

Dean Pymble

Campaign Manager for Wales

Dean@theredcardwales.org

@Pymble1984

@theredcardwales

@SRTRC_England

#ShowRacismtheRedCard

**SHOW
RACISM
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Show Racism the Red Card

The UK's biggest anti-racism education charity.

- SRtRC aims to combat racism through enabling role models, who are predominately but not exclusively footballers, to present an anti-racist message.
- Our work includes:
 - Anti-racism work with children and young people
 - Anti-racism training for educators and other adults
 - Awareness raising initiatives such as Month of Action and Wear Red Day
 - Producing educational resources
 - Creative competition
 - Lobbying and research

SHOW
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RED
CARD



WEAR RED DAY



615,000

People across
the UK

136,000

People across
Wales

SHOW
RACISM
THE
RED
CARD

CHANGE HEARTS
CHANGE MINDS
CHANGE LIVES

Month of Action



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Sport NGB Anti-Racism Project

The Anti-Racism Professional Learning in Sport project engages with and educates Sport National Governing Bodies across Wales.

The interactive workshops with National Governing Bodies support staff and board members over several sessions, guiding discussions, and facilitating learning which will aim to improve organisations and participants knowledge, confidence, and understanding of racism.

In addition, the participants gain an understanding of how to talk about race, discuss and experience the journey of athletes that make up part of the Global Majority, and understand and learn how to create and implement an effective anti-racism policy including the creation of organisational anti-racism champions.

Sport NGB Anti-Racism Training Plan

Session 1:

- What is racism and how does it manifest?
- Why must we be anti-racist?
- Using inclusive language and terminology (including emojis)
- Reflecting on our own practice (part 1)

Session 2:

- Reflecting on our own practice (part 2)
- Overcoming bias in practice (interviewing; online/social media etc.)
- Microaggressions
- Colourism

Session 3:

- Recognising, responding to and reporting racism
- Talking about race and racism
- Strategies to challenge racism

Session 4:

- Journey of the athlete: Identifying good practice and potential barriers
- Guest speaker from the sport to share their experiences and opportunity to ask questions.

Session 5:

- Using our 'Journey of the athlete' to create a personalised anti-racism action plan
- Being anti-racism champions

Session 6:

- Ensuring our anti-racism policies are fit for purpose
- What does effective implementation look like?
- What do we want new staff to know about us? Including anti-racism in the induction phase.

Sport NGB Anti-Racism – Impact

Impact on the Head of Inclusion

As the Head of Inclusion, this training had a profound impact on me personally and professionally. It reinforced the importance of my role in driving change within the WRU. The training gave me the tools and knowledge needed to develop effective diversity and inclusion strategies. It also inspired a deep commitment to ensuring that the WRU becomes a more inclusive and welcoming place for all, regardless of their racial background.

Impact on the WRU

The impact of the anti-racism training on the WRU as an organization has been substantial. It has ignited a cultural shift, sparking conversations about racism that were previously avoided or dismissed. The training has increased awareness about the significance of diversity, equity, and inclusion, and it has prompted the WRU to take concrete steps toward becoming an anti-racist organization.

Sport NGB Anti-Racism – Impact

Tangible Implementations and Future Plans

Several tangible changes have been implemented or are in the pipeline as a direct result of the anti-racism training:

Updated Policies: The WRU has revised its policies to ensure they are inclusive and promote diversity. This includes amendments to EDI and disciplinary procedures to eliminate bias and discrimination. The WRU has also created its first Anti-Racism Policy in collaboration with SRtRC, due for publication in October 2023.

Diversity Initiatives: The WRU has launched various initiatives to increase diversity within the organisation, including proactively working with organisations working with global majority groups, such as South Riverside Community Development Centre, Welsh Refugee Council and EYST.

Education and Awareness: Ongoing education and awareness programs are being developed for all staff and members of the WRU. These programs will continue to address issues of racism and discrimination. This includes Dysgu WRU, an online training platform for community clubs and volunteers.

Collaboration with SRtRC: The WRU and SRtRC have committed to events aimed at promoting inclusivity and challenging racism within the rugby community. This includes a staff awareness session in October and supporting the charities Wear Red Day.

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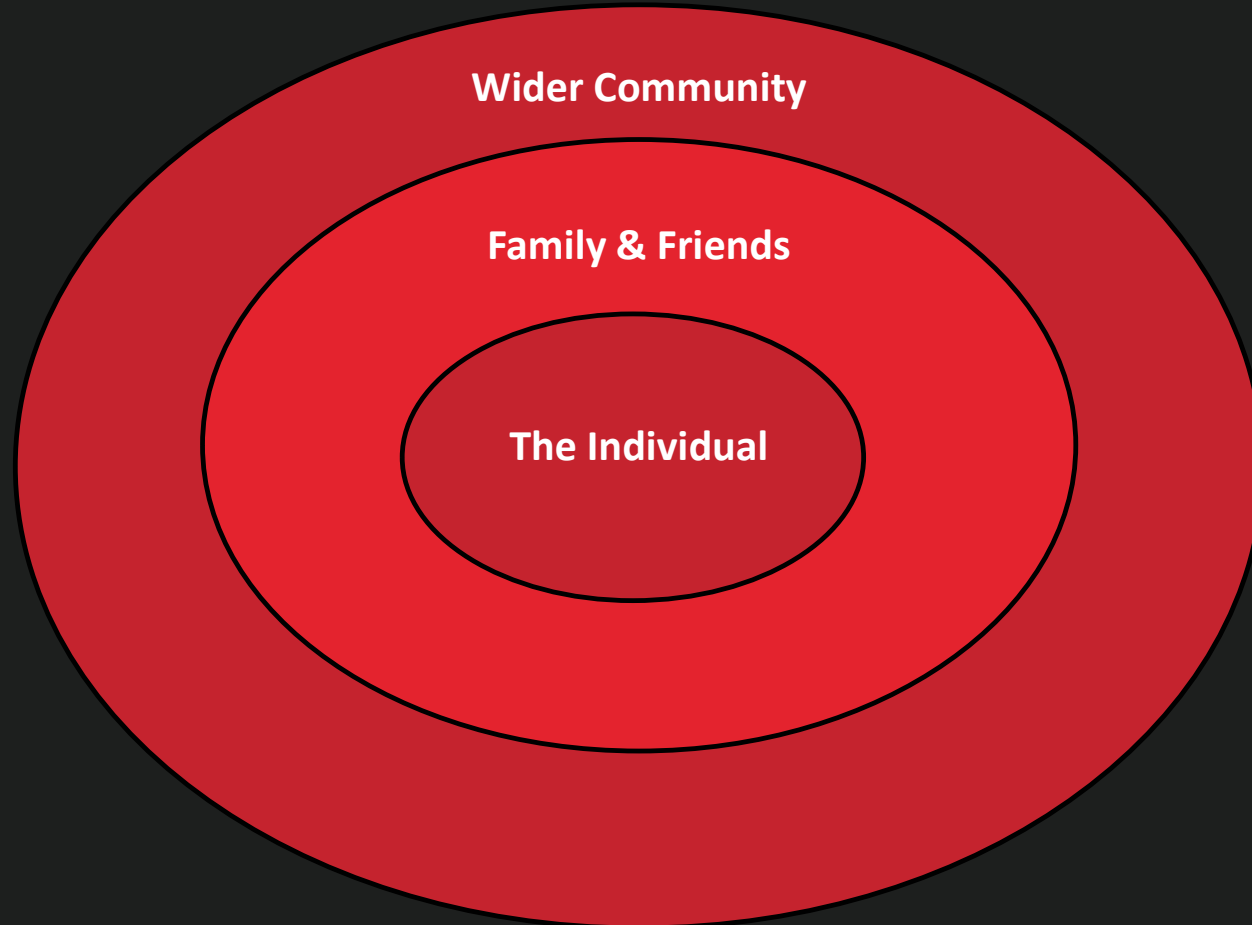
Importance of an anti-racist club/sport

- Demonstrates your stance on anti-racism
- Provides a sense of belonging and welcome to those from all ethnic backgrounds
- Larger talent pool to pick from for elite pathways
- Creates a more diverse sport/club
- Increases participation and/or memberships
- Recruit more talented staff team
- Make better decisions faster.
- Sport is a powerful tool that can create societal change
- Sport can act as a hub for community



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The ripple effect



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**Any
questions?**

www.theredcard.org

@theredcardwales

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@Pymble1984

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