

# interSPORT – IS

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## WORK PLAN

Project ID:101090395

Start date

01 January 2023

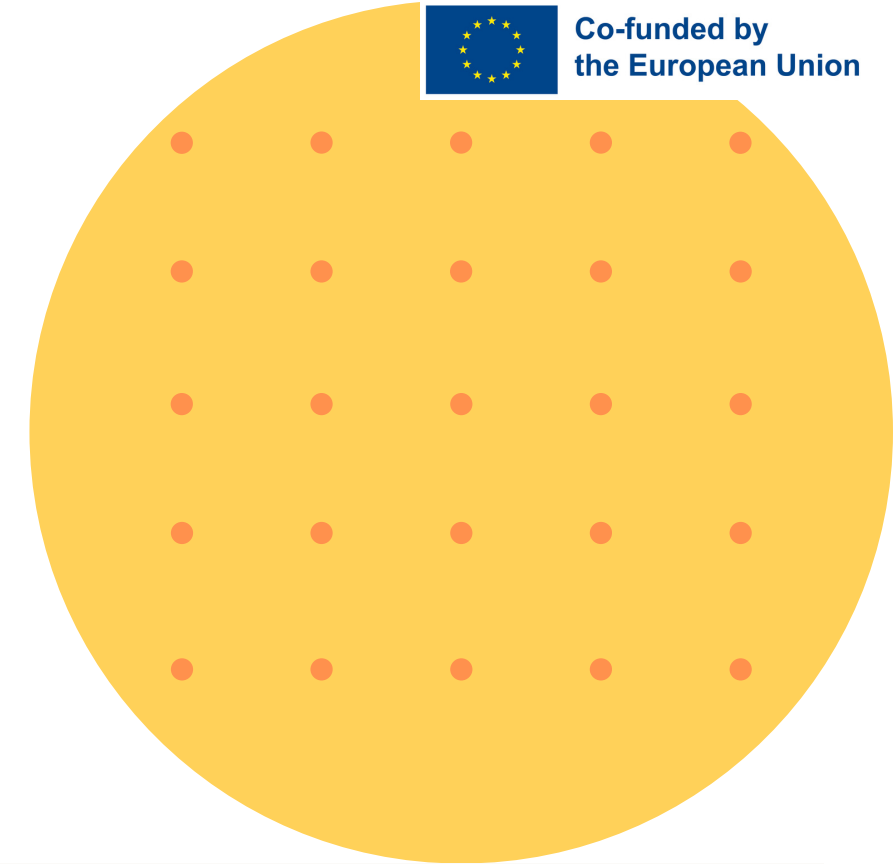
End date

31 December 2024

Programme(s): Erasmus+ (ERASMUS+)

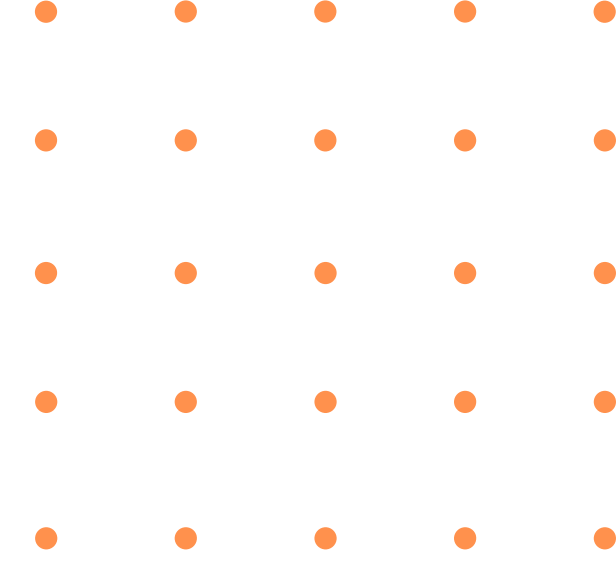
Topic(s):ERASMUS-SPORT-2022-SSCP

Type of actio:ERASMUS Lump Sum Grants



# LEADERSHIP

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lead partner

italy



italy



greece



spain

# ABOUT THE PROJECT

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Based on this consideration linked to sport organizations' lack of awareness and capacity to deal with intersex people in sports, the present project proposal's general objective is to raise awareness on intersex-related issues in the field of sports, by bringing together the key staff of five European sport/youth organizations in order to foster awareness-raising, mutual learning, cooperation and exchange of good practices in the field of intervention. As such, the project's specific objectives are to i. raise awareness on intersex-related issues in the field of sports through the study of available data and existing policies, the exchange of good practices with other sport/youth organizations and the direct dialogue with the target groups; ii. increase coaches'/trainers'/youth workers' socio-professional skills in order to enable them to offer higher quality services and to better address intersex people's needs through sports; iii. promote the exchange of good practices at the EU level and create transnational efforts in order to raise other sport organizations' awareness as well as to promote continued partnerships on the theme of intervention. We are aware that to reach our GOAL we need to involve as many people as possible. We have defined a strategy of active involvement of heterogeneous stakeholders. It will be important to involve other European and national networks with the same mission of this project.

Gaycs is a member of the European Gay & Lesbian Sport Federation and during their meetings we will disseminate the results of this project to expand the number of potential beneficiaries. We will also implement a specific advocacy campaign with institutional stakeholders (national and European) to involve policy makers.



## GENERAL OBJECTIVE

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Raising awareness about intersex-related issues in the field of sports by bringing together key personnel from five European sports/youth organizations to promote awareness, mutual learning, cooperation, and the exchange of best practices in the field of intervention.

# SPECIFIC OBJECTIVES

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- raise awareness on intersex-related issues in the field of sports through the study of available data and existing policies, the exchange of good practices with other sport/youth organizations and the direct dialogue with the target groups;
- increase coaches'/trainers'/youth workers' socio-professional skills in order to enable them to offer higher quality services and to better address intersex people's needs through sports;
- promote the exchange of good practices at the EU level and create transnational efforts in order to raise other sport organizations' awareness as well as to promote continued partnerships on the theme of intervention.



# WORK PLAN



# ACTIVITIES OVERVIEW

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PREPARATORY  
WORKSHOP  
GREECE

DISSEMINATION  
ROUNDTABLE &  
CLOSING  
MEETING  
ITALY

KICK OFF  
MEETING  
SPAIN

CO-ELABORATION  
OF A  
DISSEMINATION  
REPORT  
ITALY

## WORK PACKAGE 2: KICK OFF

- **PRE ACTIVITY**

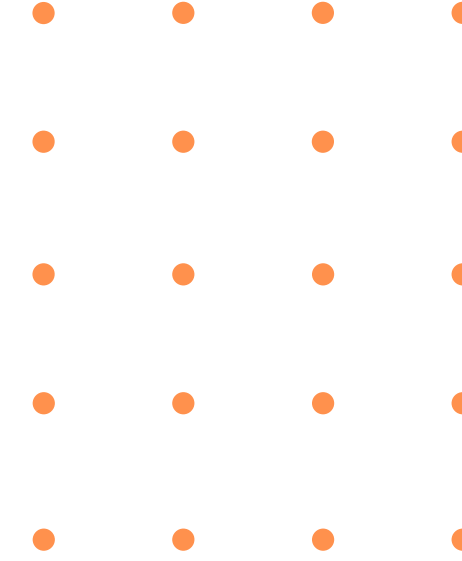
Each organization, like the hosting one, will select two key members of its staff to participate in the project (President/Vice-president + coach/trainer/youth worker). The involvement of a professional that has

the capacity to orient the organization's internal policies and strategies, next to another one that has a great operational expertise to work "on the ground", will ensure a good complementarity of profiles and correct balance of contributions

Preparation of surveys: Common preparation and draft of surveys destined to the participating organizations' local communities, specific target groups and overall 'users/members', but also to the communities

of other sport organizations and local intersex-related Associations, aiming to i. analyse the target groups' needs, specific difficulties encountered and current level of participation in sports; ii. collect key

data on common perceptions and practices, especially linked to intersex-related issues in sports





## • KICK OFF MEETING

Kick-off meeting: Preliminary meeting among the project partners, in view to enhance their synergies, mutual knowledge and team building, and create the foundations for an efficient, structured and sustainable cooperation.

It will include activities such as:

- icebreaking and get-to-know-each-other activities;

- roundtable where each participant presents him/herself and his/her organization (staff, activities, expertise, past and present projects, first points of view on the theme of intervention);

- project management and partners' coordination: operational discussion on the project's foreseen budget, activities, agenda, implementation strategy, expected results. This session will include the definition of a specific strategy for risk analysis, risk management and risk mitigation, as well as for dissemination, communication, monitoring and evaluation.

A specific time will also be dedicated to scheduling all coordination meetings and to clarify each partner's role and expected contributions.

Day 2: Awareness-raising workshop - Intersex -related issues in sports: Raise awareness and promote first exchanges on intersex-related issues in sports, through interactive discussions, brainstorming, exchange of ideas, reflections and good practices. This session is particularly important given the low quantity of data, knowledge and information currently available on this theme. It is also essential in order to build the foundations to orient the rest of the project, as well as future interventions. It will include activities such as:

- State of the art: context analysis, study of available statistical data and available documentation, including eventual documents created by previous or complementary EU projects in order to build on them.

- Working groups on existing policies, guidelines and orientations: workgroups to analyse existing European policies and guidelines linked to the theme of intervention, and eventual comparison with national ones, study of innovative approaches, exchange of good practices from all over the EU.

- Brainstorming, problem trees and interactive discussions: common exploration of intersex-related issues (especially linked to sport) in different societies, use of problem trees in order to jointly analyse the factors (internal and external to sport organizations) influencing intersex people's levels of participation in grassroots sports and how to address them.

- Final roundtable/brainstorming to share conclusions: outline provisional conclusions to orient upcoming activities.

- FOLLOW UP

As a follow-up, and as a way of multiplying/disseminating the learning outcomes, each partner – back to its home country – transfers to its national team all skills acquired and ideas arisen. In addition to this, the ideas/strategies/outputs arisen during this workshop will form the bases for the creation of the final dissemination report. As such, after each activity, the draft of an internal report is foreseen in order to summarize the main conclusions and to facilitate the draft of the final report.

- DELIVERABLES:

Document report about results of the Kick off meeting and follow-up



## WORK PACKAGE 3: TRANSNATIONAL MEETING

- PRE ACTIVITY

Each organization will select two key members of its staff to participate in the project (President/Vice-president + coach/trainer/youth worker).

The involvement of a professional that has the capacity to orient the organization's internal policies and strategies, next to another one that has a great operational expertise to work "on the ground", will ensure a good complementarity of profiles and correct balance of contributions. (Only exceptions are the applicant and SOS Europa, involving four staff members each one for a further support to project management and communication)

## ● INTERNATIONAL MEETING

Preparatory workshop: Presentation of surveys' results + Focus group and interviews with target groups + Skills development workshop for key staff.

**Day 1:** Presentation of surveys' results

-Presentation of surveys' results: Each partner organization will present the results of the surveys implemented within their local community/target groups (assessed needs of intersex people in sports, common perceptions, perspectives and awareness on the theme of intervention). Such results will be useful in order to orient the upcoming focus groups with the target groups in order to discuss together some of the main data/results obtained, and to validate, deepen and better understand them. The presentations will be followed by groups discussions and the co-identification of provisional operational and strategic orientations.

Focus groups with target groups + interviews

The second day is dedicated to a focus group with representatives of local Associations working in the field of LGBTIAQ+ and intersex- related issues. Their invitation to join the meeting aims to foster dialogue, share perspectives and promote future cooperation. The direct involvement and active participation of target groups within the project is key in order to encourage direct dialogue with the target groups, to facilitate a deeper understanding of their perspectives, to share their direct testimonials, to exchange good practices and strategical approaches with them and to foster higher quality interventions. Such dialogue also aims to foster a better understanding of, and awareness on, the extreme variety and complexity linked to intersex-related issues and a deeper analysis of disaggregated data linked, for instance, to specific intersex 'subgroups', which may all experience different situations and therefore need a targeted approach and understanding. The results arisen from the focus group will orient all upcoming activities and strategies. The focus group will be followed by the registration of video-interviews both of the project partners and of the present target groups. Such video-interviews will represent a useful content to accompany or orient the draft of the final dissemination report (A3). They will also be used as communication/dissemination material. As such, they will foresee subtitles translated in all partners' national languages.

## ***Days 2: Skills development***

Capacity-building workshop (non-formal education methodologies) aiming to enhance the participants' socio-professional skills in order to promote inclusive, safe and intersex-friendly approaches, including:

- use of inclusive language to fight against discriminations diversity
- oriented team building
- preventing, limiting and reporting eventual cases of discrimination, harassment or violence, including by reprimanding the eventual use of discriminatory language in general
- understanding and tackling the specific needs of intersex people in sports
- intersex-sensitive approaches in sports and strategies for promoting inclusive, safe and intersex-friendly climate in sports organizations.

Most of the days will be dedicated to practical exercises, group activities and interactive discussions and simulations aimed at allowing the participants to concretely develop the targeted skills through practical exercises and experiential activities. The meeting will end on a short group roundtable to evaluate the past days and share everyone's perceptions and feedback. The participants will also be asked to complete an internal evaluation survey

## **FOLLOW UP**

As a follow-up, and as a way of multiplying/disseminating the learning outcomes, each partner - back to its home country - transfers to its national team all skills acquired and ideas arisen. In addition to this, the ideas/strategies/outputs arisen during this workshop will form the bases for the creation of the final dissemination report. As such, after each activity, the draft of an internal report is foreseen in order to summarize the main conclusions and to facilitate the draft of the final report .

- DELIVERABLES:** Document report about results of the meeting and follow-up

## WORK PACKAGE 4: TRANSNATIONAL MEETING

- **PRE ACTIVITY**

Each organization will select two key members of its staff to participate in the project (President/Vice-president + coach/trainer/youth worker).

The involvement of a professional that has the capacity to orient the organization's internal policies and strategies, next to another one that has a great operational expertise to work "on the ground", will ensure a good complementarity of profiles and correct balance of contributions. (Only exceptions are the applicant and SOS Europa, involving four staff members each one).



## • INTERNATIONAL MEETING

Days 1-2: Co-elaboration of a dissemination report

Co-elaboration of a final dissemination report aiming to summarize the project's learning outcomes, exchanges, conclusions and data collected in order to raise awareness on intersex-related issues in sports. In this sense, activities A1 and A2 were preparatory and functional to the draft of the dissemination report. Such report will be disseminated (accompanied by the video-interviews- to other European sport organizations and key stakeholders working in this field of intervention. This, in order to

- raise awareness on intersex-related issues in sports and on the importance and added value to offer inclusive, safe and intersex-friendly sport environments,
- foster sport organizations' internal capacity-building on this theme.
- encourage the adoption of intersex-friendly internal practices and policies within other sport organizations. Co-identify common priorities of intervention

Two days of full immersion into creative and interactive workshops, workgroups, practical exercises/games and brainstorming activities aiming to allow the participants to exchange best practices, share ideas, cooperate and work together toward the co-identification of intervention priorities to be commonly addressed by future common projects.

Such future projects should aim to

- keep raising awareness, collecting data and informing other sport organizations on intersex-related issues in sport,
- promote the development of inclusive, safe and intersex-friendly sport environments,
- support a stronger inclusion of intersex people in sports and foster a better consideration of their specific needs within sport organizations.

The priorities of intervention identified should be summarized in an Action Plan, which will represent a common declaration of intents ratified by all project partners. The workshop should also allow the project partners to concretely design the structure and common objectives of future project proposals to be commonly submitted to the European Commission and jointly implemented. The meeting will end on a short group roundtable to evaluate the past days and share everyone's perceptions and feedback. The participants will also be asked to complete an internal evaluation survey

- FOLLOW UP

As a follow-up, and as a way of multiplying/disseminating the learning outcomes, each partner – back to its home country – transfers to its national team all skills acquired and ideas arisen.

- DELIVERABLES:

Document report about results of the meeting and follow-up





## WORK PACKAGE 5: TRANSNATIONAL MEETING

### • PRE ACTIVITY

Each organization will select two key members of its staff to participate in the project (President/Vice-president + coach/trainer/youth worker). The involvement of a professional that has the capacity to orient the organization's internal policies and strategies, next to another one that has a great operational expertise to work "on the ground", will ensure a good complementarity of profiles and correct balance of contributions.

### • INTERNATIONAL MEETING

Day 1: Informal roundtable with key stakeholders:

-Interactive dialogue with key stakeholders working in the field of sport and intersex-related issues (policy-makers, experts, governing bodies, sport/youth organizations, practitioners - including GAYCS's territorial networks and local/national partners): presentation of project's results, conclusions and learning outcomes + dissemination of report and interviews realized + exchange of perspectives, share of good practices, awareness-raising, cooperation proposals.

Day 2: Closing meeting: (evaluation)

-evaluate specific results of previous roundtable with key stakeholders

-evaluate the project's overall results and impacts

analyse level of satisfaction and feedbacks from the participants (sustainability & follow-up)

-launch the informal network 'InterSPORT', composed of all project partners, united by a common declaration of intents and sustainably hosted on the project's website

-develop a strong sustainability and follow-up strategy to ensure long-term impacts, including through continued partnerships, collaborations and common projects

-approve the collaboration within joint E+ projects to build on and further develop the impacts and learning outcomes generated in the present project, according to the priorities of intervention co-identified. participants will also be asked to complete an internal evaluation survey

- FOLLOW UP

As a follow-up, and as a way of multiplying/disseminating the learning outcomes, each partner – back to its home country – transfers to its national team all skills acquired and ideas arisen.

- DELIVERABLES:

Dissemination analysis and plan for promoting results



THANK YOU!

