

Special Issue on Racism in Sport

Standing up and speaking out about racism in sport



Feature articles

- ▶ **An uncomfortable truth**
- ▶ **Racial discrimination: Moving beyond legal compliance to inclusion**

Plus

Racism: It Stops with Me

Anti-racism resources on Play by the Rules

New safe, fair and inclusive sport case studies

Inclusion and diversity forum videos



Check out the Play by the Rules website with many new features and resources: <http://playbytherules.net.au>

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THE EDITOR

Welcome to this special issue of the Play by the Rules magazine focusing on racism in sport. Nationally and internationally racism in sport is still an issue. Sometimes when an issue and campaign is around for a while, it can lose momentum and take a back seat to the barrage of issues that confront us every day. That's why it is important to continue our efforts and renew our focus on core issues that we want to see eradicated from sport. Racism is one of those core issues.

As a reminder of the importance and impact that racism can have, Clyde Rathbone refers to a recent interview with Adam Goodes on Anh Do's Brush with Fame. What happened to Adam Goodes, a hardened professional, was 'gut wrenching' and caused him to break down. Dr Tim Southommasane also refers to the Adam Goodes incident in his paper in this special issue on 'speaking up and speaking out'. You can also get a legal perspective on racial discrimination from Fay Calderone.

So let's renew our focus on an issue that continues to raise its ugly head in sport. Together we can stop racism in sport.



Peter Downs
Manager - Play by the Rules

News:

Racism: It Stops with Me

If you are wondering what you can do to address racism in your sport, head over to the Racism: It Stops with Me website at the Australian Human Rights Commission. Here you'll find a suite of resources that you can start using straight away. You can join the hundreds of other organisations that have committed to stopping racism.

Since 2012, Racism. It Stops with Me has helped our community respond to prejudice. It is a campaign built on the efforts of people in their neighbourhoods, schools, universities, clubs and workplaces.

Across Australia, more than 400 organisations and thousands of people have pledged their support to the campaign.

Whatever your walk of life, wherever you live, wherever you come from—you can make our community a better place for everyone.

Play by the Rules is a supporter of the campaign, and you too can add your voice to stop racism in sport.

<https://itstopswithme.humanrights.gov.au>



News:

Anti-racism resources on Play by the Rules

You can find a range of tools and resources on Play by the Rules to assist you or your club to prevent racism, and take action should it occur:

- The Play by the Rules [Templates section](#) provides basic policies and guidelines your sporting club should have in place, such as member protection.
- The free [Play by the Rules online training](#) teaches you how to prevent discrimination and harassment in your sport.
- Do the [Religious inclusion in sport interactive scenario](#) to learn how to deal with issues that may arise in your club.
- Download some of the free [Play by the Rules posters, flyers and postcards](#) to promote safe, fair and inclusive sport in your clubhouse, stadium or playing field.
- Join many other sports and support the Racism: It Stops with Me campaign run by the Australian Human Rights Commission. There are many excellent resources you can use. You can download the [Racism: It Stops with Me video](#) in our Videos section.



Feature article:

Standing up and speaking out about racism and sport

Does politics have a place in sport?

Well I've been reflecting on this and I've wondered to myself what counts as politics? Over in the US there've been debates about this very question, because there you do have political debates about race in sport. You'll all know about the protests that were kicked off by 49ers quarterback Colin Kaepernick last year when he refused to stand for the American national anthem before the game and took a knee in protest at racism, injustice and brutality. He has since been joined by many other players in the NFL and indeed by athletes in other sports.

President Donald Trump has criticised these protests for being unpatriotic. At a rally not long ago he demanded that the NFL bosses 'fire these sons of bitches' who were taking a knee and protesting against racism. What was interesting was the response of the NFL owners and others involved in American sport. Coaches in the NBA have spoken out in support of the protests. We have seen NFL owners stand in solidarity with African American players who have been taking a knee.

The idea that politics has no place in sport has a long history. It's part of conventional wisdom, but it's not historically accurate.

Involves a certain ideal of what sport

involves that to be sure appeals to us. It's the idea that sport is pure, that sport is where we go to escape from politics and from the travails of our lives and society.

Sport is that place where the lines are clearly drawn, where the rules are clear, where the umpire (sometimes) is neutral and impartial, where foes can go at each other, but at the end of the match or contest shake hands and become friends. That is our picture of sport and when sport works it does bring people together, but we must remember that sport has always had politics involved.

You go back to the ancient Greeks and what they did with the Olympics. The Olympics performed a public and political purpose. It was quite common in fact for the Greek City States to declare political alliances timed with the Olympiad. The Olympics was used by ancient politicians to exercise dominance over their rivals.

Religion was also involved in ancient sport. Priests made sacrifices at Olympic Games, so sport in this sense has never been pure. It's never been detached from politics and our purposes as cities or as societies or as nations, and in fact sport is enlarged when politics enters the picture.

Think of the greatest. Think of Muhammad



Ali. Muhammad Ali wasn't the greatest because he had a perfect record in the ring, because he didn't have a perfect record. He had defeats, quite a number. If anything, the defeats only made him greater. Greatness is not about perfection. Muhammad Ali famously objected to the draft during the Vietnam War. He said he had 'no quarrel with them Viet Cong'. He said he didn't understand why he had to be put in a uniform and sent 10,000 miles to drop bombs and bullets on brown people in Vietnam, not when so-called negroes in Louisville were being treated like dogs and being denied simple human rights.

They're not words I've made up. They're words Muhammad Ali himself used. When I think of someone like Muhammad Ali and the test of time and our history judges Muhammad Ali, I see what sport can be when it is at its best.

Sport is a metaphor for our society. It does stand as a model for our lives. Well, that

model should say something about race and inequality as well.

We've seen it more directly with Australian athletes and not necessarily those who come from minority backgrounds or who have black skin. I think of Peter Norman, the great Australian sprinter, silver medallist in 1968, who stood in solidarity at the medal dais and who was punished for taking that stand. Next year will mark the 50th anniversary of Peter Norman's stand in Mexico City and it would be fitting and appropriate if there were indeed to be a monument erected in the memory of Peter Norman, a champion of anti-racism, a defender of human rights, a great Australian athlete.

We see this being repeated through our history in sport. I think of the response to Cathy Freeman when she flew the Aboriginal flag at the Commonwealth Games in the

90s. I see the division that can be generated by debates about race when there needn't be division. I would have thought we could all stand united in opposition to prejudice and discrimination and united in defence of human rights.

There have been some bright spots though. Cathy Freeman years later at the Sydney Olympics would of course inspire all of us in lighting the caldron and in winning gold in the 400 metres, but why was it that that winning of gold and that lighting of the caldron, why was it that those things were so powerful? Well I suspect it was because it involved some political meaning as well. It spoke not only just to our interest in sport but to our interest in our nation.

In recent years I've been encouraged by some signs of progress in sport on race.

It has been a good thing to see more people stand up to racial abuse and racial vilification in sporting grounds where once we would have barely batted an eyelid to a slur or to an insult based on race at a game of footy. These days it has become more common for people to respond and take a stand. That's been the message of the 'Racism, it stops with me' campaign, something that's been running since 2012, a campaign that aims to empower all Australians to speak out and to stand up when they see racism.

Over the years Australia's sporting heroes have played a prominent role in this campaign and back in 2013, in partnership with Play by the Rules, we had a collection of leading athletes join in sending a

message on racism. In 2014 we had Adam Goodes sending a message on behalf of the campaign. He was our Ambassador. In 2015 and 2016 we had videos from the AFL Players Association among many others in Australian sport.

In 2017 we launched a new community service announcement video. Our message again is a very simple, one about the personal responsibility that all of us can take on racism. It's a responsibility we all have because racism diminishes not only those who are on the receiving end or who are the targets of racism, it diminishes all of us as members of society.

We've chosen that scenario because racism doesn't need to be in your face. It doesn't need to involve abuse or vilification or violence or the threat of violence. Sometimes it can be more subtle, more insidious and it can happen in very every day places such as in the workplace, in a lift, at a bar, on a bus, but everyone can always make a response. There are times however when racism does indeed emerge in very ugly forms, in overt forms and we see this in sport unfortunately. Our very own Ambassador for the campaign, Adam Goodes, endured this in his last year playing in the AFL.

It was sad to see him being subjected to such booing and abuse on a regular basis, and it was clear that this didn't just emerge from nowhere after all. Goodsey had been playing for more than a decade. It only emerged after he became Australian of the Year. It seemed to escalate after he performed an Indigenous war-crying dance during the Indigenous round of the AFL in 2015.

There has been a lot of reflection on what happened, but the sport writer Jake Niall seemed to sum it up pretty well in saying that there can be a particular way that we

if we are serious about getting diversity and inclusion right in sport. We need to understand that having festivals celebrating diversity isn't enough. It's not enough just to say that you like diversity. **You've got**



respond to Indigenous athletes in Australia who do speak about race. American scholars have drawn a distinction between challenges and bargainers with respect to African Americans. The bargainers are those who prefer to keep their head down, who don't try and challenge the status quo. The challengers by contrast do precisely that. They do speak out. They do challenge how things are being done. In the case of Adam Goodes, challenging how we think about Indigenous history and how we deal with racism seemed to lead to him becoming a target of racism and abuse.

There's going to need to be some hard and challenging conversations about race

to put it into practice. You've got to give meaning to it. You've got to make sure that people are treated with dignity and respect on the sporting field as well as off it, and that they're supported when they do have the courage to speak out and speak up on behalf of others.

Extract from Dr Tim Soutphommasane's talk at the 2017 Diversity and Inclusion in Sport Forum. For the full video and transcript go to: <https://www.playbytherules.net.au/resources/videos/tim-soutphommasane>

Dr Tim Soutphommasane is former Race Discrimination Commissioner and Play by the Rules Management Committee member.

Feature article:

An uncomfortable truth

After being imprisoned in South Africa's notorious Robben Island jail for 27 years, Nelson Mandela was finally released in 1999. I was going on ten years old at the time, but even then it was clear that something momentous was happening.

And while I could not fully appreciate the political complexities of the time, the transformation to democracy presented itself to me in the form of a black face. Indeed, in the lead up to South Africa's first democratic elections my primary school received its first black student.

I remember eyeing the newly arrived alien not quite sure what to make of him. Growing up in apartheid South Africa meant that I had been raised in a country that completely segregated me from black children of my age. Of course I'd seen black children, perhaps even exchanged a few words in passing, but this was different. Somehow the arrival of a black student marked a distinct shift in how I viewed my country. For the first time, it seemed as though an undefined but ever-present tension was subsiding, that perhaps everything would be better now, whatever better meant. At least there seemed a reason to be hopeful.

In the weeks that passed, more black and coloured children filtered into my school and before long the initial curiosity of my ten-year-old mind had been replaced by, well, incuriosity. The experiment has been run and the results were in—our newcomers were exactly the same as us. The ease with which black and white children in my school integrated taught me a lot about race and racism.

Perhaps Nelson Mandela said it best: 'People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite ... Man's goodness is a flame that can be hidden but never extinguished'.

Which brings me to Australia and what we have learnt, or better stated, what we have been taught.

Having been lucky enough to call Australia home for the past 16 years, I've had a front-row seat to the complex relationship Australia has with race. As one of the world's truly multicultural meccas, it is patently obvious that Australia is not a racist country, which does not suggest that we do not harbour racist citizens.

Perhaps this uncomfortable truth is best highlighted by spectator language at sporting events.

In a recent interview Adam Goodes opened up about his experience of racial abuse. In what has now become an infamous moment in AFL history, Goodes was called an 'ape' by what turned out to be a 13-year-old fan. Commenting on the impact this had on him, Goodes said, 'That's where it sort of hit me. I came off and just broke down. I just couldn't believe someone so young could call me that. I knew she didn't know what it actually meant to call someone an ape and she was probably copying people in the crowd around her (but) it just cut me down'.

I've experienced my fair share of crowd abuse, most notably when I returned to South Africa with the Wallabies to take on my country of birth. Needless to say there was lots of free advice from the stands on that tour. But the key point of difference is that the abuse I had hurled at me had absolutely nothing to do with the immutable characteristics of my person.

It's easy for people who have never been on the receiving end of racial vilification to pooh-pooh Goodes. Indeed, Goodes was routinely booed for his role in pointing out the perpetrator and refusing to accept crowd abuse as 'part of his job'. Many people seemed to view his actions as playing the victim or blowing a relatively small issue out of proportion. I think this misses the much

broader point and ignores the history that Goodes spoke to when he said:

'It's a snapshot into a past where people only see us as animals. It was gut-wrenching.'

Notice Goodes' use of the word 'us'. In speaking out, Adam Goodes understood his responsibility to protect those far more vulnerable than he. The Indigenous Australians and immigrants to our shores with darker complexions and different accents. The people in minority groups without a voice. Goodes was and is a voice for all of them, and it is a voice that should fill us not with fear or anger, but with pride and solidarity.

Because somewhere in Australia today an Indigenous Australian will turn up for their first day at a (mostly) white school. How they are treated by their peers will be determined by what we've all been taught by people like Adam Goodes, and indeed how well we have been willing to learn.



Clyde Rathbone
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Feature article:

Racial discrimination: Moving beyond legal compliance to inclusion

It has been five years since the Human Rights Commission launched its 'Racism. It Stops with Me' campaign, emphasising it is everyone's responsibility to stop racial discrimination. With the increased focus on the importance and benefits of inclusion, and reputational fall out for clubs and codes arising from media coverage of incidents, it is now more important than ever that policies are promulgated, and incidents are promptly and effectively investigated and addressed.

What is racial discrimination?

Although the definitions vary across state and federal legislation, broadly it is unlawful to discriminate against a person or otherwise engage in offensive behaviour because of a person's race, colour, descent, or national or ethnic origin. This includes a broad range of behaviours, and in particular:

- acts that distinguish, exclude or preference persons based on racial characteristics; and
- acts done in public, or in the sight or hearing of the public, that offend, insult, humiliate or intimidate another person or group of people based on their racial characteristics.

Discrimination includes both direct discrimination—treating a person with a protected personal characteristic unfavourably because of that personal characteristic—and indirect discrimination, which occurs by imposing an unreasonable requirement, condition or practice that will disadvantage a person with a protected personal characteristic. The intent of the perpetrator is not relevant. The question is whether, on the balance of probabilities, a reasonable member of the hypothetical group targeted would have been offended.

Who is liable?

Employers can be found vicariously liable for the acts of their employees, and could be required to pay penalties if their staff engage in discriminatory conduct at work unless they take all reasonable steps to prevent the employee or agent from doing the discriminatory act. In practical terms, this includes implementing and actively promulgating policies, providing compliance training to employees and leaders, and taking disciplinary action against non-compliant employees.

What legal avenues are available to victims?

Victims can lodge a complaint with the Human Rights Commission or the relevant anti-discrimination commission in their state or territory. If conciliation is not successful, the

victim may pursue the matter in court.

Persons found guilty of racial discrimination can face monetary fines and, in some cases, imprisonment. The nature and scale of the penalty will depend on the seriousness of the offence, whether it is a company or an individual being prosecuted, and which legislative scheme applies.

What should I do to combat racial discrimination in sport?

Complaints must be addressed and investigated in accordance with grievance and complaints-handling procedures, broadly adopting the principles of the TRICK method in:

- T: Treating all matters seriously;
- R: Responding quickly and communicating process and timing;
- I: Impartiality;
- C: Confidentiality; and
- K: Keep written notes of all conversations.

Allegations should be specifically communicated to perpetrators and principles of natural justice should be applied in allowing them an opportunity to respond to the offence and the proposed penalty. Victimisation against complainants, even when the allegations are not substantiated, is also strictly prohibited and witnesses and respondents to investigations must be cautioned about this.

Go beyond rules to inclusion

Sporting organisations must show leadership and set the expectation that discrimination of any kind is not tolerated, using education campaigns that focus not only on offenders but also bystander awareness as critical to transformational change. The standard we walk past is the standard we accept.

Even 'playful sledging' can be discriminatory, unlawful and create a culture of exclusivity. Sport is an integral part of our community and culture, founded on bringing us together. It is only through connection, tolerance and inclusion that we harness the unique gifts diverse participants have to offer unlock high performance.



Fay Calderone

Fay is an Employment Law and Workplace Relations Partner at Hall & Wilcox and a Flexible Work Day Ambassador. She advises HR, C-Suite leaders and Boards on compliance with workplace laws, change management, business protection, workplace strategy, cultural diagnostics and dispute resolution, having acted for employers for over 17 years across a range of industries including health, sport, professional services, entertainment, manufacturing, community sector and local councils.



Website Update:

New safe, fair and inclusive sport case studies

In 2017, the Australian Sports Commission held their annual sport awards and for the first time included a Play by the Rules Award for organisations that had made a significant contribution to safe, fair and inclusive sport.

In the nomination process we asked three simple questions:

- What did you do?
- Why did you do it?
- How do you know it was a success?

There is some great work happening from these organisations, so if you are interested in learning from their work and experiences take a look. The first eight case studies have been published, with more to follow in the coming weeks.

Check them out at <https://www.playbytherules.net.au/resources/case-studies>

Resource Profile:

Inclusion and Diversity Forum videos

Since 2016, Play by the Rules has partnered with a number of agencies to stage the Diversity and Inclusion in Sport Forum in Melbourne. The next Forum is on 11 October. If you are interested in joining us on the day, you can see the program at <https://www.playbytherules.net.au/diversity-and-inclusion-in-sport-forum>

The Forum is a TEDx style event with talks presented by experts in the field of inclusion and diversity. The talks are professionally recorded and you can now download any of the 32 talks from the past two forums. There is a huge amount of valuable information, insights and experience here for you to access for free. You can also filter the growing library of videos by topic so you can see which talks interest you most.

You can access the videos at <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity/inclusion-and-diversity-videos?pg=1>



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Come and join the 79,000+ subscribers to Play by the Rules - it's a great way to keep up-to-date with safe, fair and inclusive sport.

Back Issues

You can access each back issue for this magazine by visiting [this page](#) on the Play by the Rules website. All the feature articles and significant news items are listed here.

Share and spread the word

One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media. We post every day on Facebook and Twitter and have audio files on Soundcloud and an extensive collection of videos on YouTube and Vimeo.

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Our partners

Did you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.



To make Play by the Rules possible, we also work with

