

Simple rules for creating and sustaining an anti-racist sport and exercise organisation.

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Table 1. Glossary of terms

Term	Definition
Anti-racist	“individual and/or organisational beliefs, actions or policies that promote the idea that people of different races and ethnicities are equal” (Chaudhary and Berhe 2020).
Black, Indigenous and People of Colour	“an inclusive term for people of colour meant to centre the unique experiences of Black and Indigenous people and underscore the diversity among race/ethnic minority groups” (Chaudhary and Berhe 2020). <i>Note, we appreciate the many issues with the use of this term. However, in the absence of agreed terminology to refer to those who are subjected to racism, we have opted for this.</i>
Culture	a system of shared values, meanings and symbols that can enable an organisation to operate effectively (Laker 2012).
Diversity	“the presence of socially meaningful differences (that can include dimensions of race, ethnicity) among members of a dyad or group” (BASES 2023).
Equity	“being fair or reasonable towards all concerned in light of their individual needs and circumstances” (BASES 2023). This differs from equality, a term which refers to treating everyone the same, irrespective of their needs and circumstances.
Ethnicity	“cultural patterns amongst a group of people with a focus on heritage, language customs, beliefs and values, and cultural norms” (BASES 2023).
Inclusion	“a concept where diversity is valued, and individuals are free to express their individuated self and have a sense of connectedness and belonging in the environment” (BASES 2023).
Intersectionality	“a framework for understanding how a person’s social and political identities combine to create unique modes of discrimination and privilege” (BASES 2023).
Microaggression/covert racism	“Commonplace daily verbal, behavioural or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups. Although the term ‘micro’ is included here, the effects and actions almost always have substantial negative consequences on the victim” (BASES 2023).
Race	“a social classification system that emerged from, and in support of, European colonialism, oppression, and discrimination with no roots in human biological variations” (Chaudhary and Berhe 2020)

Racism	“Policies, behaviours and rules that result in a continued unfair advantage to some people and unfair or harmful treatment of others based on race or ethnicity” (BASES 2023).
Sport and exercise science	in its broadest sense, this encompasses physical activity, sport, exercise disciplines and their integration into healthcare. Sport and exercise science organisations include those from grass roots levels though to governing bodies and universities.

Table 2. The 10 rules for creating and sustaining an anti-racist sport and exercise organisation

1. Establish and monitor the anti-racist culture of the organisation
2. Address racism in your organisation and devise systems to hold members accountable
3. Advocate for ethnic and racial diversity at all ranks
4. Educate organisation members on the benefits and value of racial and ethnic diversity
5. Improve racial literacy and decolonise the language register
6. Embed diversity and anti-racist practices in recruitment processes
7. Create opportunities and pathways for BIPOC to move into all available practitioner roles
8. Listen to and amplify the voices of people of colour within your organisation
9. Be aware of social and political events affecting/ influencing organisation members
10. Meet challenge with support