

UPSTREAMING

ACCELERATOR WORKSHOP//
BERLIN

08 & 09 DEC 2022



“how the participation of people with disabilities in sport can be guaranteed is simple : in accordance with their individual preferences, wishes and choices.” (Inclusion in sport : disability and participation, F.Kiuppis,2018)



SIMPLICITY : COMPLEXITY



WHAT IS MAINSTREAMING?

UN Convention on the Rights of Persons with Disabilities:

Encourage promotion and participation of people with disabilities in mainstream sporting activities at all levels.

Interpretation: Organisation and implementation is different on a national basis and indeed a sport by sport basis **BUT** prevailing trend is for the management of disability sport to be 'transferred' to the equivalent mainstream sport organisation.



WHAT IS MAINSTREAMING?

Mainstreaming is the **process** of a mainstream sports organisation taking over the responsibility of the **management of disability sport**.

This process may include becoming responsible for the management of **inclusion** and **integration** actions.





United Nations; International Sport Confederations; International Sport Federations; National Sport Federations; National Funding Organisations.

Those responsible for managing or implementing the mainstreaming process (i.e. Disability Sports Officers, Inclusion Officers, Integration Managers etc).

Clubs; Local Disability Organisations; Participants; Coaches; Volunteers; Parents.

UPSTREAMING PROJECT

SMALL COLLABORATIVE PARTNERSHIP / 2 YEARS / SMALL BUDGET



WHAT DID WE WANT TO ACHEIVE?



Gain an understanding of Mainstreaming in Europe

Encourage 'Bottom-Up' input into Mainstreaming through local engagement and focus groups

Consideration of Mainstreaming for people with high support needs

Implement exchange mechanisms

Increase the opportunities for sustainable dialogue between Mainstreaming stakeholders



WHAT DID WE DO?



Gain an understanding

- Consultation of Mainstreaming & Inclusion Experts from 9 European Countries

Encourage 'Bottom-Up' input into Mainstreaming through local engagement and focus groups

- Local Engagement Session
- Approx 60 Participants surveyed from 17 countries

Implement exchange mechanisms

- Accelerator Workshop

Increase the dialogue between Mainstreaming stakeholders

- Network Development

↑
Consideration of Mainstreaming for people with high support needs
↑



WHAT DID WE LEARN?



The Overarching Outcome:
MAINSTREAMING is a WICKED PROBLEM



WICKED PROBLEM

- Difficult or impossible to solve because of incomplete, contradictory, and changing requirements that are often difficult to recognize.
- It refers to an idea or problem that cannot be fixed, where there is no single solution to the problem;
- It has no determinable stopping point
- Because of complex interdependencies, the effort to solve one aspect of a wicked problem may reveal or create other problems.



THIS DOESN'T MEAN WE HAVE NO HOPE!

BUT

WE DO NEED A DIFFERENT APPROACH



1. SUCCESSFUL MAINSTREAMING HAS THREE COMPONENTS

GOVERNANCE

Policy, Strategy,
Safeguarding, Planning,
Operational Structure etc

TECHNICAL

Inclusion and Integration
programmes, education
programmes for coaches
and volunteers etc

CULTURAL

'Buy-in' from within and
outside your organisation



2. MAINSTREAMING **is** CHANGE MANAGEMENT



Traditional Sport Manager

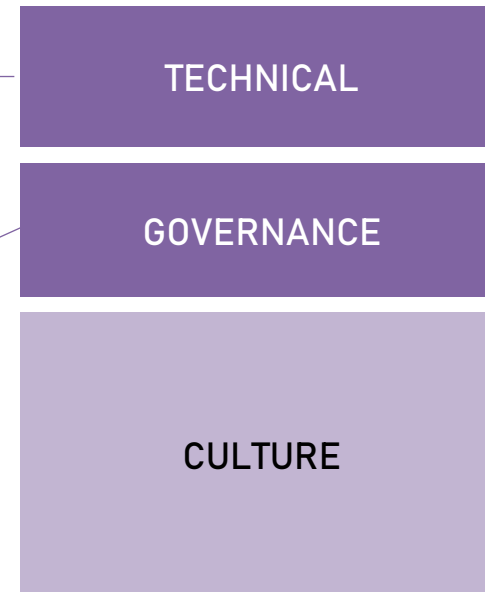


- Short hand understanding
- Part of Identity

Recruitment
Events
Participation
Elite Pathway
etc

Policy
Targets
etc

Mainstreaming Manager



- Lack of understanding
- Fear of 'getting it wrong'.
- External requirement
- Funding dependant

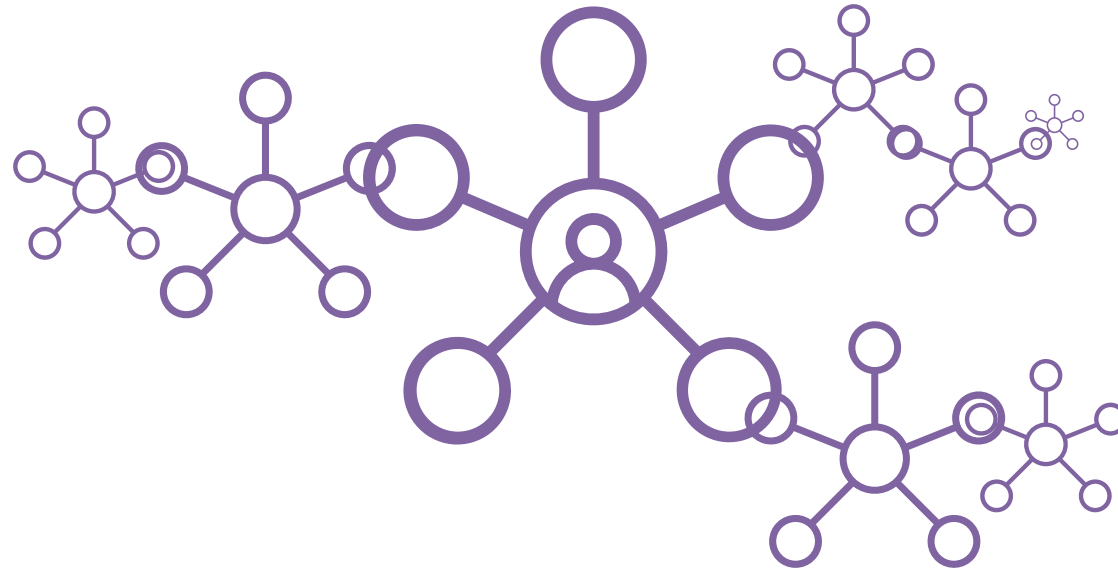


3. MAINSTREAMING MANAGERS **are** CHANGE AGENTS



INSIDE

BOARD LEVEL
OPERATIONS
COMMS TEAM
EDUCATION TEAM
EVENT TEAM
etc



OUTSIDE

LOCAL CLUBS
LOCAL COUNCIL
FUNDING ORGANISATIONS
SPONSORS
PARENTS
PLAYERS
COACHES
etc

MAINSTREAMING MANAGERS have to influence and change the status quo in multiple situations, within complex and changing environments.



CHANGE AGENTS need tools for CHANGE

1. BETTER EQUIPPED TO MOTIVATE CHANGE
2. RICH EXAMPLES FROM PRACTICE
3. PROCESS TO APPROACH CHANGE SIMPLY WITHIN COMPLEXITY (DESIGN THINKING)
4. EXCHANGE WITH PIERS

