

**** Anti-racism in sports organizations ****

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Link. [Full article: Simple rules for creating and sustaining an anti-racist sport and exercise organisation](#)

Aim. Racism and discrimination are deeply embedded in society, and sports and exercise organizations are not immune. While many groups issue statements of support for racial justice, there's been a lack of clear guidance on how to translate those words into desired change. This article aims to offer a practical roadmap for organizations committed to becoming anti-racist.

Key findings. The core message is that simply acknowledging racism isn't enough. Creating an anti-racist culture requires ongoing, proactive effort, not just written policies. This includes building a culture of open conversation and education for all staff, actively diversifying recruitment and leadership, and regularly monitoring progress with transparent data collection. Organizations should prioritize addressing incidents of racism directly and openly, rather than protecting their reputation. Crucially, the research emphasizes the importance of listening to and supporting Black, Indigenous, and People of Color (BIPOC) within the organization, amplifying their voices and experiences, and avoiding the burden of expecting them to educate others.

This isn't just about doing what's ethically right; it's also about organizational success. Diverse teams foster innovation and better decision-making. However, the research acknowledges that change can be met with resistance, and that mistakes will happen along the way. The focus should be on learning from these mistakes through education and support, while maintaining firm boundaries against overt racism. It's important to recognize that becoming anti-racist is a long-term commitment. Organizations may not be fully anti-racist 'now', but they can and should strive to improve. This work is a responsibility for everyone involved, from athletes to administrators, and requires a willingness to address both overt acts of discrimination and more subtle forms of bias, like microaggressions.

Limitations. A limitation of the paper may be that implementing these changes requires sustained commitment and resources, and the research doesn't fully address how to overcome potential barriers to implementation.