services, church and religious organisations, universities and senior high schools.

• Additionally, give serious consideration to developing a partnership with other sporting organisations with a mutual interest in involving refugees. Successful initiatives have included programs in which officials from a number of sports have worked together to promote involvement in sport collectively, offering new arrivals the opportunity to sample different sporting codes.

6.1.5 Introducing Refugees to Your Sport

When designing your sport program, consider the strategies you will use to introduce refugees to your sport. Competitive, structured sporting activities may initially be unappealing or even intimidating to refugee participants, particularly for those who come from cultures which lack a strong sporting tradition. While it is desirable to have some form of coherent structure, too rigid a structure may alienate refugee participants.

As such, it is highly advisable to implement strategies which will enable refugee participants to become familiar and comfortable with your sport, rather than promoting formal involvement from the outset. These strategies can be central to ensuring future participation in your sport program. Indeed, many of our consultation respondents noted that these introductory strategies served as a bridge to more formal modes of participation.

Recommendation 7:
RCOA recommends that agencies implement strategies for introducing refugees participants to sport.

“Sometimes you get the question: Why fund refugees to take part in a one-off, free event? You do it because picking up a new sport or a new activity is a progression. In other words, a one-off event can lead to more.”

Consultation respondent

TIPS FROM SUCCESSFUL PROGRAMS

5. Explore options for special promotional events
Successful programs have used a wide range of special events to make the initial invitation to a new group to become involved in a sport or to maintain interest during the early stages. These have included:
• Providing free tickets to refugee families for high-profile sporting events.
• Organising gala days, community barbecues, special welcoming days for refugee communities and open days where newcomers meet other participants and officials.
• Conducting **sporting clinics at major cultural events** where members of the target community will be present.

• Working with other sporting organisations to organise ‘**come and try’ events**, where people can sample a range of different sports over a period of time.

• Organising **inter-school competitions, after-school programs** and events in **school holidays**.

• Taking modified versions of the sport to **community venues** (e.g. street cricket in local parks) or developing **modified rules and competitions** for new players.

• Creating **casual options for involvement** for people who cannot make a regular commitment to a team and to training.

• Involving new groups in programs associated with **high-profile events**, such as playing in exhibition games prior to major matches or during half-time breaks.

### 6.1.6 Long-Term Sustainability

Both prior research and our own consultative research have highlighted the importance of establishing ongoing, sustainable sport programs rather than one-off events or short-term projects. Given that refugee participants will often be completely new to your sport and usually require significant support to become involved, it is necessary to maintain ongoing connections with refugee communities and develop flexible, innovative strategies to ensure their continued involvement in sport. Try to provide incentives for ongoing involvement, such as moving informal or casual participation to formal competition.

**“It’s a real inspiration to the kids when they realise they have a chance to compete in the mainstream competition. It’s a target to aim for.”**

*Consultation respondent*

**Recommendation 8:**

RCOA recommends that agencies develop ongoing, sustainable sport programs for refugees.

It is also necessary, however, to consider the practicalities of establishing long-term programs. The availability of resources in particular may limit the scope of the program. A common difficulty encountered by many of the agencies we consulted was the acquisition of ongoing funding for sport programs. It is a good idea to consider this factor during the design stage, so as to avoid difficulties and disappointment later on.

One means of reducing program costs is through recruiting volunteers, who can provide indispensable support through acting as coaches, referees or team managers and providing transport for participants. However, it is also important to ensure that volunteers are aware of and understand the unique needs of refugee participants and that they are provided with adequate support to deliver sport programs effectively.
Recommendation 9:
RCOA recommends that agencies ensure all volunteers involved in program delivery are well-supported and understand the needs of refugee participants.

The long-term sustainability of sport programs for refugees may be enhanced by the adoption of an organisational approach to the issue of increasing refugees’ involvement in sport. This approach can assist in the development of a culture of inclusivity within all levels of a sport, creating greater potential for comprehensive, enduring change. Treating cultural diversity, in the words of SLSA, as “a standard item of business” rather something which is addressed through “special” programs may facilitate an ongoing and sustainable commitment to the involvement of refugees in sport. Conversely – as indicated by the respondent below – the absence of an organisational approach may hinder this commitment.

“One of the key systemic barriers is resistance to change at the senior management level of an organisation – if they block proposals coming from the grassroots level for new programs to encourage CALD participation.”

Consultation respondent

Recommendation 10:
RCOA recommends that agencies adopt an organisational approach to the issue of increasing refugees’ involvement in sport.

Finally, several agencies noted the importance of developing realistic expectations when delivering sport programs for refugees. The process of encouraging refugees to participate in sport is a complex and difficult one and agencies should be prepared for the fact that they may not always get immediate results or see clear signs of success.

However, this does not necessarily mean that the programs have been unsuccessful, but simply that success is being measured in the wrong way! The impact of increased refugee involvement is often qualitative rather than quantitative and it may be some time before more measurable benefits become apparent. Traditional markers of success, such as increased membership numbers, may not provide an adequate measure of a program’s impact. Additionally, participants may not always clearly convey how much they enjoy the program, due to limited language skills or cultural norms. To accurately measure success, it may be necessary look beyond readily measurable impacts to the more qualitative impacts of refugee involvement in your sport.

Recommendation 11:
RCOA recommends that agencies establish realistic expectations with regards to increasing refugees’ involvement in sport and adopt appropriate methods of evaluation which look beyond traditional markers of success.

TIPS FROM SUCCESSFUL PROGRAMS
6. Plan for long-term success
• Try to establish ongoing, sustainable sport programs rather than rather than one-off events or short-term projects, so as to maintain a long-term relationship with refugee communities.
• Keep your expectations for success very modest. Be prepared for the refugees you invite to be involved on a fairly irregular basis. However, keep in touch with them and keep inviting them back. Explore the most effective ways of maintaining communication. Organisers of one program, for instance, sent SMS reminders the day prior to an event.

• Provide incentives for continued involvement, such as moving into a higher level of competition once a particular goal is reached. As the strategy develops, consider options for training young people of refugee background as mentors, coaches and officials.

• Any strategy to include refugees cannot succeed without the support of the staff, officials and players involved in your sport. It is essential, therefore, to build their understanding of the background of the people you are trying to involve in your sport, of the barriers faced by refugees settling in Australia and of the long-term benefits to your sport and to Australian society of reaching out to new arrivals. Refugee and migrant settlement services may be able to assist by offering cross-cultural training to people in your organisation.

• When a strategy to involve refugees is being promoted by a state or regional sporting association, it is important to ensure that officials of local clubs understand and support the strategy and have the resources they need to make it work.

• **Financial sustainability** is one of the biggest challenges for sporting programs attempting to involve refugees. If your sport has the resources to do so, explore options for funding internally. If not, explore external funding options but be aware that these will probably be modest and short-term.

• The involvement of well-trained and supported volunteers can be critical to a program’s longer term success. As the volunteers involved in most sports are already over-stretched, consider options for recruiting volunteers specifically to assist with your strategy to involve refugees. This can often best be done in partnership with another organisation. Volunteers can be used as mentors, to organise transport, to plan special events and to assist existing hard-working volunteers with the logistics of meeting the needs of refugee groups. At the same time, however, it is important to ensure that volunteers are aware of and understand the unique needs of refugee participants, and that they are provided with adequate support to deliver sport programs effectively.

• Consider adopting an organisational approach to the issue of refugees’ involvement in sport. A strategy which embraces value change throughout all levels of your organisation will create greater potential for comprehensive, enduring change.

• Adopt appropriate methods of evaluating success which look beyond traditional quantitative impacts, to the more qualitative benefits of increased refugee involvement in your sport.
6.2 Recommendations for Government

A common problem reported by many agencies throughout our consultative research was the issue of funding. Numerous agencies noted the difficulty of obtaining government funding for their sport programs. Furthermore, several agencies which were able to obtain funding for their sport programs highlighted the additional difficulty of securing ongoing funding, even in cases where programs were verifiably successful.

“For sustainable, systemic change, organisations who want to run sports programs for refugees need longer-term funding.”

Consultation respondent

Our own survey of the funding opportunities for sport programs which target refugees (see Section 5) corroborated these findings. The survey identified a dearth of funding programs which specifically relate to the issue of refugee or migrant involvement in sport. Additionally, many funding programs with relevance to this area focus on one-off events or fixed-length projects, rather than long-term, sustainable programs. These issues present significant barriers to the establishment of viable sport programs for refugees.

Recommendation 12:
RCOA recommends that the NSW government establish targeted, ongoing funding opportunities for programs which aim to increase the involvement of refugees in sport.

Our review of national and state policies relating to the issue of refugees’ involvement in sport revealed that this is a complex policy area, in that the issue is relevant to a variety of different portfolios. As such, the responsibility for this policy area is shared between several different departments and there is a considerable amount of ‘overlap’ in responsibility between these departments. Similar ‘overlap’ occurs between the different levels of government, for example, while state agencies typically provide funding for sport programs, it is often local government agencies which facilitate the programs and liaise with key stakeholders.

Effective coordination between government agencies and between different levels of government, could therefore enhance the organisation and delivery of sport programs for refugees. The adoption of more specific policies relating to this issue, and/or the creation of a specific portfolio area which assigns responsibility to a particular agency, could similarly assist in the development of these programs.

Recommendation 13:
RCOA recommends that the NSW government increase coordination between government agencies and the different levels of government, in relation to the issue of refugees’ involvement in sport.

Recommendation 14:
RCOA recommends that the NSW develop a targeted policy approach to the issue of refugees’ involvement in sport.
6.3 Recommendations for further research and program development

6.3.1 Physical recreation

In Australia, there is generally a higher rate of participation in non-organised physical recreation activities than in formal sporting activities. The most popular physical recreation activity for both men and women is walking, with 4 million people (25% of the population) taking part. This is followed by aerobics/fitness (13%), swimming (9%) and cycling (6%). This pattern of popularity is replicated in NSW (see box below). Additionally, of those involved in aerobic/fitness activities, the majority (64%) participated in a non-organised capacity only. Similarly, most people who swim (87%) do so in a non-organised capacity.

The most popular sports/physical activities in NSW in 2006 were:
1. Walking (other than bushwalking)
2. Aerobics/fitness
3. Swimming
4. Cycling
5. Golf
6. Running
7. Tennis
8. Soccer (outdoor)
9. Bushwalking
10. Touch Football

Despite the popularity of non-organised physical recreation, there is very little research available about refugee engagement, attitudes, barriers and opportunities in physical recreation, as opposed to sport. There are also few programs which seek to engage refugees in physical recreation for health or social reasons, as compared to sports programs for refugee young people. Of those physical activity programs that do operate, women-only gym or circuit room sessions seem to be the most common type of program. Such programs are run at certain YMCA's, Hobart PCYC and Lakemba and Punchbowl Sports Clubs in Sydney. Other programs tend to be one-off or irregular events.

During the course of our research, Ishar Multicultural Women’s Health Centre in Mirrabooka, Western Australia, was identified as an exception to this trend. The Centre has been running physical recreation programs for women from migrant and refugee backgrounds for a number of years. Currently, they are running a ‘Bicultural Ambassadors Physical Activity Program’, a 17-month program which commenced in October 2008. The program will involve:

- The development of a resource manual which includes an overview of a Bicultural Ambassadors physical activity training program. Ishar advises that the manual will be published and made publicly available from August 2009. For more information, visit www.ishar.org.au
- The implementation of a training program for bicultural workers who want to engage with their communities by offering physical activity and nutrition sessions under the supervision of Ishar.
- Mentoring of the bicultural workers in their new role as healthy active ambassadors in their communities.

Previous programs run by Ishar have involved a range of physical recreation activities including lawn bowls, yoga and creative self-expression. Ishar also runs weekly yoga and relaxed fitness classes for women only.

However, as aforementioned, Ishar’s programs are largely exceptional. While there is a small range of current activities and projects which aim to encourage refugees to participate in physical

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**The most popular sports/physical activities in NSW in 2006 were:**

1. Walking (other than bushwalking)
2. Aerobics/fitness
3. Swimming
4. Cycling
5. Golf
6. Running
7. Tennis
8. Soccer (outdoor)
9. Bushwalking
10. Touch Football

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recreation, it remains a largely untapped area of potential which clearly requires further research and program development.

Our research suggests that physical recreation programs could have the potential to play a significant role in improving refugee health and social cohesion, due to the following factors:

- Physical recreation has many of the same social connectivity and physical and mental health benefits as sport.
- Almost twice as many people in Australia participate in non-organised activities (8.6 million people or 54%) as in organised activities such as sports (4.4 million people or 28%).
- Some kinds of physical recreation (e.g. walking or running) have fewer barriers to participation than organised sport, for example there is no cost to participate and they do not require special facilities or equipment.
- It is often easier for adults to engage in exercise through physical recreation rather than through joining an organised sporting team, given that much of organised sport focuses on children and young people.

Recommendation 15:
RCOA recommends that further research be conducted into the issue of refugee participation in physical recreation, as opposed to sport.

6.3.2 Adult participation

Another area which is overlooked both in research and program delivery is the participation of adult refugees in sport. There is a limited body of literature in this area, much of which focuses on the broader question of participation by people from migrant backgrounds in physical activity, rather than adult refugee participation in sport.

Furthermore, there appears to be a general lack of sport programs which cater for the needs of adult refugees. The vast majority of programs surveyed in this project focused on children and/or young people. Where adults were involved, their participation tended to take the form of coaching or supervising younger participants, rather than direct participation in the sport itself.

In addition to several of the physical recreation projects mentioned previously, our research identified a small selection of adult-specific refugee sports projects:

- A women’s multisport project run by the Lebanese Community Council in Sydney, which introduced women to eight different sports over an eight week period.
- A project run by the ASC, which aimed to introduce a group of women from migrant and refugee backgrounds to a range of sports and sports facilities. On the first day of the project, the women toured Sydney’s Olympic Park facilities and had lunch there. On their second visit, the women were introduced to a few sports, such as golf. The project was designed to enable women to gain familiarity with the sports and to establish a connection with sports that would be sustainable after the project. Thus by their third visit, the women paid their own costs.

However, these projects are again exceptional, suggesting that this may be a similarly untapped area of potential requiring more targeted research and further program development.

Recommendation 16:
RCOA recommends that further research be conducted into the issue of adult refugee participation in sport.
6.4 Summary of recommendations

6.4.1 Recommendations for sporting bodies and sport service providers

**Recommendation 1:**
RCOA recommends that agencies tailor sport programs to the specific needs of refugees.

**Recommendation 2:**
RCOA recommends that agencies consult with their target communities when developing sport programs to serve their needs.

**Recommendation 3:**
RCOA recommends that agencies adopt a flexible approach to program delivery.

**Recommendation 4:**
RCOA recommends that agencies implement specific strategies to minimise or break down the barriers to participation faced by refugees.

**Recommendation 5:**
RCOA recommends that agencies establish strong relationships with refugee individuals, their families and communities.

**Recommendation 6:**
RCOA recommends that sporting agencies establish partnerships with other agencies, particularly those which work directly with refugee communities.

**Recommendation 7:**
RCOA recommends that agencies implement strategies for introducing refugees participants to sport.

**Recommendation 8:**
RCOA recommends that agencies develop ongoing, sustainable sport programs for refugees.

**Recommendation 9:**
RCOA recommends that agencies ensure all volunteers involved in program delivery are well-supported and understand the needs of refugee participants.

**Recommendation 10:**
RCOA recommends that agencies adopt an organisational approach to the issue of increasing refugees’ involvement in sport.

**Recommendation 11:**
RCOA recommends that agencies establish realistic expectations with regards to increasing refugees’ involvement in sport and adopt appropriate methods of evaluation which look beyond traditional markers of success.

6.4.2 Recommendations for Government

**Recommendation 12:**
RCOA recommends that the NSW government establish targeted, ongoing funding opportunities for programs which aim to increase the involvement of refugees in sport.

**Recommendation 13:**
RCOA recommends that the NSW government increase coordination between government agencies and the different levels of government, in relation to the issue of refugees’ involvement in sport.
Recommendation 14:
RCOA recommends that the NSW develop a targeted policy approach to the issue of refugees’ involvement in sport.

6.4.3 Recommendations for further research and program development

Recommendation 15:
RCOA recommends that further research be conducted into the issue of refugee participation in physical recreation, as opposed to sport.

Recommendation 16:
RCOA recommends that further research be conducted into the issue of adult refugee participation in sport.

6.5 Conclusions

In summary, the key conclusions drawn from this research project are as follows.

- Sport has many benefits for refugee individuals and communities.
- Increased participation by refugees in sport has numerous benefits for sporting bodies.
- Participation in sport by people from migrant and refugee backgrounds is lower than that of the general population.
- Refugees face numerous barriers to becoming involved in sport.
- There is a limited availability of sport programs which cater specifically for the needs of refugees.
- The funding opportunities available to support sport programs for refugees are limited.
- The policy context relating to the issue of refugees’ involvement in sport is complex.
- As detailed in our recommendations, there are a range of practical strategies which can be implemented to assist refugees in surmounting the barriers to participation.
7. Useful links and resources

7.1 Information on grants and funding

The Australian Parliamentary Library Guide to Community Grants provides information on and links to funding sources and other funding portals: www.aph.gov.au/library/intguide/sp/spgrants.htm

The Community Portal provides information for community groups in Australia including a selection of links to sources of grants and funding: www.community.gov.au

Community Builders is a NSW-based site which lists funding programs from federal, state and local government, as well as institutions, philanthropic trusts and companies: www2.communitybuilders.nsw.gov.au/funding/programs

GrantsLINK is an online guide to grants available from Commonwealth Government agencies: www.grantslink.gov.au

7.2 Ethnic community organisations

The Federation of Ethnic Communities' Councils of Australia (FECCA) is the peak national body representing Australians from migrant and refugee backgrounds. It provides resources and fact sheets on Australia's migrant and refugee communities and links to ethnic communities' councils across Australia: www.fecca.org.au

The Ethnic Communities' Council of NSW (ECC) is a non-government peak body representing many organisations and people from the multicultural community in NSW. It provides information on a variety of migrant and refugee issues, as well as links to other ethnic community organisations: www.eccnsw.org.au

Ethnic community organisations represent the interests of particular migrant and refugee groups. They provide services to and information on their communities. A list of ethnic community organisations is available from the website of the Community Relations Commission (CRC): www.crc.nsw.gov.au/communities/NSW_Community_Organisations The CRC also operates the CommuniLink web hosting service, where websites for a number of ethnic community organisations can be found: www.communilink.org.au

(see Government Departments, below, for more information on the CRC)

7.3 Refugee and migrant settlement services

Migrant Resource Centres (MRCs) and Migrant Service Agencies (MSAs) provide assistance to migrants and refugees on a variety of settlement issues, such as finding accommodation and employment, learning English and participating in the local community The major MRCs and MSAs in NSW are listed below.

Auburn Diversity Services
17 Macquarie Rd, Auburn NSW 2144
Phone: (02) 9649 6955; Fax: (02) 9649 4688;
Email: reception@auburndiversity.org.au
Web: www.auburndiversity.org.au

Bankstown Area Multicultural Network
Suite 1, Level 5, Compass Centre, 83-99 North Terrace, Bankstown NSW 2200
Phone: (02) 9796 2235; Fax: (02) 9796 4950
Email: bamn@bamn.org.au
7.4 Other non-government organisations

The **Refugee Council of Australia** (RCOA) is the peak advocacy organisation for refugees and humanitarian entrants in Australia. The RCOA website provides a range of information and publications on refugee and asylum seeker issues, including an Advocacy Help Kit which contains tips for working with refugees and asylum seekers: [www.refugeecouncil.org.au](http://www.refugeecouncil.org.au) Advocacy Help Kit: [www.refugeecouncil.org.au/resources/advocacykit.html](http://www.refugeecouncil.org.au/resources/advocacykit.html)

The **Centre for Multicultural Youth** (CMY) is a Victorian community agency which advocates for the needs of young people from migrant and refugee backgrounds. A variety of resources, including information sheets, community profiles, resource kits, forms, translated information, research reports and policy statements are available from download from CMY’s website. Additionally, CMY’s Multicultural Sport and Recreation website provides a wealth of resources on designing and running sport programs for migrant and refugee young people: [www.cmy.net.au](http://www.cmy.net.au) Multicultural Sport and Recreation website: [www.cmy.net.au/MulticulturalSport/MulticulturalSportHome](http://www.cmy.net.au/MulticulturalSport/MulticulturalSportHome)

**Clubs NSW** is the peak representative body for the club industry, providing news, promotions and events for registered clubs in NSW: [www.clubsnsw.com.au](http://www.clubsnsw.com.au)

7.5 Government agencies

**NSW Sport and Recreation** is part the NSW Department of Arts, Sport and Recreation and aims to assist the people of NSW to participate in sport and recreation. It offers resources for clubs and information on training courses and grants programs: [www.dsr.nsw.gov.au](http://www.dsr.nsw.gov.au)

The **Australian Sports Commission** (ASC) is Australia’s primary national sports administration and advisory agency. It provides services in a range of fields including high performance coaching, sport sciences, sports information, sports management, facility management, education and resources, participation development and delivery of funding programs to national sporting organisations. The ‘All Cultures’ page offers some broad guidelines on engaging migrant and refugee communities as well as video clips profiling migrant and refugee sportspeople or sports teams: [www.ausport.gov.au](http://www.ausport.gov.au) All Cultures page: [www.ausport.gov.au/participating/all_cultures](http://www.ausport.gov.au/participating/all_cultures)

The **Community Relations Commission** (CRC) is the leading government agency supporting multicultural communities in NSW. The CRC website provides information on and links to ethnic community agencies and media: [www.crc.nsw.gov.au](http://www.crc.nsw.gov.au)

The **Victorian Government’s Go For Your Life initiative** aims to promote healthy eating and increase levels of physical activity amongst residents of Victoria. As part of the initiative, the Victorian Government has produced a website containing a range of resources on healthy eating and active living for specific population groups, including culturally and linguistically diverse (CALD) groups: [www.goforyourlife.vic.gov.au](http://www.goforyourlife.vic.gov.au)

The **WA Department of Sport and Recreation** has also developed a range of resources on working with migrant and refugee communities, developing inclusive practices and policies and increasing participation by people from migrant and refugee backgrounds in sport and active recreation: [www.dsr.wa.gov.au/index.php?id=342](http://www.dsr.wa.gov.au/index.php?id=342)

The **South Australian Office of Recreation and Sport** has produced the ‘be active-Find 30’ flier, an information resource aimed at mature age people who speak English as a second language. It highlights the benefits of being physically active and suggests ways to achieve the goal of 30 minutes of physical activity per day. The flier, available for download from the Office’s website, is available in Croatian, Greek, Italian, Khmer, Polish, Russian, Serbian, Spanish, Vietnamese, Arabic, Persian, Chinese Simplified and Chinese Traditional: [www.recsport.sa.gov.au/pdf/beactivefliertranslated.pdf](http://www.recsport.sa.gov.au/pdf/beactivefliertranslated.pdf)
8. Appendices

8.1 Appendix 1 – Survey questions

The following questions were utilised in the informal survey of state government departments, sporting administrators and non-government organisations, conducted during Stage 1 of the project.

1. What is the nature of the program, ie. what does it involve?
2. Does the program target refugees, people from migrant backgrounds in general, or both?
3. How many participants are involved in the program?
4. Is the program open to both men and women? Does it tend dominated by one gender?
5. Does the program target a particular age group?
6. To which cultural/linguistic communities do participants primarily belong?
7. In which area does the program operate (ie. metropolitan/regional, how large an area does it cover)?
8. How long has the program been in operation?
9. Is the program likely to be ongoing?
10. How is the program funded?
11. Can we contact you in the future for further consultation in relation to this project?
8.2 Appendix 2 – List of agencies contacted

The agencies below were all contacted, via telephone or e-mail, throughout the course of the project. Agencies in italics were profiled during Stage 1 of the project. Agencies which are also marked with an asterisk (*) were profiled in more detail during Stage 2 (see Section 4).

8.2.1 Government Departments

National agencies
Australian Sports Commission

State agencies
ACT Sport and Recreation Services
ACT Office of Multicultural Affairs
NSW Community Relations Commission
NSW Department of Health
NSW Sport and Recreation
Multicultural Affairs NT
Multicultural Affairs Queensland
Multicultural SA
Multicultural Tasmania
NT Department of Local Government, Housing and Sport
Queensland Department of Sport and Recreation
SA Office for Recreation and Sport
Sport and Recreation Tasmania
Sport and Recreation Victoria
VicHealth
Victorian Multicultural Commission
WA Department of Sport and Recreation
WA Office of Multicultural Interests

Local councils
Auburn Council, NSW
City of Casey, Victoria
Darebin City Council Leisure Network, Victoria
City of Greater Dandenong, Victoria
City of Port Adelaide Enfield, SA
Launceston City Council, Tasmania
City of Stirling, WA

8.2.2 Sporting bodies and administrators

Basketball Australia
Basketball SA
Basketball Victoria
Cricket Australia
Cricket NSW
Queensland Cricket
* Cricket Victoria
* Australian Football League
Football Federation Australia
Football NSW
Football Federation Victoria
Football West, WA
Queensland Roar
SA Women’s Soccer Association
Australian Little Athletics
Little Athletics Association of NSW
8.2.3 Non-government organisations, settlement service providers and community organisations

Australian League of Immigration Volunteers, NSW
Centre for Multicultural Youth, Victoria
Companion House, ACT
Diversitat, Victoria
* Edmund Rice Centre Mirrabooka, WA
Ethnic Communities Council of Queensland
* Hobart Police and Community Youth Club, Tasmania
Jesuit Social Services, Victoria
Lutheran Community Care
Melaleuca Refugee Centre
Metro (Canterbury Bankstown) Migrant Resource Centre, NSW
* Metropolitan Migrant Resource Centre, WA
Migrant and Refugee Settlement Services of the ACT
Migrant Resource Centre of Northern Tasmania (Launceston)
Migrant Resource Centre of South Australia
Migrant Resource Centre of Southern Tasmania (Hobart)
* Multicultural Communities Council of SA
Multicultural Youth Services, ACT
Nepean Migrant Access, NSW
* NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS)
OnSide Victoria
Queensland Police and Community Youth Clubs
Queensland Program of Assistance to Survivors of Torture and Trauma (QPASTT)
RecLink
* South East Region Migrant Resource Centre, Victoria
Southern Ethnic Advisory and Advocacy Council, Victoria
* Spectrum Migrant Resource Centre, Victoria
Springvale Community Aid and Advice Bureau, Victoria
Sudanese Australian Integrated Learning (SAIL) Program, Victoria
SydWest Multicultural Services (Blacktown Migrant Resource Centre), NSW
*University of NSW School of Public Health and Community Medicine
Whittlesea Community Connections, Victoria
### Appendix 3 – Main languages spoken in countries of refugee origin

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>MAIN LANGUAGE(S)</th>
<th>DIALECTS/OTHER LANGUAGES SPOKEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFGHANISTAN</td>
<td>Pushtu, Dari</td>
<td>Uzbeki, Turkmani, Baluchi, Turkmani, Nuristani</td>
</tr>
<tr>
<td>ASSYRIA (Iraq)</td>
<td>Assyrian (Syriac)</td>
<td>Chaldean, Arabic, Persian, Assyrian</td>
</tr>
<tr>
<td>BANGLADESH</td>
<td>Bengali</td>
<td>English, Urdu, Assamese, English, Karen, native languages</td>
</tr>
<tr>
<td>BOSNIA and HERZEGOVINA</td>
<td>Bosnian</td>
<td>Croatian, Serbian, English, Karen, native languages</td>
</tr>
<tr>
<td>BURMA (Myanmar)</td>
<td>Burmese</td>
<td>Portuguese, Hakka, Amharic, Tigrinya, Oromo, Italian, Arabic</td>
</tr>
<tr>
<td>BURUNDI</td>
<td>Kirundi, French</td>
<td>Kiswahili, Bosnian, Slovenian, Amharic</td>
</tr>
<tr>
<td>CROATIA</td>
<td>Croatian</td>
<td>Bosnian, Slovenian, Serbian, Amharic</td>
</tr>
<tr>
<td>EAST TIMOR</td>
<td>Tetum</td>
<td>Portuguese, Hakka, Amharic, Tigrinya, Oromo, Italian, Arabic</td>
</tr>
<tr>
<td>ERITREA</td>
<td>Tigrinya</td>
<td>Tigrinya, Oromo, Italian, Arabic</td>
</tr>
<tr>
<td>ETHIOPIA</td>
<td>Amharic</td>
<td>Tigrinya, Oromo, Italian, Arabic</td>
</tr>
<tr>
<td>DEMOCRATIC REPUBLIC OF CONGO</td>
<td>French, Kingwana (Kiswahili), Lingala, English, Akan</td>
<td>Kikongo, Tshiluba, Ewe, other African languages, Some 20 ethnic languages, including Mende</td>
</tr>
<tr>
<td>GHANA</td>
<td>English</td>
<td>Some 20 ethnic languages including Mende</td>
</tr>
<tr>
<td>LIBERIA</td>
<td>English</td>
<td>Some 20 ethnic languages including Mende</td>
</tr>
<tr>
<td>INDONESIA</td>
<td>Bahasa Indonesian</td>
<td>Javanese, Sudanese, Madurese, Azeri, Kurdish, Arabic, Turkish, Baluchi, Assyrian</td>
</tr>
<tr>
<td>IRAN</td>
<td>Persian (Farsi)</td>
<td>Arabic, Kurdish, Assyrian, Turkmani</td>
</tr>
<tr>
<td>IRAQ</td>
<td>Arabic</td>
<td>Arabic, Kurdish, Assyrian, Turkmani</td>
</tr>
<tr>
<td>KENYA</td>
<td>Kiswahili</td>
<td>Kikuyu, Gujarati, Masai, Punjabi, Sindhi, Pashtu, Buluchi</td>
</tr>
<tr>
<td>PAKISTAN</td>
<td>Urdu</td>
<td>Kikuyu, Gujarati, Masai, Punjabi, Sindhi, Pashtu, Buluchi</td>
</tr>
<tr>
<td>PALESTINE</td>
<td>Arabic</td>
<td>Kiswahili</td>
</tr>
<tr>
<td>RWANDA</td>
<td>Kinyarwanda, French, English</td>
<td>Krio</td>
</tr>
<tr>
<td>SIERRA LEONE</td>
<td>Mende, Temne, English</td>
<td>Arabic, Kiswahili</td>
</tr>
<tr>
<td>SOMALIA</td>
<td>Somali</td>
<td>Tamil, Nubian, Other dialects</td>
</tr>
<tr>
<td>SRI LANKA</td>
<td>Sinhalese</td>
<td>Tamil</td>
</tr>
<tr>
<td>SUDAN</td>
<td>Arabic</td>
<td>Nubian, Other dialects</td>
</tr>
<tr>
<td>ZIMBABWE</td>
<td>English, Shone</td>
<td>Other dialects</td>
</tr>
</tbody>
</table>

Note: ‘Kiswahili’ only refers to the language, whereas ‘Swahili’ is also used to designate the culture of the inhabitants of the East African coast and the people who speak the language.81
8.4 Appendix 4 – Potential funding sources – National

Details below were correct at the time of printing and are subject to change. Make sure that you carefully check the funding criteria before applying for any grant.

<table>
<thead>
<tr>
<th>Program</th>
<th>Who Can Apply?</th>
<th>Purpose</th>
<th>Target Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Immigration and Citizenship (DIAC) Settlement Grants Program (SGP) [<a href="http://www.immi.gov.au/living-in-australia/delivering-assistance/settlement-grants/index.htm">www.immi.gov.au/living-in-australia/delivering-assistance/settlement-grants/index.htm</a>]</td>
<td>Incorporated community not-for-profit (NFP) associations; local government organisations; service providers of the Adult Migrant English Program; government service delivery organisations in rural and regional areas.</td>
<td>Help clients to become self reliant and participate equitably in Australian society as soon as possible after arrival.</td>
<td>New arrivals.</td>
</tr>
<tr>
<td>Australian Sports Commission Australian Sports Foundation [<a href="http://www.asf.org.au">www.asf.org.au</a>]</td>
<td>Incorporated NFPs; sporting clubs; sporting organisations (regional, state and national); schools; councils; community groups; government organisations.</td>
<td>Increase opportunities for Australians to participate in sport and/ or to excel in sports performance.</td>
<td>Australian communities.</td>
</tr>
<tr>
<td>Australian Sports Commission Local Sporting Champions Program [<a href="http://www.ausport.gov.au/participating/schools_and_juniors/juniors/get_involved/local_sporting_champions">www.ausport.gov.au/participating/schools_and_juniors/juniors/get_involved/local_sporting_champions</a>]</td>
<td>Young Australians aged 12-18 who are required to travel &gt; 250km return to participate in a nominated competition.</td>
<td>Provide financial assistance for junior sportspeople towards the cost of travel, accommodation, uniforms or equipment when competing at an official state/national sporting competition or national school sport competition</td>
<td>Young individual athletes and teams (aged 12-18).</td>
</tr>
<tr>
<td>Australian Sports Commission Sport Leadership Grants for Women [<a href="http://www.ausport.gov.au/participating/women/get_involved/sport_leadership_grants">www.ausport.gov.au/participating/women/get_involved/sport_leadership_grants</a>]</td>
<td>Sporting organisations and individual women who are supported by a sporting organisation.</td>
<td>Provide women with an opportunity to undertake sport leadership training in the areas of coaching, officiating and administration.</td>
<td>Women.</td>
</tr>
<tr>
<td>Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) Volunteer Grants Program [<a href="http://www.fahcsia.gov.au/sa/volunteers/progserv/Pages/VolunteerGrants.aspx">www.fahcsia.gov.au/sa/volunteers/progserv/Pages/VolunteerGrants.aspx</a>]</td>
<td>NFPs whose volunteers’ work is aimed at supporting families and/or communities in Australia</td>
<td>Help NFP community organisations to support their volunteers and encourage volunteering by purchasing small equipment and sporting items, or contributing towards fuel costs.</td>
<td>Volunteers in NFPs.</td>
</tr>
<tr>
<td>Program</td>
<td>Who Can Apply?</td>
<td>Purpose</td>
<td>Target Group</td>
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<tr>
<td>Foundations, funds and trusts</td>
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<tr>
<td>Foundation for Young Australians (FYA)</td>
<td>Young Australians aged 12-25.</td>
<td>Provide young people with opportunities to reach their full potential and make a valuable contribution to the community.</td>
<td>Current priority areas include young Indigenous Australians, youth participation, equity, community contribution and sustainable outcomes.</td>
</tr>
<tr>
<td>Foundation for Rural and Regional Renewal Small Grants for Small Rural Communities Program</td>
<td>NFPs. Some grants require Deductible Gift Recipient (DGR) or Tax Concession Charity (TCC) status.</td>
<td>Benefit people in rural and remote communities.</td>
<td>Communities living in small rural and remote locations in Australia, with a particular focus on disadvantaged children and young people, recent arrivals and those living in drought-affected areas.</td>
</tr>
<tr>
<td>Sisters of Charity Foundation and Ministry Fund</td>
<td>NFPs with Income Tax Exempt Charity (ITEC) or DGR status.</td>
<td>Provide support for and financial assistance to community initiatives that will benefit poor and marginalised people.</td>
<td>Disadvantaged members of the community, including, youth at risk, refugees, the poor and marginalised, the disabled, the elderly, Aboriginal people, the homeless and the prison affected.</td>
</tr>
<tr>
<td>The Ian Potter Foundation Community Wellbeing Program</td>
<td>Organisations with both DGR and TCC status.</td>
<td>Improve quality of life and community wellbeing for Australians</td>
<td>Australian communities.</td>
</tr>
<tr>
<td>The Ian Potter Foundation Alec Prentice Sewell Gift</td>
<td>Organisations with both DGR and TCC status.</td>
<td>Aims to provide children and young people with access to programs and experiences that will increase the likelihood of their reaching their full potential.</td>
<td>Children and young people who are disadvantaged by virtue of their economic, social, physical or geographical circumstances.</td>
</tr>
<tr>
<td>Scanlon Foundation Grant Giving Program</td>
<td>Organisations with both DGR and TCC status.</td>
<td>Support the creation of a more cohesive Australian society.</td>
<td>Migrant and refugee communities and individuals.</td>
</tr>
<tr>
<td>Program</td>
<td>Who Can Apply</td>
<td>Purpose</td>
<td>Target Group</td>
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<tr>
<td>Myer Foundation G4 Small Grants Program</td>
<td>Australian incorporated organisations with TCC status. Australian incorporated organisations without TCC status may still be eligible to apply as long as the foundation can be satisfied that the nature of the project is charitable.</td>
<td>Support youth focused initiatives and driven strategies across a range of areas.</td>
<td>Young people aged 12-25.</td>
</tr>
<tr>
<td>Myer Foundation Poverty and Disadvantage Small Grants Program</td>
<td>Australian incorporated organisations with TCC status. Australian incorporated organisations without TCC status may still be eligible to apply as long as the foundation can be satisfied that the nature of the project is charitable.</td>
<td>Address underlying problems that give rise to poverty and disadvantage and to find ways to strengthen systems, services and communities to prevent impoverishment and to reduce its impact.</td>
<td>1) Communities experiencing social and economic exclusion with particular emphasis on Indigenous Australians, asylum seekers and refugees and people living in isolated rural and remote areas of Australia; 2) Children and young people from impoverished backgrounds whose opportunities for development and advancement are curtailed.</td>
</tr>
<tr>
<td>Grosvenor Foundation</td>
<td>Charitable organisations that assist socially disadvantaged people living in Victoria and/or regional and rural Australia. TCC or DCR status required.</td>
<td>Provides assistance to the socially disadvantaged through grants to charitable organisations that assist persons living in Victoria and/or regional and rural Australia.</td>
<td>Socially disadvantaged people living in Victoria and/or rural and regional Australia.</td>
</tr>
<tr>
<td>The Marian and E. H. Flack Trust</td>
<td>Organisations with both TCC and DGR status.</td>
<td>Supports institutions conducting medical research, welfare, social/family support and aged care.</td>
<td>Focus groups include: 1) disadvantaged youth; 2) disadvantaged families; 3) homeless youth and the elderly; 4) people with physical and/or intellectual disabilities; 5) people from disadvantaged backgrounds; 6) people with major health issues.</td>
</tr>
<tr>
<td>Program</td>
<td>Who Can Apply?</td>
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<tr>
<td>Anna Wearne Trust</td>
<td>Individuals or community organisations.</td>
<td>Aims to create opportunities for young people to reach their potential, where such potential is hampered due to disadvantage or inequality.</td>
<td>Young people, with a focus on those who suffer from some form of disadvantage.</td>
</tr>
<tr>
<td>Mercy Foundation Small Grants Program</td>
<td>Community-based NFPs. Priority given to small organisations and groups that receive no other funding.</td>
<td>Funds a range of social justice and community initiatives.</td>
<td>Disadvantaged members of the community.</td>
</tr>
<tr>
<td>Peter Brock Foundation Funding</td>
<td>Individuals and incorporated organisations with relevant taxation status.</td>
<td>Provide assistance to various organisations and worthwhile causes, with a focus on assisting the community and individuals in times of need.</td>
<td>Members of the community who experience some form of disadvantage.</td>
</tr>
<tr>
<td>Perpetual Limited Perpetual Foundation</td>
<td>Charities or NFPs with TCC status. Some trusts/foundations require DGR status.</td>
<td>Perpetual is trustee of over 450 charitable trusts, whose income is distributed annually to support a wide range of charitable purposes and projects within the community.</td>
<td>Australian communities. A key objective is to direct funds towards charitable projects that focus on preventative measures and education and which address the root cause of problems, rather than providing short-term remedies.</td>
</tr>
<tr>
<td>Corporate grants</td>
<td>Community organisations, schools and educational institutions which support the health and wellbeing of Australian children and have DGR status.</td>
<td>Provides grants to community organisations and grassroots programs that will directly benefit the health and wellbeing of children in their local community.</td>
<td>Children and youth.</td>
</tr>
<tr>
<td>Program</td>
<td>Who Can Apply?</td>
<td>Purpose</td>
<td>Target Group</td>
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<tr>
<td>Macquarie Group</td>
<td>Community organisations.</td>
<td>Benefit communities where Macquarie has a presence, in the areas of education, the arts, health care and research, welfare and the environment.</td>
<td>Australian communities.</td>
</tr>
<tr>
<td><strong>Macquarie Group Foundation Grants</strong> <a href="http://www.macquarie.com/foundation/index.htm">www.macquarie.com/foundation/index.htm</a></td>
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<tr>
<td>Mazda Foundation</td>
<td>Does not invite general applications from the public. However, if an organisation has a project which relates to the Foundation's current priority area, it may register a request to be considered by the Foundation by lodging a Project Notification Form.</td>
<td>Provide assistance to a broad cross-section of individuals and important causes throughout Australia. The Foundation periodically identifies a priority area of focus (currently health issues).</td>
<td>Australian communities.</td>
</tr>
<tr>
<td><a href="http://www.mazdafoundation.org.au">www.mazdafoundation.org.au</a></td>
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<tr>
<td>NRMA CommunityHelp Grants</td>
<td>Community NFPs</td>
<td>Support crime prevention programs that increase safety and security in local communities.</td>
<td>Australian communities, with a particular focus on persons at risk of becoming criminal offenders.</td>
</tr>
<tr>
<td>Optus Connecting Communities Grants Program</td>
<td>NFPs with DGR status</td>
<td>Connect disengaged youth and/or reduce social isolation and exclusion.</td>
<td>Disengaged youth under 25 years of age and people/communities experiencing social isolation and exclusion.</td>
</tr>
<tr>
<td><a href="http://www.optus.com.au/portal/site/aboutoptus/men">www.optus.com.au/portal/site/aboutoptus/men</a> uitem.cfa0247099a6f722d0b61a108c8ac7a0/?vngnextoid=cf34f2d9d90a110VgnVCMCServer29867c0aRCRD</td>
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<tr>
<td>Sony Foundation</td>
<td>Organisations that assist youth under 25 years of age and have DGR status.</td>
<td>Support young Australians, including those from disadvantaged backgrounds and gifted and talented individuals.</td>
<td>Young people under 25 years of age.</td>
</tr>
<tr>
<td><a href="http://www.sonyfoundation.org.au">www.sonyfoundation.org.au</a></td>
<td></td>
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<tr>
<td>St George Foundation</td>
<td>Registered Australian charities that assist Australian children under 18 years of age, with DGR tax status.</td>
<td>Provide financial support to charities throughout Australia to help them assist children and young people under 18 years of age with special needs.</td>
<td>Disadvantaged and disabled children and young people under 18 years of age.</td>
</tr>
<tr>
<td>webapps.stgeorge.com.au/stgeorgefoundation/</td>
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<tr>
<td>Program</td>
<td>Who Can Apply?</td>
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<tr>
<td><strong>Telstra Foundation Community Development Fund</strong>&lt;br&gt;&lt;br&gt;<strong>Social Innovation Grants</strong>&lt;br&gt;&lt;br&gt;www.telstrafoundation.com/dir148/tfweb.nsf/communitydevelopmentfund/socialinnovationgrants?OpenDocument&amp;menu=2_5</td>
<td>Organisations with both DGR and TCC status.</td>
<td>Connect Australian children and young people to their communities.</td>
<td>Young people aged 0-24 years, particularly those who are experiencing social or geographic isolation.</td>
</tr>
<tr>
<td><strong>Volunteering Australia</strong>&lt;br&gt;&lt;br&gt;<strong>Comic Relief Australia Grants</strong>&lt;br&gt;&lt;br&gt;www.volunteeringaustralia.org/html/s02_article/article_view.asp?id=107&amp;nav_cat_id=137&amp;nav_top_id=64</td>
<td>NFPs with DGR status that involve volunteers in their work.</td>
<td>Support disadvantaged members of the Australian community.</td>
<td>Disadvantaged members of the community. Priority focus groups include: 1) young children and teenagers who are forced to live and work on the streets, or who are victims of physical or emotional abuse; 2) teenagers who experience problems with drugs and alcohol, or who are suicidal; 3) Indigenous Australians who live in deprived communities and do not have the resources to enable them to make the changes they need to improve their lives; 4) refugees and asylum seekers; 5) people with disabilities.</td>
</tr>
<tr>
<td><strong>National Association for the Prevention of Child Abuse and Neglect (NAPCAN)</strong>&lt;br&gt;&lt;br&gt;<strong>KiDS CAN</strong>&lt;br&gt;&lt;br&gt;www.childfriendly.org.au/kids-can</td>
<td>Groups of children and young people from schools and community groups; local community and youth organisations.</td>
<td>Provide children with the opportunity to create, lead or support initiatives in their own communities that contribute to the development of child friendly communities.</td>
<td>All children and young people, with particular emphasis on those who may be vulnerable or at risk.</td>
</tr>
</tbody>
</table>
### 8.5 Appendix 5 – Funding opportunities – New South Wales

Details below were correct at the time of printing and are subject to change. Make sure that you carefully check the funding criteria before applying for any grant.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Who can Apply?</th>
<th>Purpose</th>
<th>Target Group</th>
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<tbody>
<tr>
<td><strong>Government</strong></td>
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<tr>
<td>Community Relations Commission (CRC) <strong>Community Development Grants Program</strong> <a href="http://www.crc.nsw.gov.au/services/grants">www.crc.nsw.gov.au/services/grants</a></td>
<td>Incorporated community NFPs.</td>
<td>Encourage participation by people from migrant and refugee backgrounds in all aspects of life in NSW.</td>
<td>Migrant and refugee communities. The project must be of direct benefit to a specific group. Programs which focus on emerging or small ethnic communities and/or geographically or socially isolated communities are favoured.</td>
</tr>
<tr>
<td><strong>NSW Sport and Recreation</strong> <strong>Sport and Recreation Participation Program</strong> <a href="http://www.dsr.nsw.gov.au/grants/srpp.asp">www.dsr.nsw.gov.au/grants/srpp.asp</a></td>
<td>NSW incorporated, community-based NFPs; NSW Local Government Authorities operating under the Local Government Act, 1993</td>
<td>Increase regular and on-going participation opportunities in sport, recreation or structured physical activity, especially for groups which face barriers to participation.</td>
<td>General public, with a focus on groups which face barriers to participation in sport and recreation, specifically people from culturally and linguistically diverse backgrounds, indigenous people, refugees, people from rural and remote areas, people from areas of high socio-economic disadvantage, women and girls, people with a disability.</td>
</tr>
<tr>
<td><strong>NSW Sport and Recreation</strong> <strong>Sport and Athlete Development Program</strong> <a href="http://www.dsr.nsw.gov.au/grants/sadp.asp">www.dsr.nsw.gov.au/grants/sadp.asp</a></td>
<td>NSW State sporting organisations and peak industry bodies that are recognised by NSW Sport and Recreation through its Sport Development Program.</td>
<td>Increase opportunities for athletes, coaches, officials, sports leaders and volunteers in activities such as professional development and attendance in representative competition, especially amongst groups which face barriers to participation.</td>
<td>Athletes, coaches and officials, with a focus on groups which face barriers to participation in sport and recreation, specifically people from culturally and linguistically diverse backgrounds, indigenous people, refugees, people from rural and remote areas, people from areas of high socio-economic disadvantage, women and girls, people with a disability.</td>
</tr>
<tr>
<td><strong>NSW Health</strong> <strong>NGO Program</strong> <a href="http://www.health.nsw.gov.au/aboutus/business/ngo_program.asp">www.health.nsw.gov.au/aboutus/business/ngo_program.asp</a></td>
<td>Community NFPs that provide health services.</td>
<td>Financial assistance to NGOs for the purpose of providing health services and programs.</td>
<td>NSW communities, with a particular focus on children and youth, families, indigenous Australians, women, the aged and the disabled.</td>
</tr>
<tr>
<td>Agency</td>
<td>Who can Apply?</td>
<td>Purpose</td>
<td>Target Group</td>
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<tr>
<td>Sydney Community Foundation (SCF) &lt;br&gt;www.sydneycommunityfoundation.org.au</td>
<td>Community NFPs that work towards improving the wellbeing and social inclusion of people who live in Sydney (the region bordered by the Hawkesbury River, the Blue Mountains, Camden and the Sutherland Shire). Must have TCC and DGR status. Preference given to smaller, grassroots organisations.</td>
<td>Improve the wellbeing and social inclusion of people who live in Sydney.</td>
<td>Young people at risk; young families; indigenous, migrant and refugee communities; women; older people.</td>
</tr>
<tr>
<td>Mumbulla Foundation &lt;br&gt;www.mumbulla.org.au</td>
<td>Incorporated NFPs located in the Bega Valley Shire.</td>
<td>Improve the economic, environmental, social and cultural wellbeing of people in the Bega Valley Shire.</td>
<td>The Bega Valley Shire community.</td>
</tr>
<tr>
<td>Clubs NSW Community Development and Support Expenditure Scheme &lt;br&gt;www.clubsnsw.com.au/Content/NavigationMenu/CommunitySupport/CommunitySupportCDSE/default.htm</td>
<td>Incorporated NFPs.</td>
<td>Designed to ensure that larger registered clubs in NSW contribute to the provision of front-line services to their local communities; and to ensure that the disadvantaged in the community are better positioned to benefit from the substantial contributions made by those clubs.</td>
<td>NSW communities.</td>
</tr>
<tr>
<td>Regional Events Live Sponsorship Program &lt;br&gt;www.regionaleventslive.com.au/bwWebsite/followon.asp?PageID=4499</td>
<td>Organisations that hold events or activities in the coverage area of Regional Events Live.</td>
<td>Provide in-kind promotions for events and activities in regional NSW.</td>
<td>Organisations that hold events or activities in the coverage area of Regional Events Live.</td>
</tr>
</tbody>
</table>
9. References

1 Australia’s Temporary Protection Visa system was abolished in 2008. All people recognised by Australia as refugees are now given permanent visas.
3 DIAC 2009.
6 DIAC 2007, p. 22.
16 UNHCR 2008, ¶ 2.
26 Oliver 2007, p. 284-4; p. 77.
27 See Oliver 2007, pp. 76-7.
28 Oliver 2007, p. 284.
33 Chau 2007, p. 8.
34 See Olliff 2007.
NSW Department of Sport and Recreation 2006.

Studies focusing on this area include Caperchione, Kolt & Mummery 2009; Velanovski & Karantzaz 2006; Guerin et al 2003; Krolík, P. (2002).


