



In collaboration with:



Weekly #SportPositive Twitter Chat

Tuesday, 9 June

Sport and Intersectional Environmentalism/Climate Justice

Please note we have just taken salient points that were added in the discussion and have not given attribution. This document is to give a flavour of the Twitter Chat, it is not a transcription. If you wish to see who wrote points that resonate with you, to pick up a discussion, search #SportPositive on Twitter and you will be able to see the original tweets.

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Q1: In what ways are sports organisations supporting black people, indigenous people and POC/working to drive racism out of sport and more broadly?

Major League Baseball 'Returning Baseball to Inner Cities (RBI) program and its field restorations have specifically prioritized on marginalized areas. MLB has also long had a Diversity Business Summit for building supply chains and hiring diversity

Last year's MLB AllStar Game also featured a daylong anti-racism/youth empowerment program called 'The Bridge' which brought together people from the community, the arts and sports

-> Do you know if this effort had a legacy, or was it just an on-the-day activation?

—> I believe the Bridge program was to be continued -- last year was 1st one. There was also an exceptional inclusion effort w Kulture City who provide 'calm rooms' on site for those w autism, PTSD. And a large presence of #IActOn a CEO DEI org

——> You should connect with [@TheBrandiRhodes](#) and [@CodyRhodes](#) - they've done amazing work with [@kulturec](#) over the short period of time that [@AEWrestling](#) has been going

I expect there are many notable local/individual initiatives, but let's be honest, at a strategic, structural level sport is like the rest of society in not addressing the fundamentals of racism. Stems from culture and out-dated governance systems. Heavens, sport hasn't fully got to grips with any major diversity issues: gender equality, homophobia and disability, let alone racism. Not denying progress in many aspects, but much still to do on all fronts for sport to be truly inclusive

-> Agree - there's a lot of good work that's been done and being done, but still a long way to go

—> When we say sport, that is not one entity like a government or a corporation. It is inevitably difficult for the sport sector to act consistently, but with more cooperation between sports bodies the cumulative impact of actions and knowledge sharing could be huge

——> Absolutely. Having industry wide commitments of action could at least increase the likelihood of this cooperation and impact

We would cite the likes of UEFA Respect Badge: <https://uefa.com/insideuefa/social-responsibility/respect/...> But UEFA were recently called out by Gareth Southgate for not doing enough to stamp out racist incidents in stadia: <https://beinsports.com/en/football/news/southgate-free-hits-offered-by-uefas-anti-r-1/1480857...>

Great push by UEFA with Fare Network on [#EqualGame](#) to promote diversity and inclusion - <https://uefa.com/insideuefa/news/newsid=2630269.html...>

The NFL, after awful, PR-i-fied, bland statement from Roger Goodell, made a turn in right direction, thanks to gutsy initiative of young social media staffers in league office. No mention of [#Kaepernick](#) but a start? <https://buff.ly/2UrL5lr>

This is an important discussion. Aside from saying sport is a racist industry, including the enviro space (how many POC attend our big conferences & meetings? How often do we see panels? All-white panels?), I can't add much. I'm guilty of it too. Here to learn.

-> Fully agree. A good start would be to review diversity of speakers for the next [@SportPosSummit](#)

—> Absolutely agreed. We are guilty of focussing predominantly on gender parity (another key issue), but this needs to be refocussed and addressed. The work has already begun!

Just weeks into his tenure as NBA Commissioner, Adam Silver showed decisive and exemplary leadership - unprecedented really - in forcibly ousting an owner. I'm sure it helped that the ownership group of the NBA is generally a more progressive and diverse

-> Yes - top down intervention is a requirement for progress in closed economic systems such as international sports bodies

We have a long way to go, but precedents of both discipline/punishment as well as proactive building are there to model better standards, move toward better practices

There are some great schemes outside of sport such as [@RimJhimConsult](#) Get on Board actively is equipping women of colour to get on the boards of sports and their teams

This is something the Australian Football League is getting better at. Clubs call racism out and cancel memberships of offenders. Hold annual Indigenous Round (pictured) which recognises and showcases indigenous culture. Much more to do but going the right way



As said, much more to do. The story of Adam Goodes, one of the greatest footballers of the modern generation was a wake up call for many Australian sports fans about racism in sports: <https://www.youtube.com/watch?v=zRjKl56jk&feature=youtu.be>

Q2: Are any of these examples connected with sustainability? How can sports organisations connect their efforts on sustainability/climate change with tackling structural racism?

Generally, sports organisations see diversity and inclusion as purely social issues and do not make the connection with wider sustainability. Climate change impacts the least privileged communities the most. We mustn't tackle these issues in isolation. Sorry, not being forthcoming with solutions so far, but we must face up to reality of situation and know the problems first

[@gdhendriks](#) and [@inspoweredby](#) amongst others launched 'Republic of Sports' during [@lausanne2020](#)

Both were linked: <https://youtube.com/watch?v=RHO1aRBJ-2M&feature=youtu.be...>

Sports organizations (and all organizations working on [#sustainability](#)) need to do a better job of showing the connections. A fight against [#climatechange](#) is a fight against the effects of systemic racism, but it's not always presented that way.

@sportsalliance did a great panel on 'The Role of Sports in Environmental Justice Reform' last year:

<https://greensportsalliance.org/green-sports-alliance-summit-goes-there-on-climate-change-minneapolis-named-2020-host/...>

We need more of this content, we at @SportPosSummit commit to delivering it

I feel that sport organizations have long seen the two as exclusive issues. We need to better address environmental justice and erasing environmental racism.

Though #socialequity & #environment are often tackled separately, I think that third-party certifications have made progress in finding ways to measure and improve both through one validation tool. I am interested to see how @WELLcertified will tackle topics of #equity and #mentalhealth in the upcoming release of the new #PostCOVID19 rating system

The SDGs offer a good roadmap toward making these connections, as they show human/social, economic and environmental goals as parts of a holistic solution set, rather than keeping them in separate agendas.

Gains we've seen in air quality due to traffic drops during pandemic beneficial to urban areas where asthma over-indexes in communities of color. An opportunity for grtr traffic calming /greening as an intersectional solution. Best championed by NBA,MLS

3 of us proposed a scholarship/bursary fund to a certain org years ago (2013) for conference. We were waved off - perhaps we can revisit

LISTEN. LEARN. Challenge the institutional norms. Encourage a variety of viewpoints. Allow people to be comfortable sharing their perspective. Ensure that your fellow stakeholders leadership, and management are different than yourself.

The day that we manage to explain that protecting the environment is defacto protecting human kind. This simple logic is yet not clear at all in people' mind.

Absolutely more needed on this at all Green-Sports conferences

Q3: How can we ensure that sport's efforts around climate change and the environment are intersectional (an inclusive effort that advocates for both the protection of people and the planet)?

We need more diversity among decision-makers and strong, clear message that sustainability is a societal issue drawing together social, environmental, economic and ethical matters. These must be central to all strategic policy of sports organisations

There aren't many systemic issues that can't be improved by ensuring there is diversity on boards & in decision-making roles. Having different perspectives to ensure decisions aren't made through the lens of just one experience is crucial to driving change

The first step may sound obvious, but is often not done in practice: Include all stakeholders in meetings where decisions are made.

Look around the room. Are people of various color, gender, age, socioeconomic status, role, and priority interest represented?

Management systems are good tools for ensuring organisations recognise all their material issues and have joined up policies and action plans to tackle them. Not sexy, but all about ways of working and good governance – check out [#ISO20121](#)

Such a hard question to answer, when non-white faces are literally cropped out of the photo! We need greater [#diversity](#) & [#inclusivity](#) in both [#sports](#) and [#environment](#). More importantly need to be at the highest level: directors, board members, C-Suite, owners

Need to make the connection more explicit, for one. And also look for intersectional partnerships. [@GRID_GLA](#) for example, with its multifaceted mission

Incorporating inclusivity into the sustainability remit of organisations can intrinsically link everything together so sustainability/environmental objectives and inclusivity are one and the same

-> We think the [@UNFCCC #SportsForClimateFramework](#) needs to more visibly include this. We will start those conversations!

We've all answered this Q with the A: diversity of boards/decision makers. So as a first step can everybody commit to exerting their influence (no matter what your position, as consultant, academic, athlete) to actively support this when it comes to hiring?

I also want to include that we often like preach that environmental issues impact everyone. We need to view diversity in the same light. Everyone needs to play a role.

Q4: How can we support climate justice* in our own local sporting communities, and also as a global community; where wider disparities potentially exist **Addressing the climate crisis whilst also making progress towards equity and the protection and realisation of human rights*

These are super tough exam questions today, but crucially important. I think this is one requiring strong leadership and communication at whichever level you are operating. Especially important that global bodies lead by example

Essential to be relevant to the scale in question: too high level strategic doesn't work at local level and too small at global level comes over as token

Voting is already a must. Then on the ground, for example, our NGO [@SandSI_org](#), welcome's all communities, whatever scale or scope as long as aligned on the mission towards accelerating sustainability[linked to SDGs] in and through sports

We had a mad thought that to increase global climate justice, clubs could 'twin' with another club in a different part of the world, to more actively support a sporting community, w/ different [#climatechange](#) issues, for education. Good idea? Ridiculous idea?

-> Love it

—> Nice idea, but not if twinning means exchange visits and loads of extra travel!. Reply: Nooooo! Just Zoom :)

—> I think that is a great idea. Not only to drive inclusivity forwards but also to help keep sports and their clubs viable by learning from each other.

—> Good idea. Would show willingness on both sides. Could also add teeth to top-down efforts by requiring pairing

Change how we talk about [#sustainability](#). Let's try talking about environmental degradation solely in terms of the human impacts to traditionally disadvantaged communities. Make it a [#socialjustice](#) issue.

Use your privilege and power to support those who need the help rather than those who have the most money

Definitely down to communications. Even where communities are underrepresented, the only way to get people involved is to show them people like them central to the action. It's how big companies have recruited a more diverse workforce - & again at senior level.

I work w/ awesome and diverse sport mgmt students. I can definitely attest to the talent, potential & drive of the next gen. Recruit, hire, and promote BIPoC. New perspectives in the org = bigger picture thinking = more just outcomes. This is backed by research

Sport can logically/credibly focus on communities where health/wellness are impacted to improve that. Japanese Soccer League team (Antlers) have built community clinic/rec center on their training ground site. Team&community health/wellness now 'connected'

Right now, local responses are making a wave globally, just by setting precedent! If more organizations focused on making a positive impact locally without considering how it reflected on them globally, more positive change would exist throughout the world

Though [#equality](#) is a right of every global citizen, the local nuance and community culture can shape the way that best practice looks and feels. Together, many drops make an ocean!

Vote

Q5: What resources and tools do you know of that address knowledge gaps for sport to learn about climate justice/intersectional environmentalism? (They don't have to be sport-specific)

This piece from President Obama is quite helpful <https://obama.org/anguish-and-action/...> for N American solutions. Would also suggest inviting [@maryvharvey](#) CEO of Centre for Human Rights and Sport into the conversation, exploring resources from <https://sporthumanrights.org>

Your web browser of choice ... plenty of resources out there. Knowledge is the first step!

As [@recipric](#) Kristen Fulmer indicated - begin at home. Begin locally. There are orgs in every nook of the earth who have been fighting the good fight for some time. Learn from them to act first where it is within your power. Grow from there

Recently, I've found that a great tool is simply to ask questions and the best resource is the diverse network of experts & individuals to answer them. One of my project teams encouraged us to get uncomfortable and challenged us to ask the difficult questions

What a great question! Guess you have identified an interesting knowledge gap for academic research. I have still not understood the logic why people can dissociate human rights with the rights of nature. We are all one

Additional resource to add to [#sportpositive](#) lists of today
<https://inclusionplaybook.com/webinar> [#SDG10](#) [#reducedinequalities](#) [#SDG16](#)

Thank You!

If you contributed to the #SportPositive Twitter Chat this week, thank you for being a part of it! If you didn't, I hope you find this document useful, and mark your diaries now to join us next week, **Tuesday, June 16nd at 4-5pm UTC.**

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