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Enlarged Partial Agreement on Sport (EPAS)

A review of diversity activities in and through Sport

Evaluation Report
by SPIN Sport Innovation



SPIN
SPORT INNOVATION

THE ENLARGED PARTIAL AGREEMENT ON SPORT
OF THE COUNCIL OF EUROPE

A REVIEW OF DIVERSITY ACTIVITIES
IN AND THROUGH SPORT

APRIL 2017

EVALUATION REPORT

INDEX

EXECUTIVE SUMMARY	2
INTRODUCTION.....	4
EVALUATION CONTEXT	4
➤ ORGANISATIONAL CONTEXT.....	4
➤ THEMATIC CONTEXT	10
EVALUATION FINDINGS.....	15
➤ HOW DID EPAS APPROACH DIVERSITY IN AND THROUGH SPORT SO FAR?.....	15
➤ WHAT CONCEPTUAL CONSIDERATIONS MAY EPAS APPROACH IN THE FUTURE?	23
➤ WHAT OPERATIONAL CONSIDERATIONS MAY EPAS APPROACH IN THE FUTURE?.....	25
ANNEXES	29
➤ EVALUATION APPROACH.....	29
➤ EVALUATION TEAM.....	31
➤ ONLINE SURVEYS ANALYSIS.....	33

EXECUTIVE SUMMARY

The Council of Europe is the oldest pan-European confederation of states. It is an initiator of a European community of values and culture. The Council of Europe works towards building a basis of European unification that is based on the essential acknowledgement of diversity. In more than sixty years, the Council of Europe has made reputable achievements and has set reference points for today's European society. With it, the Council of Europe can also be named as a co-founder of sport political cooperation in Europe.

On 11 May 2007, the Council of Europe established the Enlarged Partial Agreement on Sport, in order to give fresh momentum to pan-European sports co-operation and address the current challenges facing sport in Europe – building on more than thirty years of activity in the field. In 2017, EPAS provides a platform for intergovernmental cooperation between the public authorities responsible for sport of 37 Member States and facilitates dialogue with 28 sports federations and non-governmental organizations dealing with sports. Diversity activities of EPAS have been running since its foundation in 2007.

DIVERSITY The principle of diversity is a fundamental ingredient of the European idea and a backbone to all work of the Council of Europe. However, in defiance of a rather clear appearing political statement, the term diversity is complex and relatively diffuse.

Diversity may be described as acknowledging all ranges of differences related to human identities and lifestyles consisting of numerous visible and non-visible grounds; including aspects of gender, race, ethnicity, beliefs, physical and intellectual ability, sexual orientation, political opinion, citizenship and many others. All these characteristics are determined by and relevant for society, and influence the chances of individuals to fully participate in society. Consequently, the recognition of the concept of diversity in society emphasizes every individuals' right to be different and not to be discriminated against because of this difference.

EPAS' APPROACHES TO DIVERSITY The evaluation's review of the varied work of EPAS undertaken in the field of diversity reveals that it can be clustered primarily into two overarching explicit and implicit EPAS visions; working towards the promotion of (A) Diversity in Sport and (B) Diversity Through Sport in Europe.

Related to these two overarching principles, five distinctive but per se overlapping approaches are used by EPAS to achieve their aims. To promote Diversity in Sport in Europe, EPAS has applied (1) a Value Approach, (2) a Target Group Approach, (3) a Non-discrimination Approach and (4) a Structural Approach. To achieve the objective of promoting Diversity through Sport in Europe mainly an (5) Instrumental Approach has been applied by EPAS.

MAIN ONLINE SURVEYS FINDINGS Related to the work undertaken by EPAS in the field, the evaluation's online surveys reveal that both the EPAS member states and the consultative committee members seem satisfied with the processes and outcomes in general. This is backed through the fact that both respondent groups give a clear mandate to EPAS to further work or even lead the work toward diversity in and through sport at the European arena.

The majority of respondents to the survey back EPAS' concept to diversity and its operationalization, and they feel that EPAS' objectives and current scope of work in the field of activity are appropriate. Furthermore, the majority of respondents to the survey assess that there is sufficient involvement and discussion, both internally and externally, related to EPAS decision-making processes in the field in general and related to single streams of work. The same applies regarding the adequate allocation of resources and the achievement of added value; both are assessed as appropriate.

The most positive assessment of all EPAS fields of activity relates to its *promotion of values in sport*. As regards the achievement of added value through EPAS work in general; it becomes apparent that this seems to be seen in general more sceptical by the representatives of the consultative committee than by the member states.

MAIN RECOMMENDATIONS Although there is general satisfaction with EPAS work toward diversity in and through sport, the evaluation's impartial interpretations also lead to a variety of recommendations for future action, which shall provide a basis for EPAS decision-making processes.

In order to allow for improved strategic planning in the future, and to better support real change in the field, it is recommended that EPAS may review its strategic objectives and work approaches with the help of the evaluation's impact model. With it, EPAS could make use of the model's capacity to facilitate operational management and transparency of its future activities in the field.

EPAS may in principle follow its current process of operationalization to guide the process of policy development, but at the same time it may seek for clearer definition of its own particular responsibilities with clearer delimitation of the scope of work from other institutions.

EPAS may identify in liaison with the membership priorities of diversity characteristics for EPAS. These characteristics may then be elaborated by EPAS with adequate continuity and sustainability.

EPAS may be able to extent its impact in the field by fostering the involvement of its consultative committee structures when it comes to the implementation of results in the member states. In addition, it may elaborate closer collaboration strands with other institutions, mainly the EU; however, a clear delimitation of both institutions' working scope and responsibilities shall be applied.

INTRODUCTION

On 11 May 2007, the Council of Europe adopted Resolution CM/Res(2007)8, establishing the Enlarged Partial Agreement on Sport (EPAS), in order to give fresh momentum to pan-European sports co-operation and address the current challenges facing sport in Europe – building on more than thirty years of activity in the field. Diversity activities of EPAS have been running since its foundation in 2007.

In 2016, it was decided to evaluate the thematic priorities, impact, relevance and sustainability of the EPAS activities related to diversity in and through sport. The evaluation findings shall then build the basis for a future strategy of EPAS activities in the field. Main target group of the evaluation report is the EPAS Governing Board and the EPAS Secretariat.

The sport development consultancy *SPIN Sport Innovation* has been administered to deliver this task in liaison with the EPAS Secretariat at the Council of Europe. Conditioned by mandate and circumstances, a mixture of process and outcome evaluation was conducted.¹

EVALUATION CONTEXT

Context affects what organisations do and which programmes and policies are implemented, even if this is often more implicitly than explicitly. Without context findings are difficult to interpret and future strategies are harder to develop; therefore, in the following both organisational and thematic contexts related to this evaluation are outlined.

ORGANISATIONAL CONTEXT

The Council of Europe is the oldest pan-European confederation of states. It is an initiator of a European community of values and culture. The Council of Europe works towards building a basis of European unification that is based on the **essential acknowledgement of diversity**.

In more than sixty years, the Council of Europe made reputable achievements in areas such as education, youth, health, and culture. Many of these became widely acknowledged as reference points for today's European society. And with it, **the Council of Europe can also be named as a co-founder of sport political cooperation in Europe**.

However, at an institutional level, especially since the ratification of the Treaty of Lisbon in 2009, the European Union (EU) has also given significant attention to the sports sector and even established a specific line of funding. This leads to the fact that the Council of Europe's work and

¹ This evaluation report is based on a number of academic sources and reference works. In order to make the report better readable and accessible for decision-makers, it was decided to refrain from using any system of citation. All sources consulted can be requested from the authors.

influence toward European sport development sometimes lacks attention or recognition. With it, although the Council of Europe has added important aspects towards the establishment of European sport cooperation and has contributed decisively to its capacity in public attention, achievements in and through European sport policy are nowadays linked or maybe even equated almost only with the European Union.

THE COUNCIL OF EUROPE The Council of Europe has been, and continues to be, a driving force behind the development of common democratic principles, and thus it is a pioneer in tackling important European challenges. It was founded on 5 May 1949 in Strasbourg by ten European countries, and currently comprises 47 member states.

As the first originary political European institution, it has achieved a remarkable performance both for European unification and for the formation of a community of values and cultures, with a common European identity derived from. The Statute of the Council of Europe is a multinational treaty, a mutually binding international agreement, that constitutes its greater tasks; these include to achieve a greater unity between its members, to promote the awareness of a European cultural identity, to support and stimulate social progress, and to preserve and develop human rights and fundamental freedoms.

The sovereignty of the member states, their right to self-determination and their constitutional autonomy are prerequisites for the membership of the Council of Europe. This is a crucial difference from the European Union, whose members renounce parts of their sovereignty in favour of the supranational community. This situation is both strength and weakness at the same time. On the one hand, this sometimes may reduce the Council's effectiveness. On the other hand, it increases the scope and range of the Council of Europe; since not every text that is co-decided or at least tolerated in Strasbourg has to be implemented in a member state.

Over the decades, the Council's co-operating system of institutions has created in many areas – that include education, youth, health, culture, the media, and also sports – the foundations for humanizing national policies, common European standards, and the exchange of experience and successful practices. Many of these having had and still having direct or indirect implications for the European society. And although nowadays, the EU is often in the larger public focus, it should be noted that many political decisions taken in the Union are often based on ideas and initiatives of the Council of Europe; so it is in the area of diversity and sports.

This circumstance is fully confirmed in a Memorandum of Understanding (CM(2007)74) signed between the Council of Europe and the EU in 2007 that is *'Recognising the unique contribution of the Convention for the Protection of Human Rights and Fundamental Freedoms, of the European Court of Human Rights, as well as of other Council of Europe standards and instruments*

for the protection of the rights of individuals' and confirming that 'The Council of Europe will remain the benchmark for human rights, the rule of law and democracy in Europe'.

In this regard, superior positions are held by the European Convention on Human Rights (1950), the European Cultural Convention (1955) and the European Social Charter (1961/1996) of the Council of Europe. These declare prominent milestones toward the building of today's society in Europe, and have created both a basis and inspiration for the development of further action; the possibilities for intergovernmental cooperation in sport, for example, result from foundations laid by the European Cultural Convention.

THE COUNCIL OF EUROPE'S COMMITMENT TO SPORT In order to allow for a fair assessment of the Council's contribution to sports policy, it must be clarified that no expectations have been laid in this direction during its founding period. In 1962, the expert committee *Conseil de la Coopération Culturelle* (CCC) commissioned an informal working group responsible for extra-curricular education to deal with the topic of sport, and to develop proposals towards its promotion. Resolution (66) 38 on the subject of *Physical Education, Sport and Outdoor Pursuits* adopted by the Committee of Ministers in 1966 was a first official text of the Council of Europe toward sport.

At the same time it declared a new approach toward sport that emphasized non-competitive sport-for-all. In 1968 a first basic concept related to principle rights to participate in sports, regardless of age, sex or social background, was developed by the CCC's informal working group on sport. This is how it came that this group, enriched by representatives from sports organizations, developed the plan and first drafts of a first sports charter for Europe.

In 1975, the *European Sport for All Charter* was launched and ratified by the ministers responsible for sport, and then officially adopted by the Committee of Ministers of the Council of Europe in 1976. The European Sport for All Charter was constituting a true milestone toward a European sport policy. With it, sport policies in Europe were endowed with a common programme based on the conviction that the values of sport would contribute to the fulfilment of the ideals of the Council of Europe.

COMITE DIRECTEUR POUR LE DEVELOPPEMENT DU SPORT The adoption of the European Sport for All Charter was followed by the decision to set up the *Conseil pour le développement du sport* (CDS) in 1976 – a steering committee for the development of sport. The CDS was initially assigned to the CCC, but became independent at the end of 1977 and continued its work as *Comité directeur pour le développement du sport* (CDDS). The CDDS was financed through a specific budget line for sport, having been approved by the Committee of Ministers in 1978.

The CDDS was assigned the task of actively promoting the fundamental values of the Council of Europe as regards human rights, parliamentary democracy, and rule of law in and through sport

– which was thus also expected to honour the Council’s ideals. Whilst the conferences of sports ministers took place in a three-year rhythm, with informal meetings in between, the CDDS established yearly work programmes towards the development of sport and set up a *Bureau*. This Board – together with the Council’s organizational unit responsible for sports – was responsible for the implementation of activities.

One specific element was the linking of the member states’ ministries responsible for sport with sport federations and non-governmental sport organizations; including their alternating chairmanship of the Bureau. The CDDS was supported by the *Clearing House* and a network of *Sports Information Officers*. The Sports Information Officers provided regular reports about the developments in sports from the member states. The Clearing House was co-funded by the Council of Europe and prepared reports and studies upon request on individual aspects related to the development of sport.

With the structure established, the range of topics covered by the CDDS was broad and hardly any central theme related to the development of sport has remained unaffected. First of all, however, the CDDS activities were concerned about creating foundations for joint action, as defined with the European Charter of Sport for All.

In 1992 the Charter was replaced by a new version, called *European Sports Charter* (R (92) 13 Rev). Whilst the central positions were still reflected, but elaborated in a more detail, it was enriched with statements toward elite-sports, sustainability, research, financing and international co-operation. At the same time, the Code of Sports Ethics was adopted (R (92) 14 Rev), seeking to preserve fair play as an ethical foundation in sport. Further strategic documents developed under the leadership of the CDDS include the *European Convention on Spectator Violence* (1985) and the *Anti-Doping Convention* (1989). Both, together with the European Sport Charter and the Code of Sports Ethics, have not merely influenced sports activities at the European level, but also form a worldwide reference for the enlightened commitment of public authorities to healthy sport.

In 2006, the sports ministers decided to dissolve the CDDS; which then fell out of the Council’s budget in 2007. At the same meeting, the ministers stressed the need to conceive new forms of pan-European co-operation, and encouraged the Council of Europe to continue its action in the realm of sport. Their decision was backed by the Action Plan of the Third Summit of the Council of Europe in 2005, where the Heads of State and Government reaffirmed the great importance attached to the furtherance of sport.

ENLARGED PARTIAL AGREEMENT ON SPORT In 2006 during their 17th Informal Meeting, the sports ministers of the Council of Europe came out in favour of establishing an *Enlarged Partial Agreement on Sport* (EPAS). An Enlarged Partial Agreement is an agreement by various Council of Europe member countries to join in carrying out a specific activity in a given field, sport in this

instance, in collaboration with countries not belonging to the Council, and representatives of national and international organisations; here sports federations and non-governmental organisations dealing with the world of sports.

On **11 May 2007**, the Council of Europe adopted Resolution CM/Res(2007)8, establishing EPAS to continue its sporting activities. Other than the CDDS, the Council's successor solution for the development of European sport was based on a self-financing model of costs; however, on 13 October 2010, EPAS was established on a permanent basis by the Committee of Ministers. The aim of creating the new pan-European sports policy network is to give a new momentum and new dynamism to European cooperation in sport.

Since then, EPAS provides a platform for intergovernmental cooperation between the public authorities responsible for sport of its currently **37 Member States** and **facilitates dialogue with 28 sports federations and non-governmental organizations dealing with sports**, making up the *EPAS Consultative Committee*. The partial agreement also cooperates with international partners including the EU, UNESCO, Interpol and the UNODC. While strengthening the synergies between the different stakeholders, EPAS allows Member States to use a combination of complementary services from different organisations.

With it, EPAS seeks to contribute to better governance, with the aim to promote fair, inclusive and healthy sport, and ensuring that it conforms to high ethical standards.

The 37 EPAS member states forming the Governing Board include: Albania, Andorra, Armenia, Azerbaijan, Belarus, Belgium Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, France, Georgia, Greece, Hungary, Iceland, Israel, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Montenegro, Morocco, Netherlands, Norway, Poland, Portugal, Russian Federation, San Marino, Serbia, Slovenia, Switzerland and 'the former Yugoslav Republic of Macedonia'.

The 27 non-governmental partners forming the Consultative Committee include: European Athlete Student Network (EAS), European Elite Athletes Association (European Union Athletes), European Fair Play Movement (EFPM), European Gay & Lesbian Sport Federation (EGLSF), European Handcycling Federation, European Judo Union (EJU), European Non-Governmental Sports Organisation (ENGSO), European Olympic Committees (EOC), European Paralympic Committee (EPC), European Physical Education Association (EUPEA), European Rugby Association (FIRA-AER), European Women and Sport (EWS), Federation of International Amateur Sambo (FIAS), Homeless World Cup Foundation, International Basketball Federation Europe (FIBA-Europe), International Council of Sports Science and Physical Education (ICSSPE), International Sport and Culture Association (ISCA), International University Sports Federation (FISU), Peace and Sport, Sport & Citizenship Think Tank, Sports Rights Owners Coalition (SROC), Tennis Europe, The Association for International Sport for All (TAFISA Europe), Union of European

Football Associations (UEFA), Panathlon International, Play the Game, and Football against Racism in Europe (FARE).

In principle, any European and non-European state may apply for EPAS Governing Board membership; as well as any European or international sport organisation may apply for membership to the EPAS Consultative Committee.

With support of its members and partners, EPAS **especially aims to promote the development of sport in modern society, while emphasising its positive values**. It seeks to develop policies and standards, to monitor them and to help with capacity-building and the exchange of good practices. It uses the Council of Europe’s sports standards such as the European Sports Charter, the Code of Sports Ethics, the European Convention on Spectator Violence, and the Anti-Doping Convention as a basis for drawing up its strategies.

One of EPAS key achievements was the preparation of the Convention on the Manipulation of Sports Competitions which was opened for signature on 18 September 2014. Further to this, different recommendations initially prepared by EPAS have been adopted by the Council of Europe’s Committee of Ministers, including: a Recommendation on gender mainstreaming in sport (2015), a Recommendation on the protection of child and young athletes from dangers associated with migration (2012), a Recommendation on promotion of the integrity of sport against manipulation of results, notably match-fixing (2011), a Recommendation on the principle of autonomy of sport in Europe (2011), and a Recommendation on the revised Code of Sports Ethics (2009/10). Other recommendations such as the European Sports Charter or the Recommendation on the facilities for granting of visas to sportsmen and sportswomen are regularly monitored through EPAS.

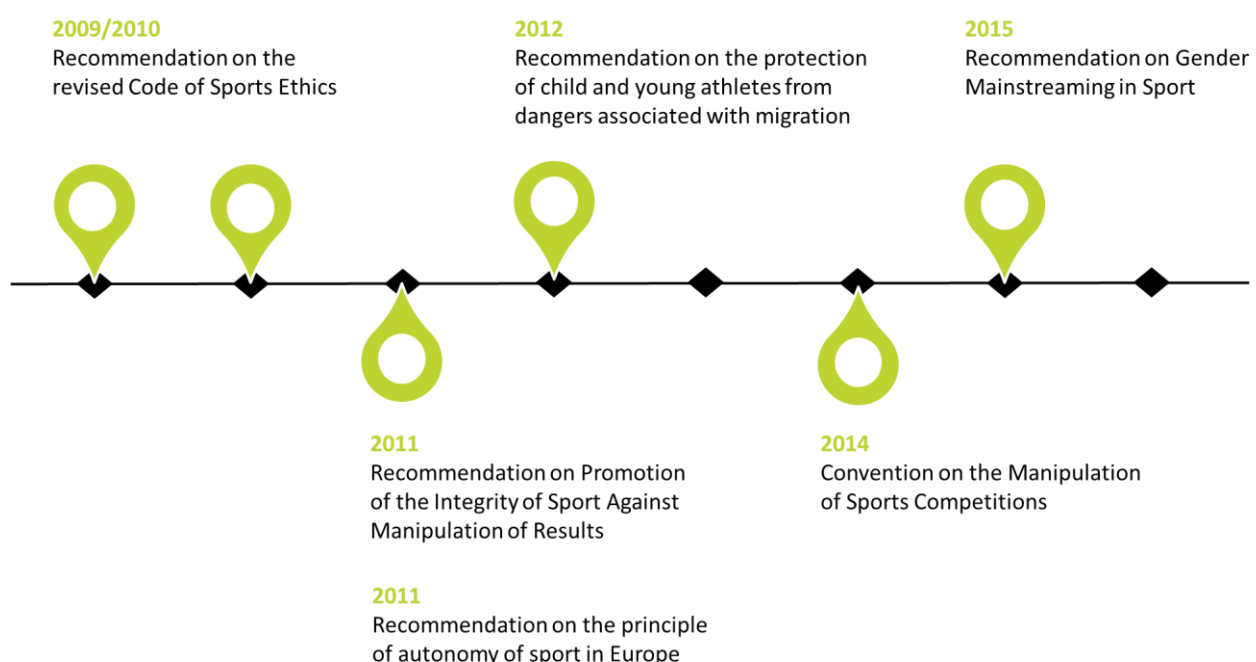


Figure 1: Selected EPAS key achievements

The **EPAS Secretariat** is associated to the Council of Europe's Directorate of Human Dignity and Equality and currently consists of an executive secretary, a deputy executive secretary, a programme manager and three administrative assistants; supported by experts and project managers, e.g. when it comes to joint projects funded under the umbrella of the European Union's ERASMUS+ Sport Programme. Resources available for the biennium 2016 to 2017 constitute 777.9 K€ per year; not including extra-budgetary resources and resources related to the monitoring of the sport conventions.

EPAS activities are steered through the **EPAS Governing Board and Bureau**. The Governing Board comprises one representative appointed by the government of each of the EPAS member state and is responsible for the general implementation of the tasks conferred upon EPAS. The Bureau is elected by the members of the Governing Board and deals with EPAS operational tasks in liaison with the Secretariat. It comprises a chair and vice-chair, five members-at-large, and two representatives from the Consultative Committee that have no voting rights. The Bureau's term of office is for two years, renewable only once.

EPAS' main instrument for ultimate implementation of policies and decision-making at Council of Europe level remain the **Council of Europe's Ministerial Conferences of Ministers responsible for Sport** that are organised biennially. Conferences organised by EPAS include ATHENS 2008, BAKU 2010, BELGRADE 2012, MAGGLINGEN 2014, and the 14th Council of Europe's Conference of Ministers responsible for Sport held in BUDAPEST on 29 November 2016.

For the term 2016 to 2017, EPAS has committed itself to particularly pay attention to issues of corruption related to the governance of sport. For it, EPAS seeks specifically to continue the promotion of the Convention on the Manipulation of Sports Competitions. In addition, EPAS seeks to support the follow-up of existing standards, for example on gender mainstreaming in sports and combat sports, and to focus on the integration of migrants through sport.

THEMATIC CONTEXT

DIVERSITY The principle of diversity is a fundamental ingredient of the European idea and a backbone to the work of the Council of Europe. The rights and freedoms of all citizens of the member states of the Council of Europe together with the prohibition of discrimination are anchored in the European Convention on Human Rights; being supported by the judgments of the European Court of Human Rights. Based on these, the Council of Europe seeks to develop and ensure effective implementation of these common democratic principles throughout the culturally diverse societies of Europe.

In defiance of a rather clear appearing political statement, the term **diversity is complex and relatively diffuse**; with the concept of diversity being still interpreted differently due to thematic

context as well as cultural and linguistic background. Whilst historically, diversity has only been a matter of determining differences, its scope has today broadened significantly by paying explicit attention to aspects of discrimination and hierarchies related to heterogeneity and differences of members in social systems.

Based on this, **diversity may be described as acknowledging all ranges of differences related to human identities and lifestyles consisting of numerous visible and non-visible grounds**; this includes aspects of gender, race, ethnicity, beliefs, physical and intellectual ability, sexual orientation, political opinion, citizenship and many others.

Therefore, **diversity rather acts as an umbrella term** for the variety of distinctive characteristics existent that are determined by and relevant for society and which influence the chances of individuals to fully participate in society. With it, **the recognition of the concept of diversity in society emphasizes every individuals' right to be different and not to be discriminated against because of this difference.**

DIVERSITY IN AND THROUGH SPORT Diversity as a European value is a universal concept which holds equal validity for both European society in general and the system of European sport in particular. The engagement of organisations with the field typically covers two aspects;

- (1) the promotion of *diversity in sport* and
- (2) the promotion of *diversity through sport*.

Meaning that on the one hand in sport – as it is an integral part of society – the same values as in any other area of social engagement must be realized and every individual should have equal chances to fully participate in sports (= diversity in sport).

However, at the same time, sport determines a very specific sphere of life in which the benefits of diversity can be explicitly experienced; in sport, individuals with all their specific characteristics can and do actually meet due to lower barriers through the common 'language of sports'. Therefore, sport provides a unique opportunity to be functionalized (as an instrument) to promote diversity through sports into society (= diversity through sport).

CONTEXTUAL ASSUMPTIONS TOWARD EPAS' WORK RELATED TO DIVERSITY Based on this context, the analysis of EPAS activities toward the concept of diversity is based on the following assumptions.

- (1) Diversity is a "European Value" and thus a **normative concept**. It holds **equal validity** for both, **European society in general** and the system of **European sport in particular**. EPAS work would therefore ideally pick up the remit established by the Council of Europe and involve with the topic throughout its work programme.

(2) Diversity refers to the **wide range of human differences** – whether visible or non-visible – including gender, race, ethnicity, religion, physical and intellectual ability, sexual orientation, political opinion, or citizenship. Therefore, EPAS work would ideally connect to the full variety of characteristics and aspects related to the concept of diversity throughout its work programme.

(3) The increased recognition of the concept of diversity **emphasizes the benefits of having multifaceted experiences** in shaping a democratic society and the integrity of each and all individuals. Therefore, the EPAS activities toward diversity would focus on each **individuals' rights to be different and not to be discriminated against** because of what is conceived as 'different' **in form of promoting diversity as a holistic concept**, rather than dealing with single aspects only.

(4) Sport must be understood as a social system to which measures promoting diversity are directed; constituting **Diversity in Sport**. Therefore, EPAS activities in the field would recognize the need of working towards equal chances for all individuals to fully participate in sport in Europe.

(5) Sport can be understood as a potential tool to promote diversity in society at large; constituting **Diversity through Sport**. Therefore, EPAS activities in the field would also recognize working toward the promotion of diversity in society by elaborating how sports can be positively exploited as a valuable instrument, enabler and facilitator to promote diversity into the European society.

IMPACT MODEL TOWARD EPAS' WORK RELATED TO DIVERSITY To handle the topic's complexity, and apply the above conceptual assumptions toward the analysis of the varied work of EPAS in the field, an impact model was applied.

With it, the different EPAS activities undertaken in the field were clustered primarily into two overarching explicit and implicit EPAS visions; **working towards the promotion of (A) Diversity in Sport and (B) Diversity Through Sport in Europe**.

Related to the two overarching principles, **five distinctive but per se overlapping approaches used by the EPAS were identified**. To achieve their aim of promoting Diversity in Sport in Europe, four approaches used by EPAS were identified; a

- (1) Value Approach,
- (2) Target Group Approach,
- (3) Non-discrimination Approach and
- (4) Structural Approach.

To achieve the objective of promoting Diversity through Sport in Europe mainly an

- (5) Instrumental Approach

has been applied by EPAS.

Each analytical approach was then analysed individually by the (a) instruments used to implement it and (b) the activities applied, (c) the outputs and outcomes realized, and (d) the impact achieved at social, organisational and individual levels. The underlying EPAS vision in the field derives from both the organisational and thematic context.

With this systematic analysis, the larger vision of the EPAS strategy related to diversity could be identified more clearly. The complex processes can be illustrated, and achievements and non-achievements can be better argued. Success can be made repeatable and improved operational management of further activities in the working field can be suggested alongside this pathway.

		INSTRUMENTS	SPECIFIC ACTIVITIES Pathway 2007-2016-beyond	OUTPUT and OUTCOME	IMPACT	VISION
DIVERSITY IN SPORT	VALUE APPROACH	Normative Framework, e.g. Recommendation of the Committee of Ministers to Member States	What has been done to promote the values and ethics in sport?	What could be achieved to promote the values and ethics in sport?	Impact at the social level (i.e. social values, specific polity, policies, legislation)	The Big Picture: A European Society in which diversity constitutes a common social value. A European society in which the benefits of having multifaceted experiences in shaping a democratic society and the integrity of each and all individuals are fully recognized. And a European Society in which the right to be different and not to be discriminated against because of this difference is well respected. ==> Transfer into the area of sports In Sport (as it is an integral part of society) the same values must be realized. ==> Diversity in Sport At the same time, sport is a very specific sphere of life in which the benefits of diversity can be experienced, in which individuals with all their specific characteristics can and do actually meet etc. ==> Diversity through Sport
	TARGET GROUP APPROACH	Handbooks on Good Practice EPAS Annual Conferences Cooperation through Joint Projects, e.g. within the EU Erasmus+ programme	What has been done to support sports participation among the identified target groups, and why these groups? What was done to consider these target group's specific needs?	What could be achieved to promote to support sports participation among the identified target groups?		
	NON-DISCRIMINATION APPROACH	Regional Seminars Ministerial Meetings Studies	What has been done to prevent specific forms of discrimination in sport, and why were these forms of discrimination targeted?	What could be achieved to prevent specific forms of discrimination in sport?	Impact at the organizational level (i.e. organizational culture, good governance, organizational structures, specific programmes of sport organizations etc.)	
	STRUCTURAL APPROACH	Publications Expert Meetings Stakeholder Consultation	What has been done to tackle structural or systemic barriers or hazards in sport or in the environment in which sport is typically played?	What could be achieved to tackle structural or systemic barriers in sport or in the environment in which sport is typically played?		
DIVERSITY THROUGH SPORT	INSTRUMENTAL	Evaluation Visits Education and Training Other thematic EPAS events	How has sport been used as a tool to contribute to the Council of Europe's greater goals, i.e. peace building or education?	What could be achieved to contribute to the Council of Europe's greater goals?	Impact at the individual level (i.e. personal values and attitudes, individual or target group behaviour, individual resources, personal learning and experience)	

Figure 2: EPAS impact model regarding its work toward diversity in and through sport

EVALUATION FINDINGS

In the following, the evaluation findings are presented under three central questions;

- (1) How did EPAS approach diversity in and through sport so far?
- (2) What conceptual considerations may EPAS approach in the future? and
- (3) What operational considerations may EPAS approach in the future?

The evaluation's impartial interpretations and recommendations for action shall provide a basis for EPAS decision-making processes.

In addition, the anonymized results from the online surveys are provided in form of tables and graphs in the annex to this report, in order to allow for further insight. However, the results from the online surveys may be interpreted with certain analytical reservation; from qualitative interviews and practical insight, it became clear that certain replies are already put into perspective by the respondents, e.g. in relation to the resources available for EPAS activities in general.

HOW DID EPAS APPROACH DIVERSITY IN AND THROUGH SPORT SO FAR?

After a short synopsis of general findings of the evaluation, more detailed results as regards past EPAS work in the field are discussed by using the arrangement of the above impact model, which categorizes EPAS' work in the field under five approaches to diversity.

Under each of these five approaches selected EPAS activities, outputs and outcomes are described. In addition, relevant input from the surveys and interviews with the EPAS membership and consultative committee are provided for comprehensibility.

The description of activities under each approach embraces a *selection* of delimitable EPAS activities that were done or initiated by EPAS with the intention to directly or indirectly influence diversity, and that can be attributed mostly to the respective approach.

The description of outputs and outcomes means a description of the *selected* immediate and/or tangible results achieved by EPAS that are mostly in favour of this approach; in which the concrete EPAS products constitute an output, and the assessment by the EPAS membership and consultative committee constitutes an outcome.

The EPAS instruments are applicable to all approaches and are therefore discussed separately. Likewise, the impact of EPAS work in the field is not based on empirical data and cannot be assigned selectively to any single approach; it is therefore also deduced as a separate synopsis.

With this reporting layout, it is assured that the immense variety of EPAS work in the field can be illustrated, and achievements and non-achievements can be argued for future EPAS strategies.

GENERAL FINDINGS Promoting diversity has been a permanent priority of EPAS since its foundation. Since 2007, EPAS has carried out a broad range of activities related to various issues in the context of diversity. With it, the following annual thematic priorities have been set; Combating racism and discrimination in sport (2008), Racism and violence in sport (2009), Sport as a promoting tool for social inclusion of people with disabilities (2010), Women and sport (2011), Lesbian, gay, bisexual and transgender sport (2012), Youth and children in sport (2013); Prisons and sport (2014); Tolerance and diversity through physical education teaching (2015); and Integration of newly-arrived migrants in sport (2016). EPAS focus areas for the year 2017 include; Sport and the Elderly, and Young adults' participation in sport.

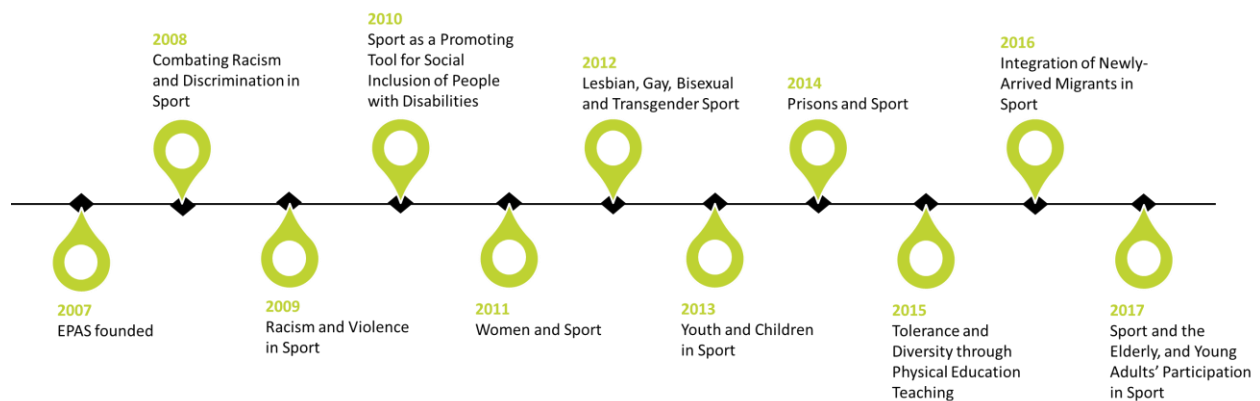


Figure 3: EPAS annual thematic priorities regarding its work toward diversity in and through sport

Related to the work undertaken by EPAS in the field, the evaluation reveals that both the EPAS member states and the consultative committee members seem satisfied with the processes and outcomes in general. This is backed through the fact that both respondent groups give a clear mandate to EPAS to further work or even lead the work toward diversity in and through sport at the European arena.

The majority of respondents to the survey back EPAS' concept to diversity and its operationalization, and they feel that EPAS' objectives and current scope of work in the field of activity are appropriate. Furthermore, the majority of respondents to the survey assess that there is sufficient involvement and discussion, both internally and externally, related to EPAS decision-making processes in the field in general and related to single streams of work. The same applies regarding the adequate allocation of resources and the achievement of added value; both are assessed as appropriate.

Despite a positive assessment of EPAS work in the field in general, the exploitation of EPAS work toward the implementation of concrete national or sectoral programmes or initiatives has

potential for improvement. However, in all working areas queried at least some concrete national or sectoral programmes or initiatives were mentioned, which could be associated to EPAS activities in the respective area.

The most positive assessment of all EPAS fields of activity relates to its *promotion of values in sport*. As regards the promotion of sport for people with a disability, it becomes apparent that the representatives of the consultative committee rate the systematic approach and the exchange with external stakeholders lower than the member states. The same applies to the achievement of added value through EPAS work in general; this seems to be seen in general more sceptical by the representatives of the consultative committee than by the member states.

VALUE APPROACH To support the aim of promoting diversity *in sport* in Europe, a *Value Approach* was applied by EPAS. The approach is essential in the field and also serves as foundation and background for other approaches implemented. It means that EPAS has supported the identification, determination and awareness-raising of values and essential ethics related to sport that support and facilitate diversity in sport.

The Value Approach has been established from the very beginning of EPAS' activities in the field and is followed throughout its work programme; although sometimes implemented rather implicitly than explicitly, e.g. through references under other approaches. The approach is closely related to major underlying documents for EPAS work in general; such as the *Recommendation on the Code of Sports Ethics* (1992) and the *Recommendation on the European Sports Charter* (1992), which were elaborated by the CDDS and are followed alongside all EPAS activities.

Typical examples of EPAS activities under this approach are the 11th Council of Europe Conference of Ministers responsible for Sport themed *Ethics and Autonomy in Sport* in 2008, or the publication *Ethics and Sport in Europe* (2011) from the EPAS sports policy and practice series. EPAS activities under this approach include the consultation and development processes that led into the preparation of the *Recommendation on the revised Code of Sports Ethics* (2010).

The surveys show that EPAS' work toward the promotion of values related to sports is widely accepted and acknowledged by both the stakeholders from the member states and the consultative committee. The *promotion of values in sport* was ranked highest priority for EPAS' work in the field, and a number of initiatives have already been influenced by EPAS work related to this approach; ranging from the establishment of national advisory boards to national strategies related to the promotion of values in sport.

The surveys' results also show that the approach is handled effectively by EPAS with appropriate consultation and involvement of the membership and the committee structures; with an adequate allocation of resources applied. At the same time, the survey affirms that EPAS activities on the

promotion of values in sport were based on a systematic and strategic approach, and that they have been applied with sufficient commitment and continuity to actually make progress in this field. However, the surveys also reveal that the representatives of the consultative committee are in general slightly more sceptical with their assessments. This especially applies to the rating of the creation of specific added value through the EPAS activities under this approach, which is rated less positively by the sport sector representatives.

TARGET GROUP APPROACH To support the aim of promoting diversity in sport in Europe, also a *Target Group Approach* was applied by EPAS. This approach is a typical method for tackling aspects of diversity and it is often closely tied to the promotion of equality. It is a valuable approach that helps to connect to the variety of characteristics in the field. The Target Group Approach has been established from the very beginning of EPAS' activities in the field and was followed throughout its work programme.

As part of the EPAS work programme, the following target groups have already been addressed; people with disabilities, women, lesbian, gay, bisexual and transgender (LGBT), youth and children, prisoners, newly arrived migrants, and the elderly. In the main, these were addressed by setting annual EPAS priorities toward one of the target groups.

The selection of target groups both followed the EPAS strategy to consider a broad coverage of different diversity characteristics over the years, but also followed specific demand evolving from society; e.g. as a sport political reaction to the migration streams coming into Europe in 2016.

A typical work method of EPAS inside this approach was the activation of close participation of the specialized representatives from its consultative committee, e.g. the European Paralympic Committee when diversity aspects related to people with disabilities were discussed. At the same time targeted involvement of experts for the development of specific products and content was applied; with the experts being recruited both from the areas of sports sciences and practice.

Typical examples of EPAS activities under this approach are the EPAS handbooks of good practice, e.g. the handbook *Disability sport in Europe. Learning from experience* (2012); the EPAS expert reports, e.g. the report *Gender Equality and (elite) sport* (2011); or the EPAS background documents, e.g. the *Introduction to the issue of migration in sport in Europe with an annotated thematic bibliography: migration in sport* (2011).

Furthermore, the target group approach was supported by EPAS seminars and conferences, e.g. the conference on *Inclusion and Protection of Children in and through Sport* (2013), and joint projects, e.g. the *Pro Safe Sport for Young Athletes Project* (2014-2015). EPAS activities under this approach also include the consultation and development processes that led for example into the preparation of the *Recommendation on Gender Mainstreaming in Sport* (2015).

However, a mapping of activities indicates that the different target groups were processed with different intensity; whilst some target groups (e.g. women) play a role more consistently throughout the work programme of EPAS over the years, others (e.g. LGBT) were handled more punctual so far. At the same time, some target groups were processed in closer collaboration with the target group (e.g. women), whilst others were processed with less direct involvement of the target group itself and were more handled rather at a political meta-level (e.g. migrants).

In relation to the target groups addressed by EPAS activities, the evaluation shows that the members' assessment is by all means ambivalent and seems greatly related to the specific national context; for the target groups of prisoners or LGBT, for example, it can be seen in the survey that the member states assessed the target groups' situations from *opportunities to participate in sports on equal grounds with de facto not being discriminated* to *very limited opportunities with significant discrimination faced*.

Related to this, the feedback from the survey also shows that the need for addressing selected target groups is perceived differently in the different member states. Although the relevance of the target groups of prisoners and LGBT is per se acknowledged by the members, if members would need to rank priorities of target groups addressed by EPAS activities, prisoners and LGBT would have lesser priority to the membership; this goes alongside the perception that the influence of EPAS in these two fields of work is slightly lower than in other target group areas.

NON-DISCRIMINATION APPROACH To support the aim of promoting diversity in sport in Europe, furthermore, a *Non-Discrimination Approach* has been applied by EPAS. As it is the case for the Target Group Approach, this approach is a typical method for tackling aspects of diversity. However, it needs to be clear that non-discrimination only constitutes one aspect contributing to diversity; which is acknowledged by EPAS applying a multiple-approach in the field.

The Non-Discrimination Approach of EPAS is based on the Council of Europe's commitment to combat discrimination and in valuing diversity traced back to the *European Convention for the Protection of Human Rights and Fundamental Freedoms*, signed in 1950, together with many other documents complementing the fight against discrimination within the Council of Europe; like the revised *European Social Charter*, the *Framework Convention for the Protection of National Minorities*, or the various recommendations elaborated by the *European Commission against Racism and Intolerance* (ECRI) to promote anti-discrimination principles. With this approach EPAS also builds on prior work realized by the CDDS; e.g. the *Recommendation on the Prevention of Racism, Xenophobia and Racial Intolerance in Sport* (2001) and the *Recommendation on the Discrimination against Women and Girls in Sport* (2005).

EPAS focus on this approach has been established toward the end of 2009 and was then followed throughout its work programme.

Typical examples of EPAS activities under this approach are the seminar on *Promoting intercultural dialogue: the role of sport and education in the Balkan region* (2009), the conference on *Fight Against Racism and Violence through Diversity in Sport* (2009), or the conference *United against homophobia in sports: the contribution of policy-makers, researchers and sports movements* in 2012.

Furthermore, the non-discrimination approach was supported by EPAS *Pan European Programme to Promote Diversity and Fight against Discrimination in and through Sport* in 2011. EPAS activities under this approach also include the consultation and development processes that led for example into the preparation of the *Recommendation on the protection of child and young athletes from dangers associated with migration* (2012).

Related to aspects of non-discrimination, the feedback from the surveys shows that the extent of discrimination and the lack of equal opportunities is perceived differently in the different member states. In average, the respondents from the EPAS membership rate the opportunities of youngsters to participate in sport as nearly equal and without discrimination, followed by religious and ethnic minorities; most discrimination faced was assessed for newly arrived migrants and prisoners.

The representatives of the consultative committee, in contrast, assess best participation opportunities in sport also for the group of youngsters, but followed by women and the elderly; with a rating of most discrimination faced by prisoners and newly arrived migrants. At the same time it becomes apparent from the replies to this aspect that the EPAS member states assess the de facto situation of equal opportunities rather better than the representatives from the consultative committee.

STRUCTURAL APPROACH To support the aim of promoting diversity in sport in Europe, last but not least, a *Structural Approach* was applied by EPAS. The structural approach concerns interventions initiated by EPAS to tackle structural or systemic barriers or hazards in sport, or in the environment in which sport is typically played.

With it, the approach gets away from dichotomizing persons and environment; it directs attention to the transactions between individuals and society, considering that persons are rather excluded by social barriers than by personal differences. Therefore, barriers and obstacles must be dismantled that prevent from realizing every individuals' right to be different and not to be discriminated against because of this difference; both as regards constructional (e.g. for people with disabilities) and legislative issues preventing diversity. This includes working toward structural changes in sport organisations; e.g. when it comes to their organisational set-up and governance.

The more explicit application of this Structural Approach is relatively new associated with EPAS' activities in the field; having started mainly in 2015. However, the generic mindset of the approach

was implicitly followed already long before; e.g. through the CDDS' work toward the *Recommendation on the principles of good governance in sport* in 2005.

A matching example of EPAS activities under this approach is the EPAS *Dialogue on Governance in Sport* in 2015. Furthermore, the joint projects *Promoting Council of Europe Standards on safety, security and services at football matches and other sport events (ProS4)* and *Balance in Sport – Tools to implement Gender Equality*, both run under the ERASMUS+ programme in 2016, the running project *Keep Crime out of Sport – Together against criminal manipulations of sports competitions* (2016-2017), and the seminar on *Implementing Gender Mainstreaming in Sport* in 2015 may be associated with the approach.

INSTRUMENTAL APPROACH To support the aim of promoting diversity *through* sport in Europe, an *Instrumental Approach* was applied by EPAS. The Instrumental Approach refers to the fact that sport determines a very specific sphere of life in which the benefits of diversity can be explicitly experienced, and which provides a unique opportunity to be used as an instrument to promote diversity *through* sports into society to achieve the Council of Europe's greater goals.

The Instrumental Approach is inherent to the work of EPAS and has been implicitly established from the very beginning of its activities in the field. Explicit examples of EPAS activities under this approach have started in 2013 under the priorities of *Prisons and Sport*.

Examples of EPAS activities include the conference *Sport and Prison* implemented in 2013 and a publication toward the topic in preparation. Furthermore, the conference *Integration of newly-arrived Migrants in Sport* (2016) constitutes an example of EPAS work under this approach. Both conferences discuss measures to facilitate the concept of diversity through sport for the target groups of prisoners and migrants respectively.

Furthermore, the cooperation of EPAS with the Pestalozzi Programme is a good example of EPAS' Instrumental Approach to support the aim of promoting diversity *through* sport in Europe. The trainer training courses of the Programme are directed at trainers working in the field of education and wishing to improve their knowledge and to develop their skills in the priority fields of the Council of Europe, namely, democracy, human rights and the rule of law. The cooperation programme focusses on how tolerance, intercultural understanding, or diversity can be promoted in and through school sport.

In addition, the conference on *Tolerance and Diversity through Physical Education and Sport* (2015) and the handbook of good practices *Sport in Post-Conflict Societies – Targeting Social Cohesion in Post-Conflict Societies through Sport* (2011) may be associated in their main with this approach.

USE OF INSTRUMENTS EPAS instruments to support the promotion of diversity in and through sport constitute a wide range of political and operative tools, including; Normative Frameworks, e.g. Recommendations of the Committee of Ministers to Member States, Handbooks on Good Practice, EPAS Annual Conferences, Cooperation through Joint Projects, e.g. within the EU Erasmus+ programme, Regional Seminars, Ministerial Meetings, Studies, Publications, Expert Meetings, Stakeholder Consultation, Evaluation Visits, Education and Training, and Other thematic EPAS events.

However, a mapping of EPAS activities in the field indicates that the different instruments were exploited with different frequency related to the above approaches applied; for example, whilst there have been conferences organised related to most of the thematic priorities, only few activities culminated into normative frameworks.

Furthermore, there are some diversity objectives that benefitted from a full range of instruments, whilst others were targeted by fewer; the objective working toward gender equality, for example, was supported by reports, e.g. *Gender equality and (elite) sport*, by conferences, e.g. the *European Women and Sport Conference*, a handbook on good practices on *Gender Equality in Sports. Access for Girls and Women to Sport Practices*, the development of a *Road Map to Gender Equality in Sports to 2020*, a training seminar on *Implementing Gender Mainstreaming in Sport*, the joint project *Balance in Sport – Tools to implement gender equality*, and the preparation of the *Recommendation on Gender Mainstreaming in Sport*. Whereas aspects of people with disabilities were addressed by a regional seminar on *Disability Sport as an Active Tool to Overcome Discrimination and to Promote Social Inclusion*, a *pilot training on intercultural skills for volunteers and staff involved in working with disabled people*, and the handbook on good practices *Disability Sport in Europe – Learning from Experience*.

However, for both target groups nearly equal relevance and potential influence by EPAS on or through this issue was assessed by the member states through the survey. Although no direct relationship between the number and scope of EPAS interventions, and the perception of the equality and non-discrimination levels can be established through this evaluation, it is interesting that participation opportunities without being discriminated was assessed slightly better for the target group of women than for people with a disability.

Related to the usefulness and efficiency of instruments from an EPAS members' perspective, the evaluation shows that *Normative Frameworks*, *Handbooks on Good Practice* and *Cooperation through Joint Programmes*, e.g. within the EU Erasmus+ programme, tend to be rated more effective and more useful to promote diversity in and through sport.

INFLUENCE AND IMPACT As described above, EPAS activities to promote diversity in and through sport have certain direct outputs and outcomes, which in turn have an assumed impact

on larger societal determinants of diversity. However, the level of diversity as a social reality can hardly be quantified and of course diversity is a complex social phenomenon, which is influenced by a tremendous number of variables. EPAS' work is just one single piece of a much larger bundle of influencing factors. Thus, it is impossible to provide a valid measure of EPAS' actual impact on Diversity in Europe.

Looking at the type and scope of EPAS' mandate, the impact of its work in any way should not be measured against the ultimate change of social reality, but rather against its influence on other political and social stakeholders.

This is because EPAS' work in the field of sports and diversity starts at the very beginning of a causal chain towards change in society. Its mission is to initiate value oriented action, to facilitate exchange and to align activities of governmental and sectoral stakeholders in the field.

These activities are supposed to provide direction and to build a common base for further action, which then, however, has to be taken by other stakeholders. Therefore, an impact of EPAS' work toward diversity can be assumed, if other stakeholders, both at international and national levels, are associating to EPAS' and the Council of Europe's thinking and principles.

WHAT CONCEPTUAL CONSIDERATIONS MAY EPAS APPROACH IN THE FUTURE?

MANDATE The evaluation shows that the principle of diversity is a fundamental ingredient of the European idea and a backbone to both the work of the Council of Europe and EPAS; concerning this matter, 20 of 24 member states and 15 of 17 committee members even agree that EPAS should therefore take the lead on this issue at the European level.

This may be interpreted that EPAS has a clear mandate to continue its activities toward diversity in and through sport.

CONCEPT The ambiguity of diversity and the vast scope of the concept becomes apparent through the elaboration of the evaluation's thematic context; which also uncovers the difficulty of developing both clear pedagogical and related political strategies on it in the field of sport.

However, in principle, EPAS' theoretical concept of diversity in and through sport seems to be transparent and clearly defined for both the membership and the consultative committee; with only one and respectively two respondents of the online surveys rather disagreeing to this.

Despite this, the review of EPAS activities and input from the qualitative interviews of the evaluation showed that the EPAS concept though lacks certain clarity when it comes to more detailed familiarization with and the operationalization of it.

Therefore, it is recommended that EPAS may in principle continue its activities under the current overarching conceptual framework, but would add on to it with the conceptual elaborations done in this report; and/or the help of other experts in the field before setting next priorities.

STRATEGIC APPROACH As regards the strategic approach to be adopted by EPAS in its efforts to promote diversity in and through sport, the statements received through the surveys and interviews from both the member states and the committee members affirm the evaluation's impression gathered through the review of activities; EPAS works in a certain strategic dilemma.

The partial agreement's dilemma constitutes of the need for setting strategic priorities and working on a limited number of topics with a longer term perspective to create real change on the one hand, and a need to remain flexible in order to react to new issues and priorities that are constantly evolving in sport and society on the other hand. Both approaches were supported by both respondent groups at around 50% each.

From the overall analysis, it is recommended that EPAS may first of all concentrate on setting clear priorities for longer term perspectives to create real change for selected characteristics of diversity. However, within the strategic planning, it should reserve resources for attention to ad hoc evolving issues that originally were not part of its strategy. Regardless how EPAS activities toward diversity are elaborated, continuity and sustainability measures must be always included.

STRATEGIC OBJECTIVES AND TRACEABILITY The evaluation's review of EPAS activities in the field draws attention to the fact that since 2007, EPAS has carried out an immense range of activities related to various characteristics in the context of diversity; although resources have always been limited.

Connected to this, the surveys show that EPAS' mid- and long-term objectives in this field of activity seem well defined for both the member states and the consultative committee in principle. However, from personal interviews, it became also apparent that EPAS work would benefit from more clearness in the formulation of EPAS' strategic objectives in the field.

To enhance clearness through this report, a retrospective impact model was applied by the evaluation. With it, for the activities undertaken in the field by EPAS, two greater visions were identified; (A) Promoting diversity in sport and (B) Promoting diversity through Sport in Europe.

Furthermore, five distinctive but per se overlapping work approaches used by EPAS to implement their strategic goals were identified. By analysing the work approaches, it becomes apparent that not all work approaches (and/or activities within) were implemented with the same intensity; and not all of them could (therefore) lead to the desired impact. One of the reasons for this, may be constituted by the fact that so far no real traceability was applied to the variety of action.

Therefore, in order to allow for improved strategic planning in the future, and to better support real change in the field, it is recommended that EPAS may review its strategic objectives and work approaches with the help of this impact model, and make use of the model's capacity to facilitate operational management and transparency of its future activities in the field.

WHAT OPERATIONAL CONSIDERATIONS MAY EPAS APPROACH IN THE FUTURE?

OPERATIONALISATION AND SCOPE OF WORK In order to achieve EPAS' strategic objectives in the field, it is important to properly operationalize its concept and work approach toward diversity, and to define a clear scope of work.

In this regard, the evaluation shows that EPAS' concept toward diversity seems sufficiently operationalized, and EPAS' current scope of work in the field of activity seems well enough defined for most of the membership; with only three and respectively four respondents rather disagreeing to this. However, it becomes also apparent from the enquiry of the committee members that they do share the member states' view in principle, but with less insistence. Although causal chains for this differentiation cannot be clearly drawn through this evaluation, it may be assumed that this could lead back to the fact that the committee is in general less involved with the EPAS policy-making processes.

Despite this, input received from the qualitative interviews though made also aware that EPAS lacks clarity when it comes to its scope and responsibilities – and the delimitation of these – compared with other institutions working toward diversity in the field, i.e. the European Union. A major concern relates to this is the avoidance of duplication and too much overlapping of work.

With the above in mind, it is recommended that EPAS may in principle follow its current process of operationalization to guide the process of policy development and action planning in the field with its members, but at the same time it may seek for clearer definition of its own *particular* responsibilities with clearer delimitation of the scope of work from other institutions.

PRIORITISATION AND CONTINUITY The organizational context elaborated for this evaluation shows the immensely broad scope of EPAS, which is not only related to activities in the field of diversity; and which needs to be especially interpreted in relation to the resources dedicated to the partial agreement.

At the same time, the replies from the evaluation's surveys reveal that in fact – to a greater or lesser extent – especially the members but also the consultative committee representatives argue a relevance for EPAS to get involved with many different characteristics of diversity; with even

acknowledging EPAS' potential to influence on these characteristics. These characteristics range from gender equality to sport for prisoners and the protection of minors, and from cultural diversity to value-based PE teaching and methodology development for diversity.

However, from an evaluation's perspective **it seems rather unlikely that all aspects of diversity in and through sport can be achieved by EPAS at an equal level under the given circumstances.**

In addition, the input received from the qualitative interviews indicated that EPAS' activities in the field could benefit – especially when it comes to the aim of achieving real change in the areas of work – from focussing and prioritization, and that continuity of work is of major importance as it is the case for the work of EPAS around gender equality. In this perspective, the replies from the surveys may also be interpreted as being rather *normative*; meaning that they constitute rather a political desire than reflecting a wish of realization.

In this perspective, it is recommended that EPAS may identify in liaison with the membership priorities of diversity characteristics for EPAS. These characteristics may then be elaborated by EPAS with adequate continuity and sustainability.

However, with it, it needs to be clear that in return this may mean that the membership may need to acknowledge that not all topics and target groups rated as relevant can be elaborated by EPAS under the given structural circumstances.

PARTICIPATION AND COOPERATION The results of the evaluation reveal that in principle, both the EPAS membership and the consultative committee attest good participation opportunities, sufficient involvement and good possibilities for exchange within EPAS; both at the institutional and thematic levels.

However, it became apparent from the qualitative input to the evaluation that due to the broad scope of diversity activities covered by EPAS, it is not always the most relevant representative for a single diversity aspect who is in direct contact with EPAS; this may also explain a number of 'don't know' statements given in the online survey related to content or impact of specific diversity aspects.

As regards cooperation with external stakeholders in the field, there is unanimous agreement within the EPAS membership that the European Union is an important partner in EPAS' endeavours to promote diversity, and that EPAS should therefore also work in close alignment with the EU Sports Unit in this field at an operational level. This desire for cooperation is backed by the assessment from the consultative committee; with only one committee member rather disagreeing to it.

In addition, both EPAS member states and the consultative committee representatives wish that EPAS would seek for (even intense) collaboration with relevant partners from outside the sport sector and also for collaboration with relevant partners from outside Europe to further elaborate the field of diversity. However, qualitative feedback to the evaluation confirms that the EU may constitute EPAS' first contact point due to the possibilities of strategic alignment.

Related to this, it is assumed that EPAS may be able to extent its impact in the field by fostering the involvement of its consultative committee structures when it comes to the implementation of results in the member states, and by elaborating closer collaboration strands with other institutions, mainly the EU; however, a clear delimitation of both institutions' working scope and responsibilities shall be applied.

SELECTION OF TARGET GROUPS AND INSTRUMENTS TO PROMOTE DIVERSITY The agenda setting related to the selection of target groups to be addressed by EPAS in the field of diversity remains a highly political issue. Related to this fact, the evaluation's survey reveals that priorities of member states in the field are different and also depend on a wider social and political background in the respective countries.

However, the input from the evaluation's review of documentation and interviews also reveals that there are certain principles that may be taken into account for the related EPAS decision-making processes.

The target groups need to be selected by considering the;

- (A) Relevance to the EPAS member states;
- (B) Potential to achieve change through EPAS activities;
- (C) Delimitation from already sufficiently addressed target groups by other institutions; and
- (D) Possibility to execute the related activities by EPAS with a reasonable commitment and relevant continuity.

Connected to this, it is important to carefully plan and select the related instruments. These must be specifically targeted towards both the selected target group and the envisaged impact. The input from the evaluation indicates as a general rule of thumb the application of a sequence of instruments.

These may include an instrument for;

- (6) Input gathering (i.e. through an expert conference),
- (7) Output development (i.e. through a handbook),
- (8) Political awareness (i.e. through a recommendation),
- (9) Public awareness (i.e. through online resources),

- (10) Multiplier training (i.e. through a seminar), and
- (11) Monitoring.

With it, it again becomes apparent that it is not possible to apply such a holistic approach for all topics and target groups rated as relevant for EPAS in general, under the given structural circumstances.

In this perspective, it is recommended that EPAS may constantly review its work priorities in liaison with the membership and identify those instruments in liaison with the membership that allow for exploitation and real change in the member states, or the sports organisations respectively.

COMMUNICATION AND TRANSPARENCY Closely related to the aspects of cooperation and participation, the evaluation uncovers that transparent work approaches and targeted communication of EPAS activities and its respective (widely acknowledged) positive achievements are key to improve the impact of EPAS' work in the field.

This does not only relate to internal communication with the membership and the consultative committee – which is rated as good in principle through the evaluation – but also concerns external stakeholders in the field.

It is therefore recommended that EPAS may even seek to enhance its communication with the member states and especially the consultative committee. In addition, EPAS may develop a clearer external communication policy.

In practical terms this may include enhanced use of its online platform and the improvement of the clarity and timeliness of information on it; e.g. through a specific section related to EPAS activities toward diversity. The EPAS e-platform related to the integration of migrants in and through sport to be launched in May 2017 is a positive step toward this.

ANNEXES

EVALUATION APPROACH

GENERAL CONSIDERATIONS In this context, evaluation can be described as a process of systematic documentation, analysis and assessment of EPAS' programmes and activities; with the findings, assessments and conclusions of the evaluation being data-driven and comprehensible. The results and recommendations of this evaluation are part of a holistic quality assurance process related to EPAS' activities on diversity in and through sport. To fulfil its mandate, SPIN designed an evaluation for EPAS that follows the principles of participation, objectivity and adequacy. However the implemented evaluation measures were kept as pragmatic as possible considering the scarce temporal resources of Partner and Consultative Committee resources available.

As general evaluation criteria, the characteristics of relevance, effectiveness, efficiency and transparency were considered, with further references towards other aspects such as continuity and sustainability. The criterion of effectiveness was in practical terms of central importance, as it directly concerns the question of whether EPAS objectives in the field have been achieved or not.

With the evaluation, SPIN provides a basis for EPAS decision making processes, however, with their impartial recommendations for action, the evaluators do not intend to interfere into the ultimate decision-making of the EPAS structures.

METHODOLOGICAL CONSIDERATIONS The evaluation is based on methodological triangulation; whereas triangulation refers to the use of multiple sources of information, data collection and analysis methods with qualitative and quantitative strands considered to arrive at the evaluation findings and conclusions for future action. In practical terms, the evaluation was based on:

- A review of relevant EPAS documentation related to the field;
- A review of wider literature related to diversity in and through sport, as well as towards general aspects of sport policy at the European level;
- The execution of two separate online questionnaires to both the EPAS membership and the representatives of the EPAS consultative committee and
- qualitative interviews with selected representatives from the EPAS membership, the EPAS consultative committee, the EPAS secretariat, and further experts; both to deepen understanding of context, to gain insights into results and to validate findings.

IMPACT MODEL As a specific methodical element, an impact model was defined and applied. The impact model is a framework that can help to structure the evaluation of complex social systems, environments or programmes. It can be used in all phases of the evaluation as well as during strategy development and later implementation stages.

For this evaluation, the impact model was applied because EPAS' activities towards diversity in and through sport, involve a wide scope of different topics and perspectives and were applied with varying focus over the timespan of a decade.

The main benefit of this methodological approach is its ability to link single activities to an overarching goal or vision. In our case different EPAS activities to promote diversity have certain direct outputs and outcomes, which in turn have an assumed impact on larger societal determinants. However, the influences on society are complex so that it is usually very difficult to identify or even measure direct causal effects of single activities (such as for example a single publication or seminar) on larger social aims and objectives.

The impact model therefore systematically arranges activities (input), output, outcome and impact, and indicates which functional chains are plausible or can be expected. This helps to distinguish between verifiable output or outcome and plausible impact, which cannot or not yet be verified through empirical data. With it, the impact model helps to oversee the larger context and longer term perspective of the EPAS strategy related to the concept of diversity, and allows for improved operational management of its further activities in the field.

PARTICIPATION From the beginning, SPIN strove to implement the EPAS evaluation to especially meet the principle of participation. This means that SPIN involved the EPAS Secretariat at all levels of the evaluation, in order to achieve a maximum level of responsibility for the success of the evaluation. At the same time, SPIN sought to include all EPAS members and its consultative committee structures into the evaluation's input processes.

Input from the EPAS membership includes; Albania, Armenia, Azerbaijan, Belarus, Belgium (communauté française), Bosnia & Herzegovina, Cyprus, Denmark, Estonia, Finland, France, Georgia, Greece, Iceland, Israel, Lithuania, Luxembourg, Malta, Morocco, the Netherlands, Norway, Poland, Portugal, Slovenia, and Switzerland. Additional input was received from Germany. **Representing a membership involvement of 68%.**

Input from the EPAS consultative committee includes; the International University Sports Federation, the European Olympic Committees EU Office, the International Sport and Culture Association, the European Elite Athletes Association, the International Centre for Sport Security Europe, Sport & Citizenship, Special Olympics Europe Eurasia, the European Paralympic Committee, the European Athlete Student Network, Panathlon International, the Association for

International Sport for All, the International Council of Sport Science and Physical Education, the European Non-Governmental Sports Organisation, the European Physical Education Association, the International Sambo Federation, the International School Sport Federation, and Play the Game. Representing a committee involvement of 63%.

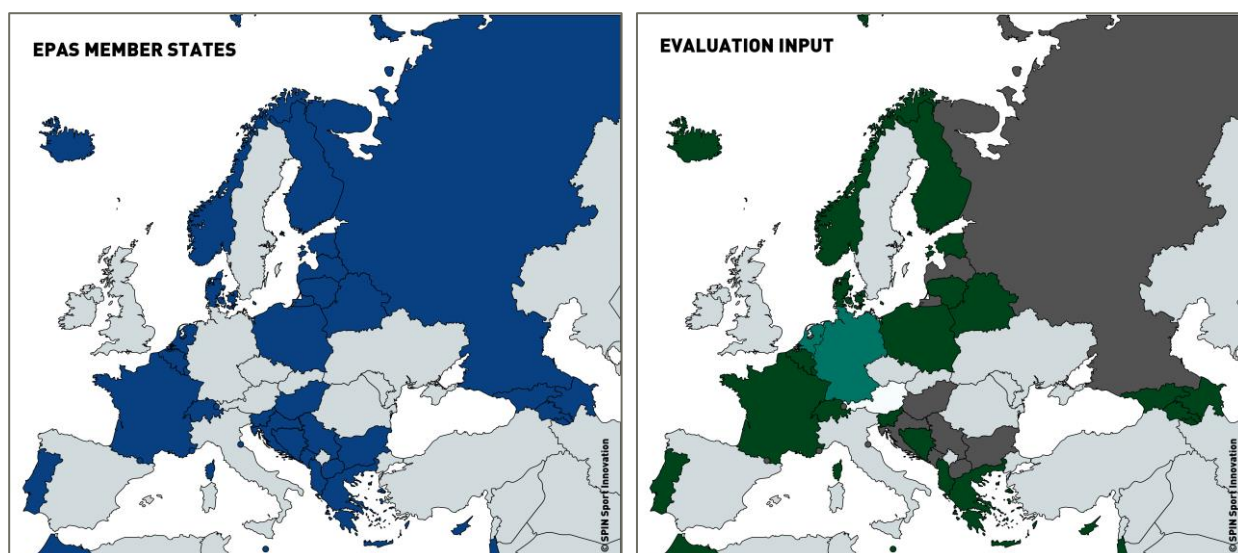


Figure 4: EPAS membership (dark blue) in comparison to countries that participated in the evaluation process through the online survey (dark green) and through qualitative interviews (light green).

EVALUATION TEAM

The sport development consultancy SPIN Sport Innovation has been administered by EPAS to deliver the evaluation and to propose a strategy of future activity. SPIN works with a broad variety of national and international stakeholders to support the development and implementation of innovative ideas and practices in sport. SPIN acts as a facilitator and provides support to organisations in order to develop new fields of action, including the setup of appropriate structures and procedures. SPIN delivers sport development concepts, sport policy models, educational and leadership programmes, evaluation and monitoring services, and project management consultancy. A main area of expertise of SPIN is the holistic quality management of European sport development processes, with a particular emphasis on the creation of innovative solutions as regards the social dimension of sport. The evaluation was led by Prof. (FH) Dr. Dirk Steinbach and Matthias Guett.

Dirk graduated in sport sciences and obtained his PhD from the German Sport University Cologne. From 1998-2007 he worked as researcher at the Institute of European Sport Development at the German Sport University. He was among the first academics to research the relations between the process of European integration and the development of sport in Europe. From 2007-2010 he was Key Researcher at the Centre of Future Studies at the University of Applied Sciences Salzburg. He functioned as manager and expert in various multinational projects.

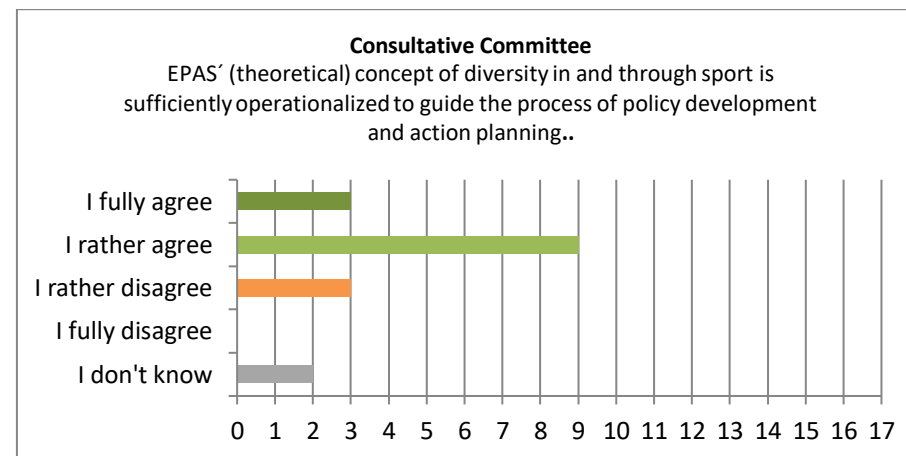
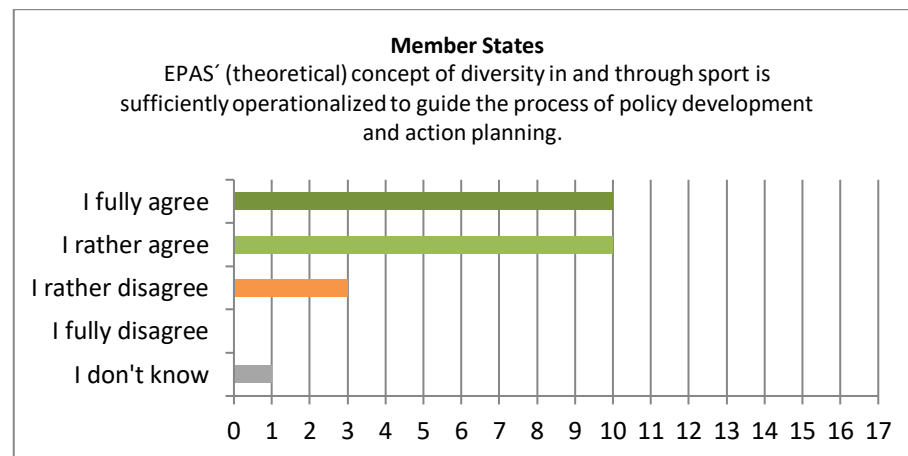
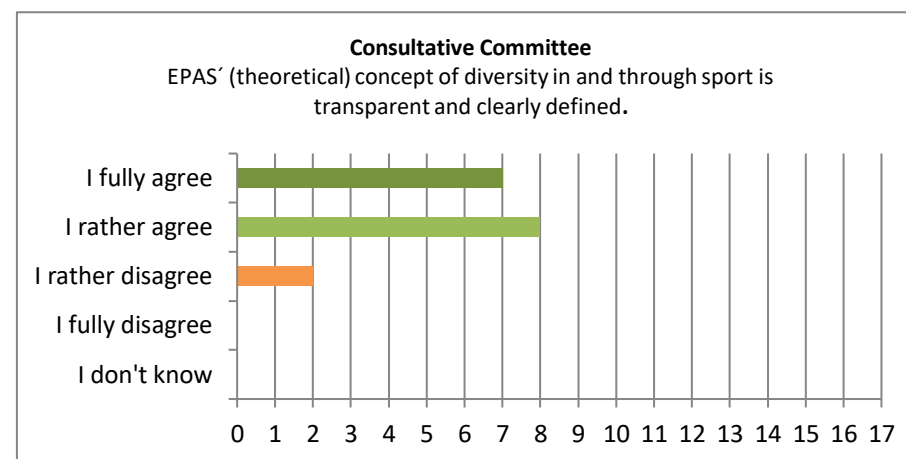
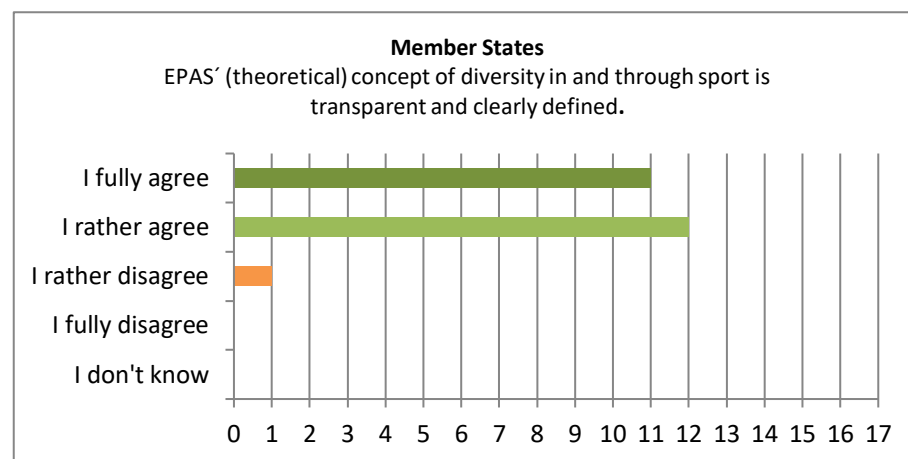
Dirk holds specific expertise in the area of sport for community development, and has recently developed specific quality management processes and evaluation methods to support their delivery.

Matthias graduated in sports sciences with a specialisation in sport economy and management. He is holding additional university qualifications in European Sports Studies and Olympic Studies. After studies in Cologne, Manchester and Barcelona he joined the teaching and research staff at the German Sport University at the Institute of European Sport Development. In 2004, Matthias began to work in political consulting and organizational development in sport at the European level. He has worked as expert for a variety of European sport stakeholders, including the EU Committee of Regions, the European Commission, the Council of Europe and the European Paralympic Committee. He participated in more than thirty multinational projects for a variety of sport organizations, in which Matthias has been mostly responsible for evaluation, quality management and strategic agenda development.

ONLINE SURVEYS ANALYSIS

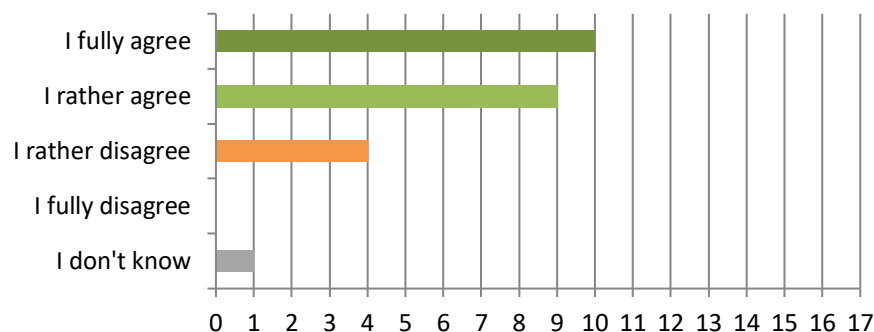
Diversity in and through Sport is a rather broad and complex working area. In regard to EPAS' work in the field, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
EPAS' (theoretical) concept of <i>diversity in and through sport</i> is transparent and clearly defined.	11	12	1	0	0	EPAS' (theoretical) concept of <i>diversity in and through sport</i> is transparent and clearly defined.	7	8	2	0	0
EPAS' (theoretical) concept of diversity in and through sport is sufficiently operationalized to guide the process of policy development and action planning.	10	10	3	0	1	EPAS' (theoretical) concept of diversity in and through sport is sufficiently operationalized to guide the process of policy development and action planning.	3	9	3	0	2
EPAS' working scope in this field of activity is clearly defined.	10	9	4	0	1	EPAS' working scope in this field of activity is clearly defined.	2	10	3	0	2
EPAS' mid- and long-term objectives in this field of activity are clearly defined.	6	13	4	0	1	EPAS' mid- and long-term objectives in this field of activity are clearly defined.	4	8	3	0	2
Total Responses: 24						Total Responses: 17					

Diversity in and through Sport is a rather broad and complex working area. In regard to EPAS' work in the field, would you agree or disagree with the following statements?



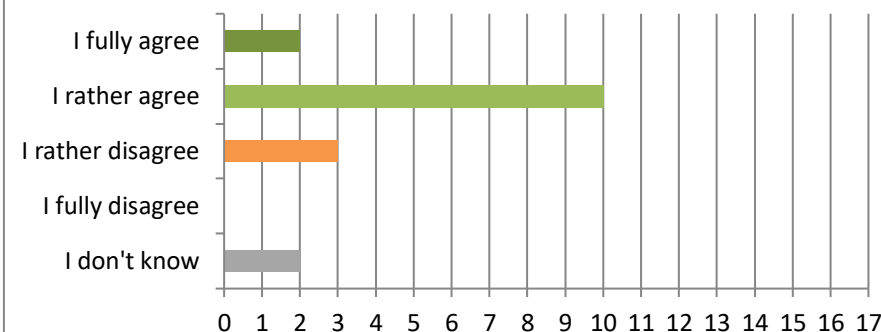
Member States

EPAS' working scope in this field of activity is clearly defined.



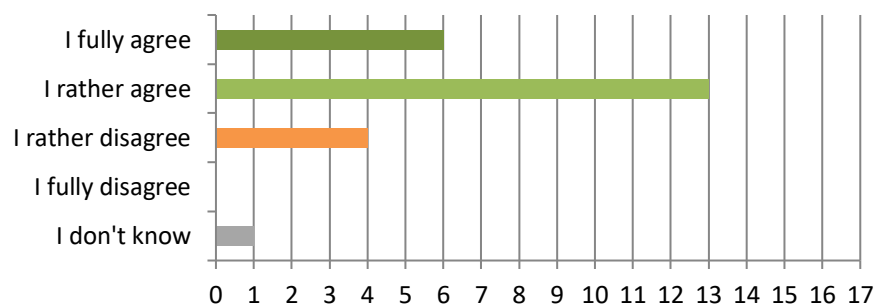
Consultative Committee

EPAS' working scope in this field of activity is clearly defined.



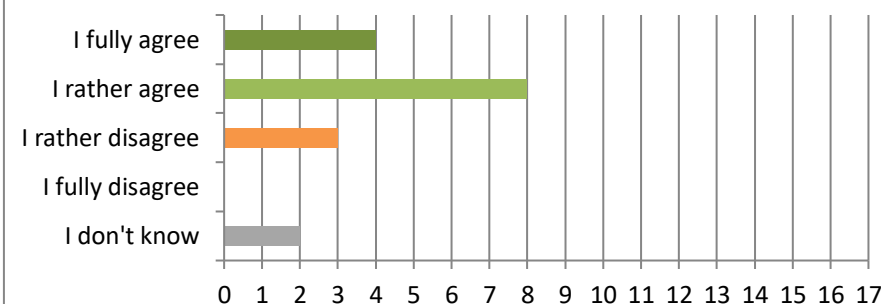
Member States

EPAS' mid- and long-term objectives in this field of activity are clearly defined.



Consultative Committee

EPAS' mid- and long-term objectives in this field of activity are clearly defined.



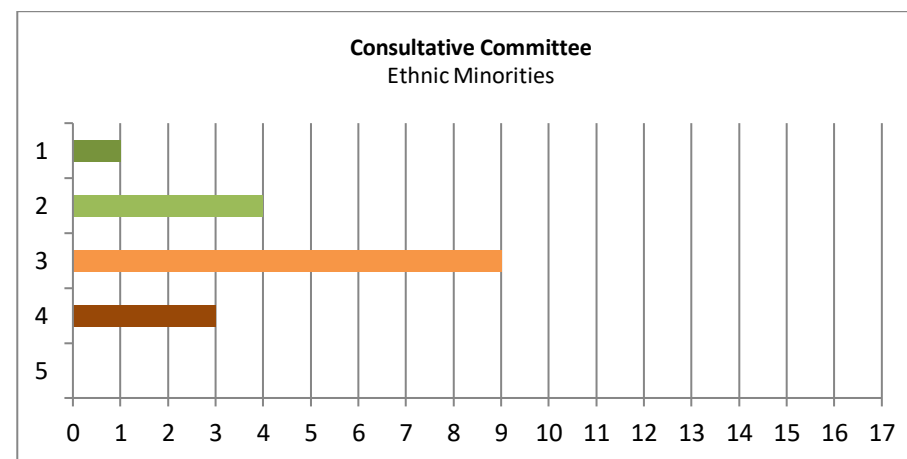
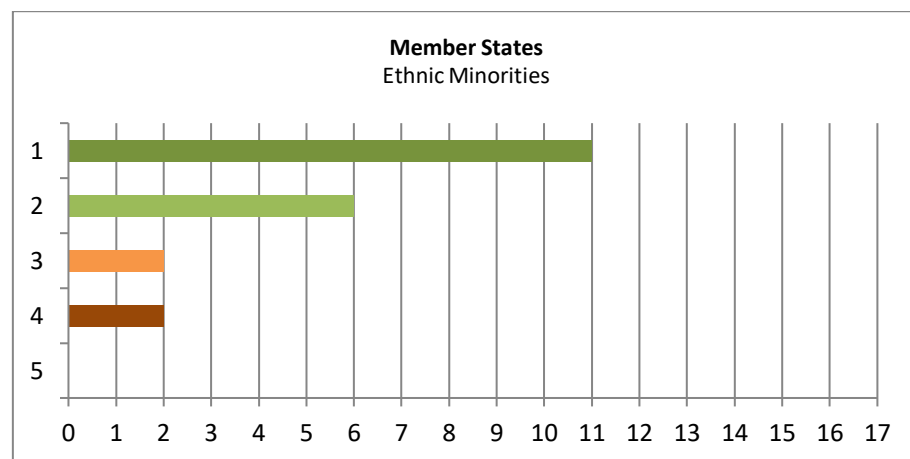
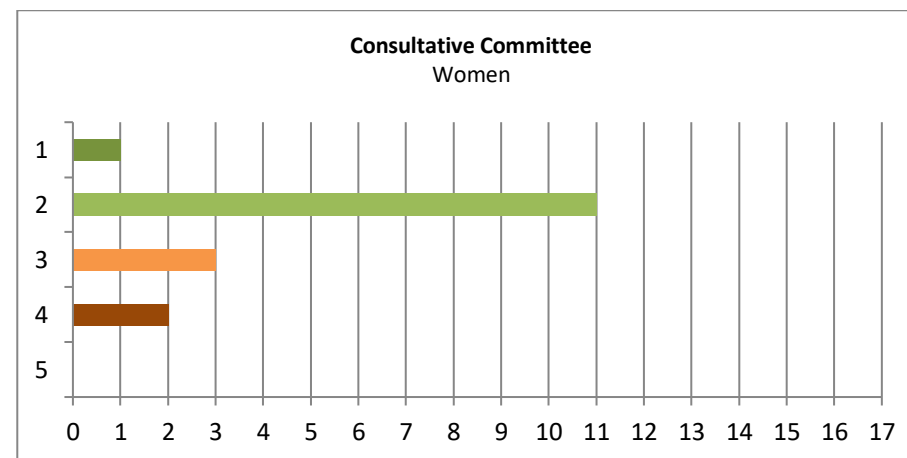
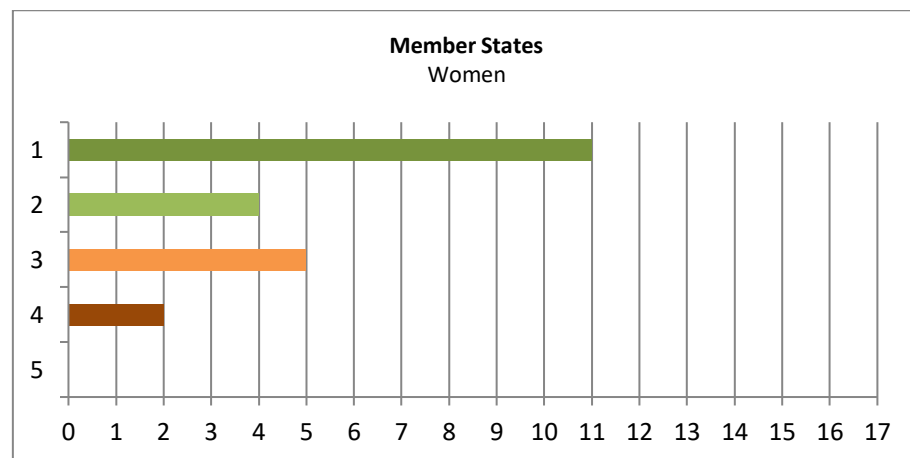
If you look at the situation of sport in *your country (Member States) /in Europe (Consultative Committee)*. How would you, on a scale from 1 to 5, rate the following target groups' opportunities to participate in sport on equal grounds and without being discriminated (not only de jure but also de facto)?

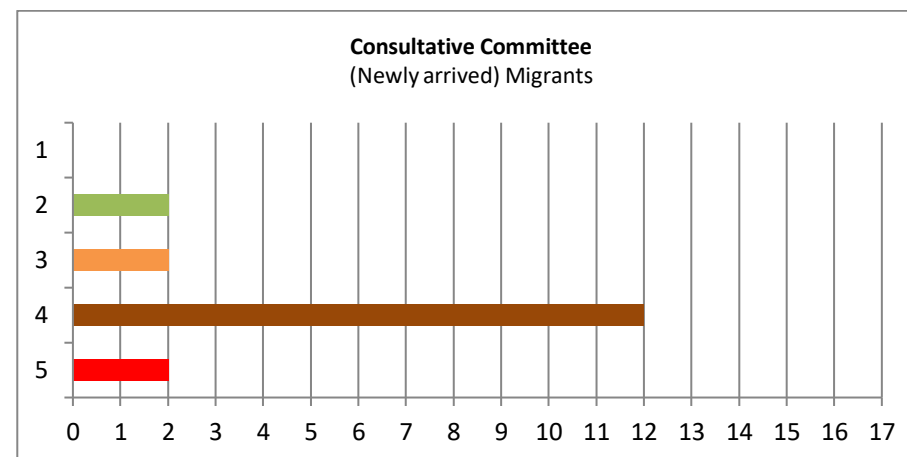
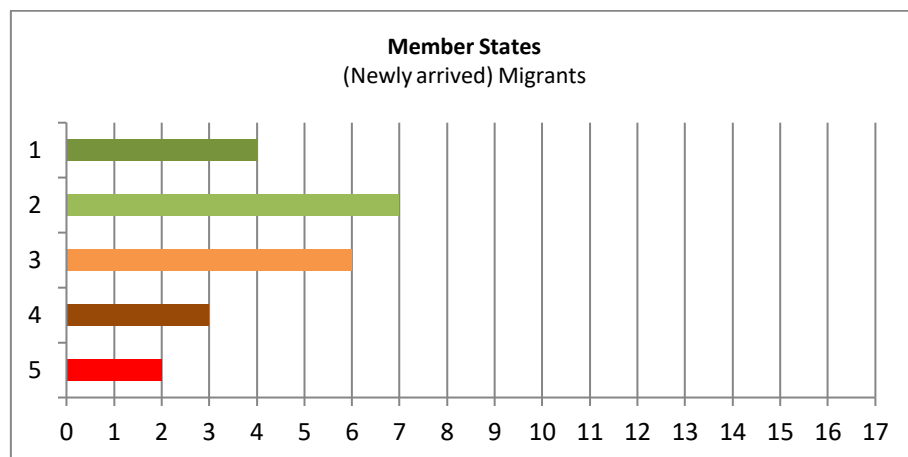
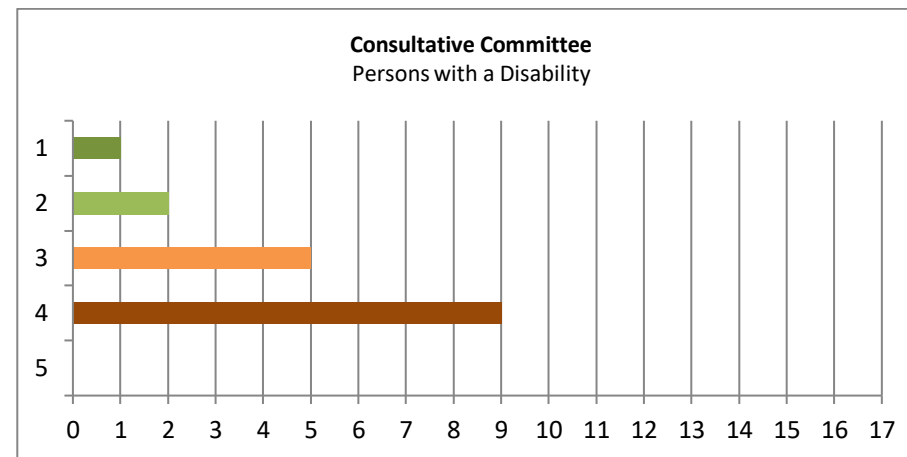
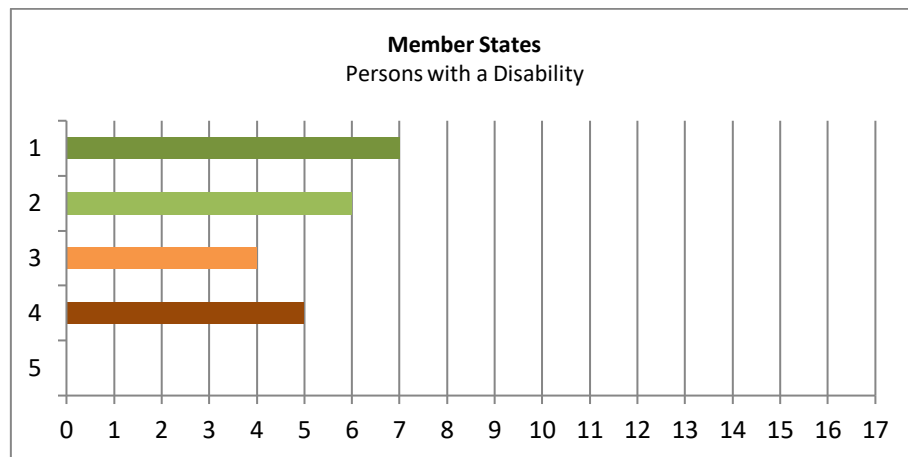
<i>1 - Equal opportunities / no discrimination at all</i>							<i>5- Very limited opportunities / significant discrimination</i>						
Member States	1	2	3	4	5	AVERAGE	Consultative Committee	1	2	3	4	5	AVERAGE
Women	11	4	5	2	0	2.0	Women	1	11	3	2	0	2.4
Ethnic Minorities	11	6	2	3	0	1.9	Ethnic Minorities	1	4	9	3	0	2.8
Persons with a Disability	7	6	4	5	0	2.3	Persons with a Disability	1	2	5	9	0	3.3
(Newly arrived) Migrants	4	7	6	3	2	2.7	(Newly arrived) Migrants	0	1	2	12	2	3.9
LGBT (Lesbian, Gay, Bisexual, Transgender)	12	3	2	3	2	2.1	LGBT (Lesbian, Gay, Bisexual, Transgender)	1	4	4	4	2	3.1
Persons with minimum-income	9	6	6	0	1	2.0	Persons with minimum-income	0	4	3	9	1	3.4
Religious Minorities	15	4	2	1	0	1.5	Religious Minorities	0	10	4	3	0	2.6
Elderly	10	4	6	2	0	2.0	Elderly	3	5	5	3	0	2.5
Prisoners	6	5	4	4	3	2.8	Prisoners	0	3	5	5	4	3.6
Youth	18	3	1	0	0	1.2	Youth	9	7	1	0	0	1.5
<i>Total Responses: 22</i>							<i>Total Responses: 17 (apart from LGBT -15, Elderly – 16)</i>						

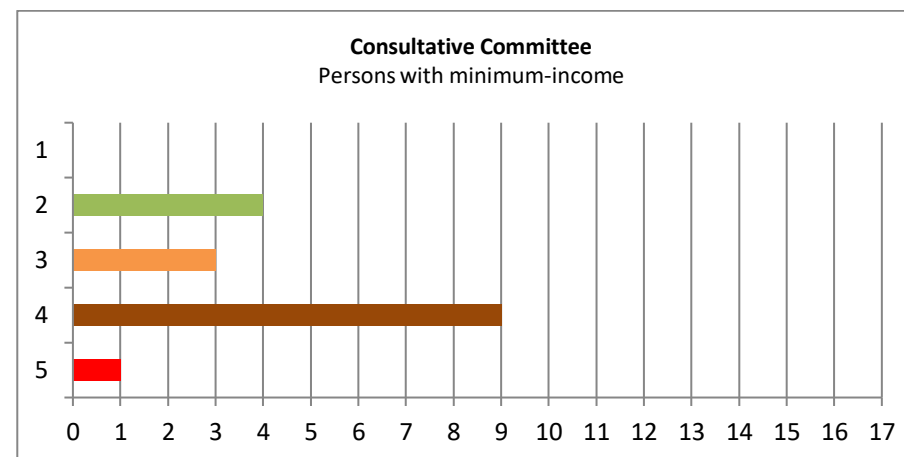
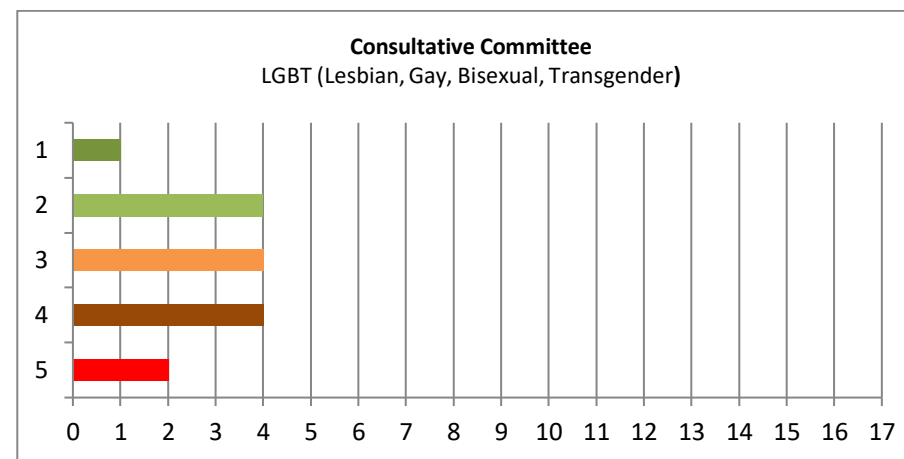
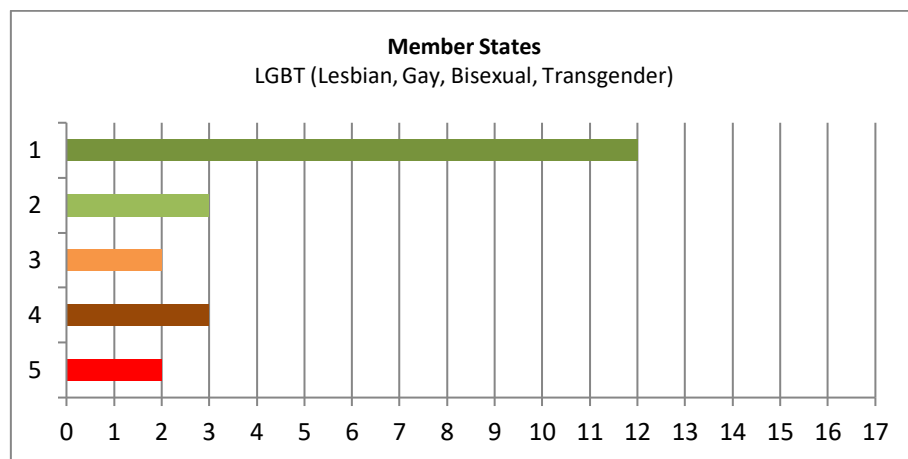
If you look at the situation of sport in *your country (Member States) /in Europe (Consultative Committee)*. How would you, on a scale from 1 to 5, rate the following target groups' opportunities to participate in sport on equal grounds and without being discriminated (not only de jure but also de facto)?

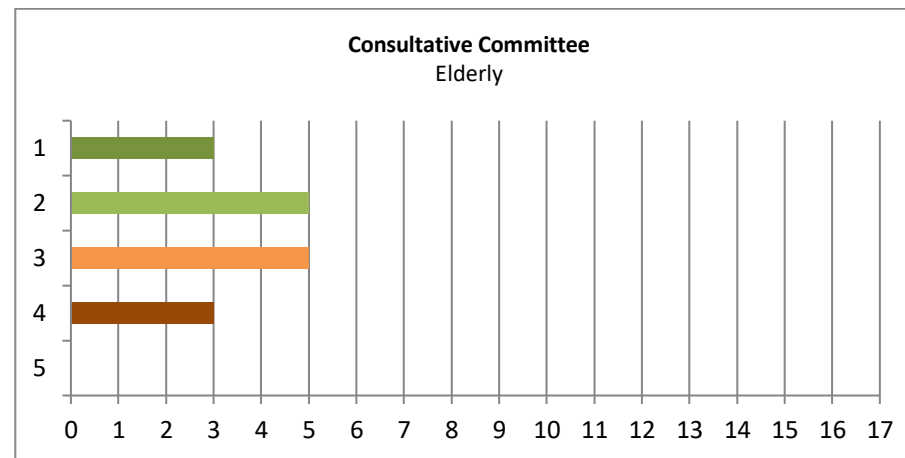
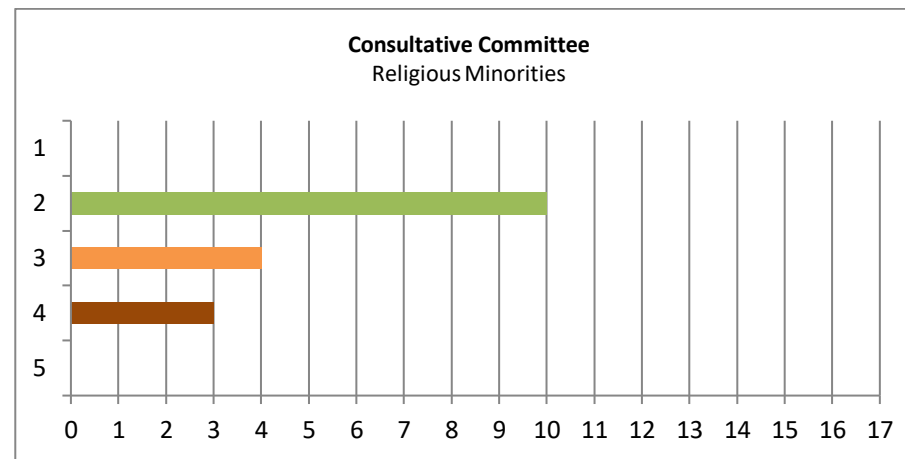
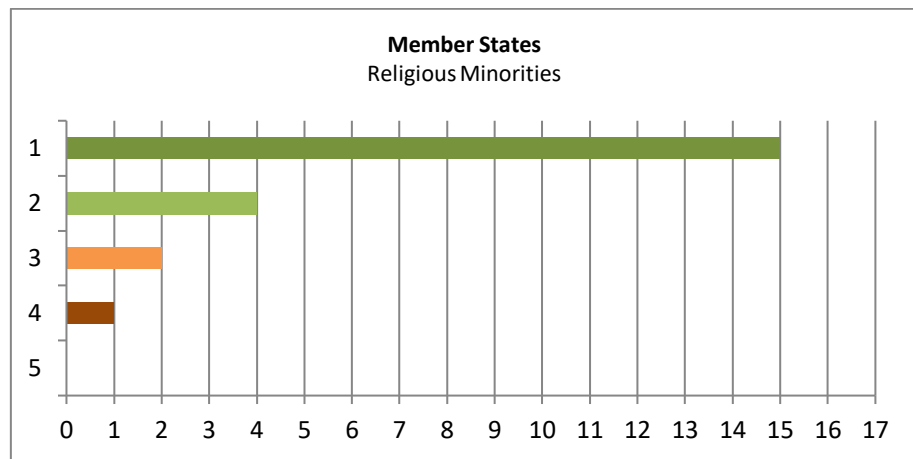
1 - Equal opportunities / no discrimination at all

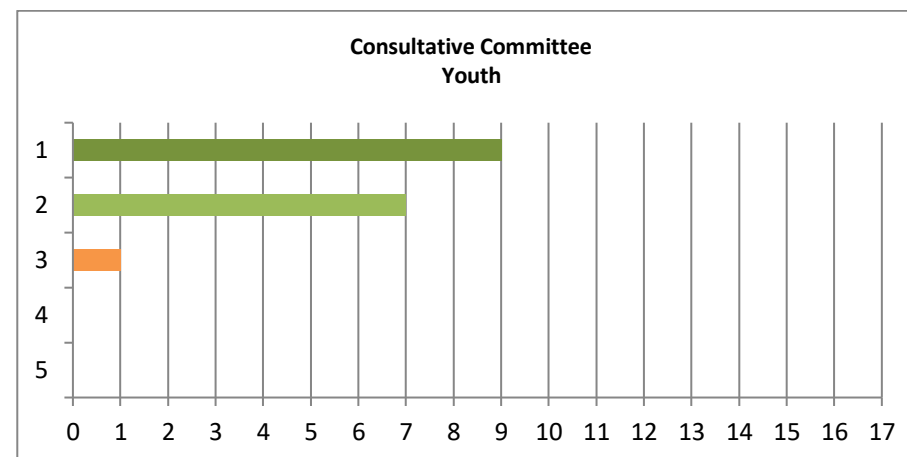
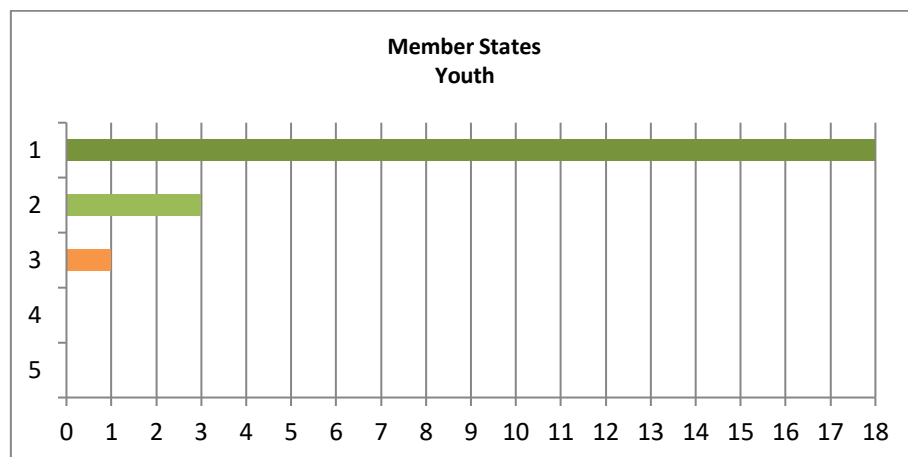
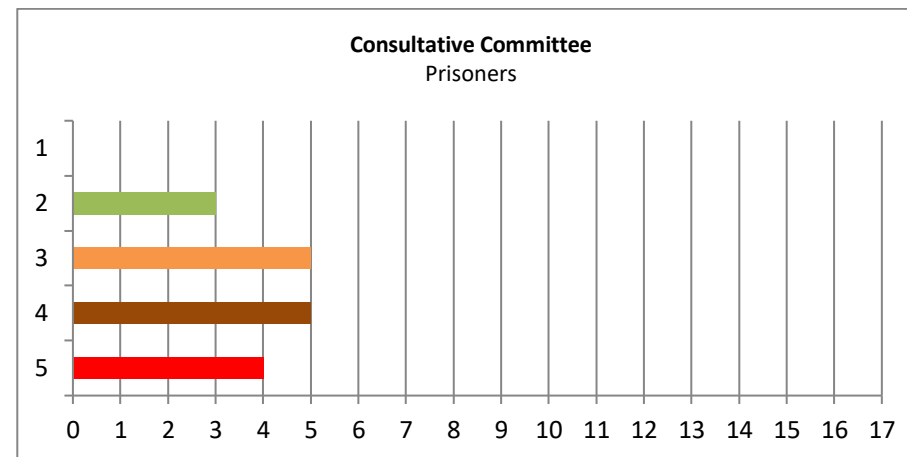
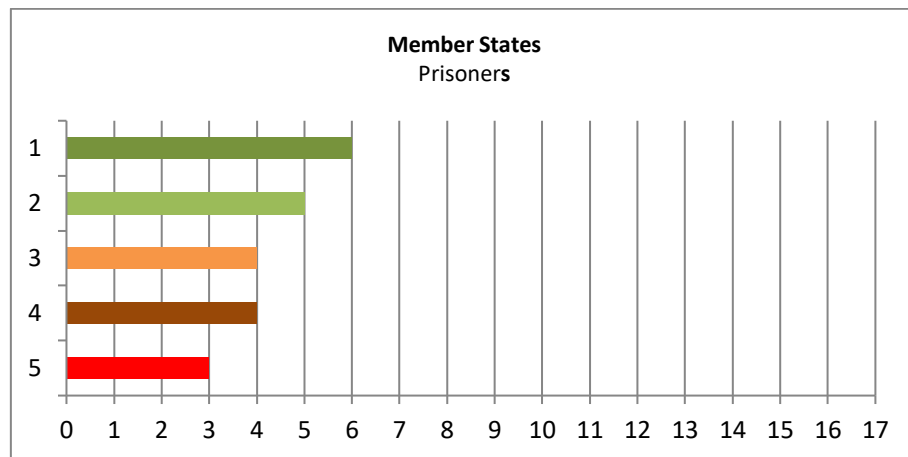
5- Very limited opportunities / significant discrimination





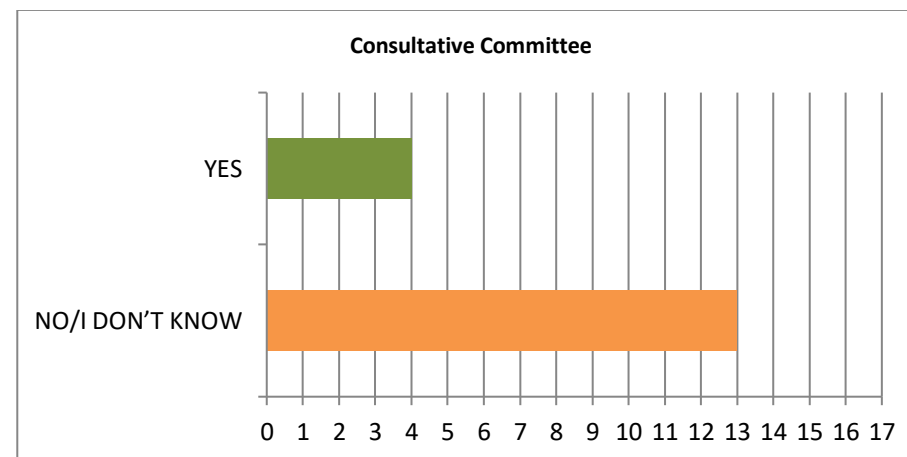
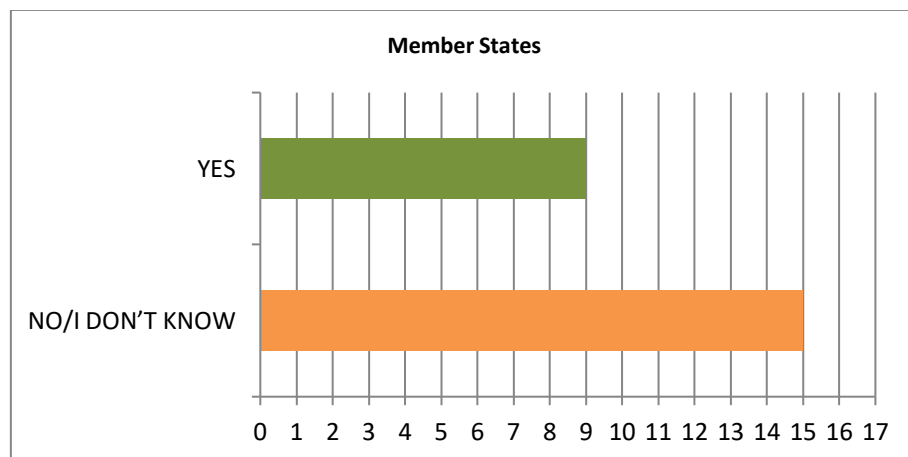






Have there been any policies, programmes or activities to promote Gender Equality in Sport <i>in your country (Member States) / your organisation or field of work (Consultative Committee)</i> since 2007, which were directly initiated or influenced by EPAS' activities in this field?					
Member States	YES	NO/I DON'T KNOW	Consultative Committee	YES	NO/I DON'T KNOW
	9	15		4	13
Total Responses: 24			Total Responses: 17		

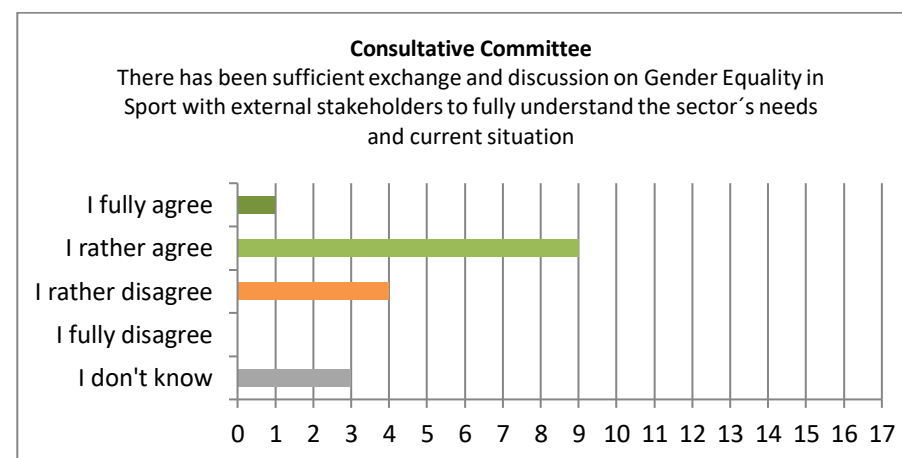
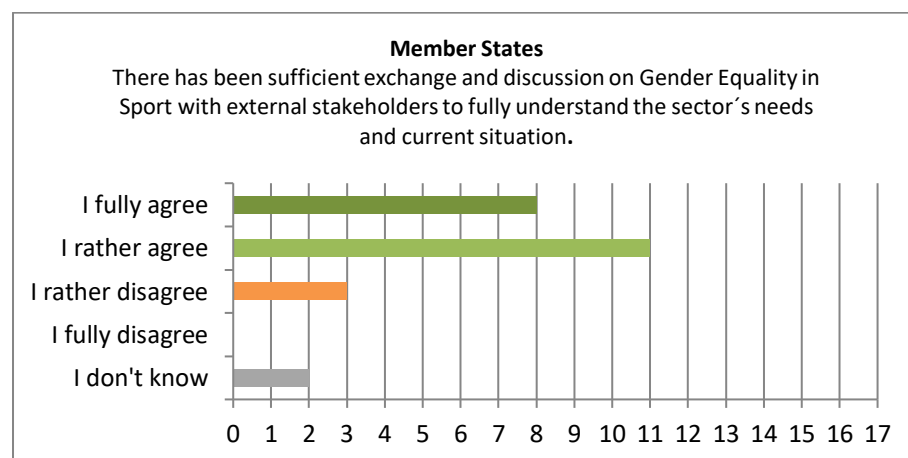
Have there been any policies, programmes or activities to promote Gender Equality in Sport *in your country (Member States) / your organisation or field of work (Consultative Committee)* since 2007, which were directly initiated or influenced by EPAS' activities in this field?



In regard to EPAS' work on Gender Equality in Sport since 2007, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
There has been sufficient exchange and discussion on Gender Equality in Sport with external stakeholders to fully understand the sector's needs and current situation	8	11	3	0	2	There has been sufficient exchange and discussion on Gender Equality in Sport with external stakeholders to fully understand the sector's needs and current situation	1	9	4	0	3
There has been sufficient internal discussion among the EPAS Membership on Gender Equality in Sport to duly consider everyone's position	6	11	3	1	3	There has been sufficient internal discussion among the EPAS Membership on Gender Equality in Sport to duly consider everyone's position	0	7	4	0	6
EPAS' efforts and activities on Gender Equality in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	7	11	2	0	4	EPAS' efforts and activities on Gender Equality in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	1	10	2	0	4
There has been sufficient activity and continuity in EPAS' work on Gender Equality in Sport to actually make progress in this field.	10	11	1	0	2	There has been sufficient activity and continuity in EPAS' work on Gender Equality in Sport to actually make progress in this field.	0	8	4	0	5
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Gender Equality in Sport was appropriate.	7	12	2	0	3	Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Gender Equality in Sport was appropriate.	0	8	1	0	8

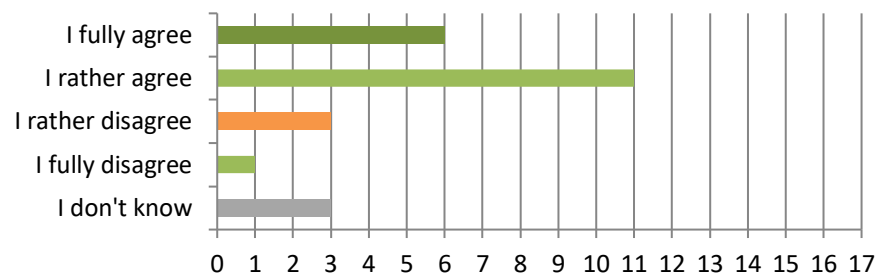
EPAS' efforts and activities towards Gender Equality in Sport have created specific added value, which no other organisation or network could have created.	4	13	2	0	5	EPAS' efforts and activities towards Gender Equality in Sport have created specific added value, which no other organisation or network could have created.	3	3	7	0	4
Total Responses: 24						Total Responses: 17					

In regard to EPAS' work on Gender Equality in Sport since 2007, would you agree or disagree with the following statements?



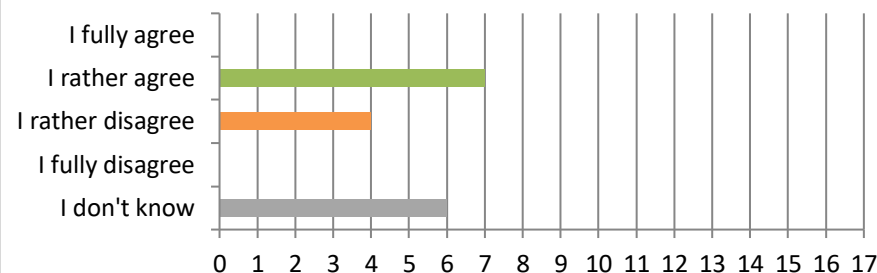
Member States

There has been sufficient internal discussion among the EPAS Membership on Gender Equality in Sport to duly consider everyone's position.



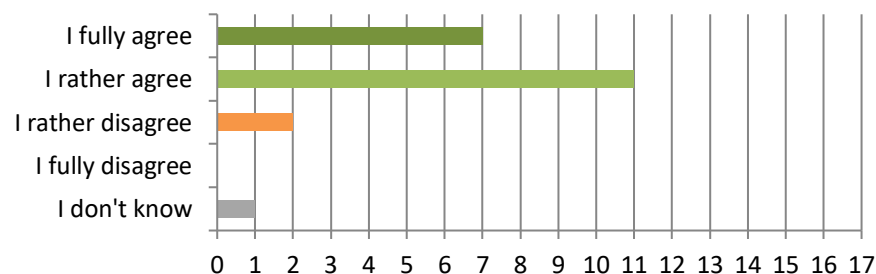
Consultative Committee

There has been sufficient internal discussion among the EPAS Membership on Gender Equality in Sport to duly consider everyone's position.



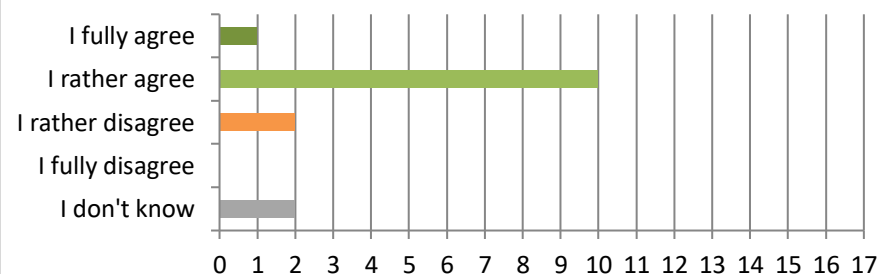
Member States

EPAS' efforts and activities on Gender Equality in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



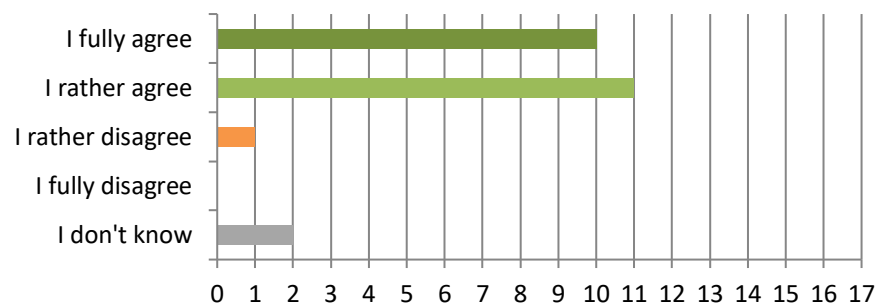
Consultative Committee

EPAS' efforts and activities on Gender Equality in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



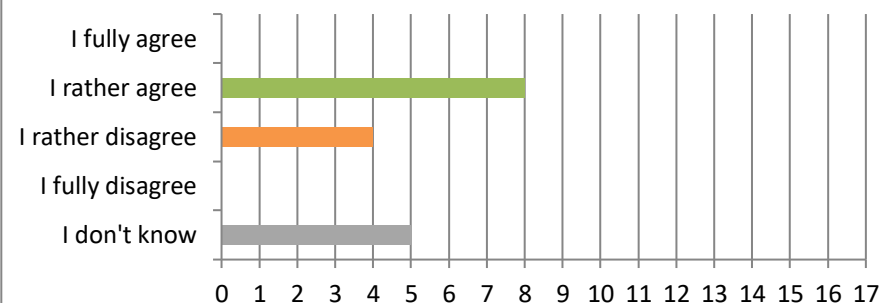
Member States

There has been sufficient activity and continuity in EPAS' work on Gender Equality in Sport to actually make progress in this field..



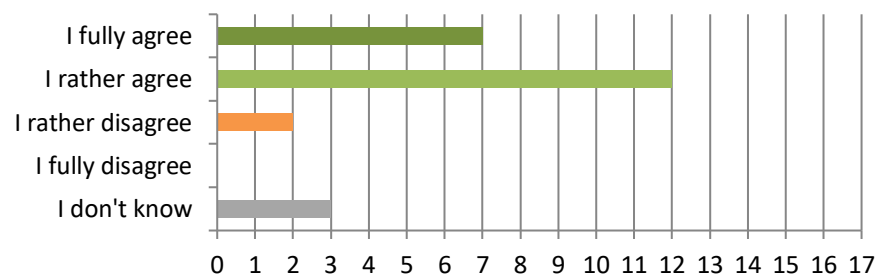
Consultative Committee

There has been sufficient activity and continuity in EPAS' work on Gender Equality in Sport to actually make progress in this field.



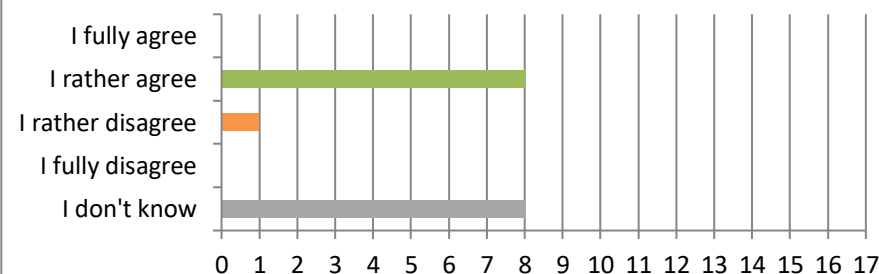
Member States

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Gender Equality in Sport was appropriate



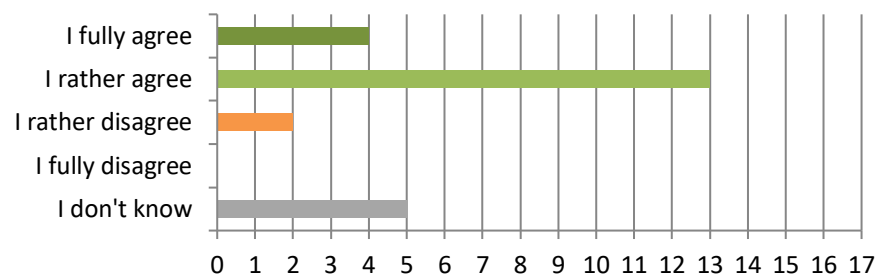
Consultative Committee

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Gender Equality in Sport was appropriate.



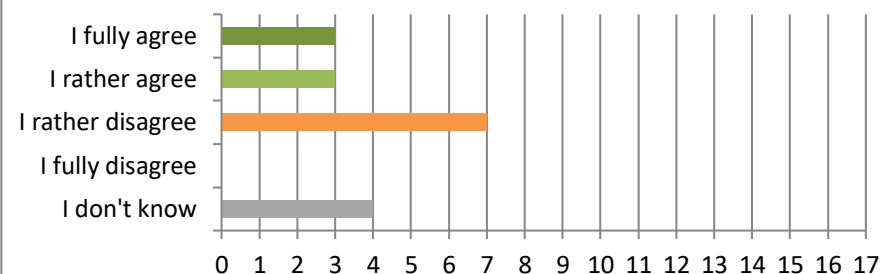
Member States

EPAS' efforts and activities towards Gender Equality in Sport have created specific added value, which no other organisation or network could have created.



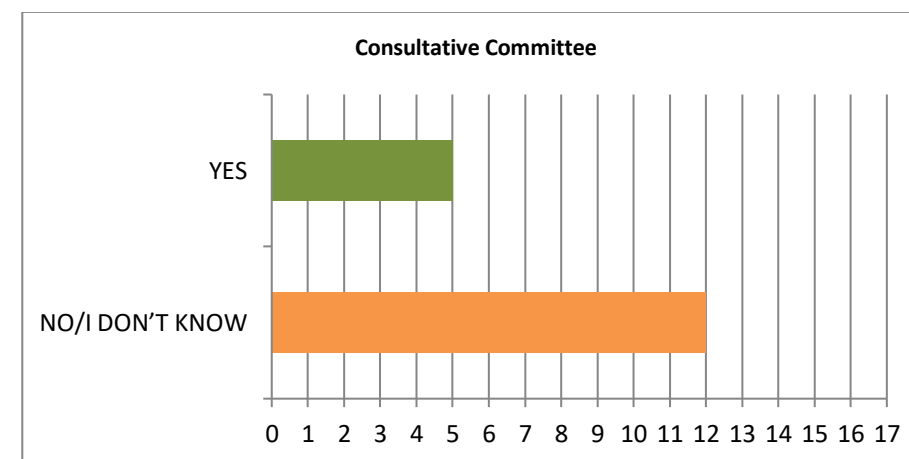
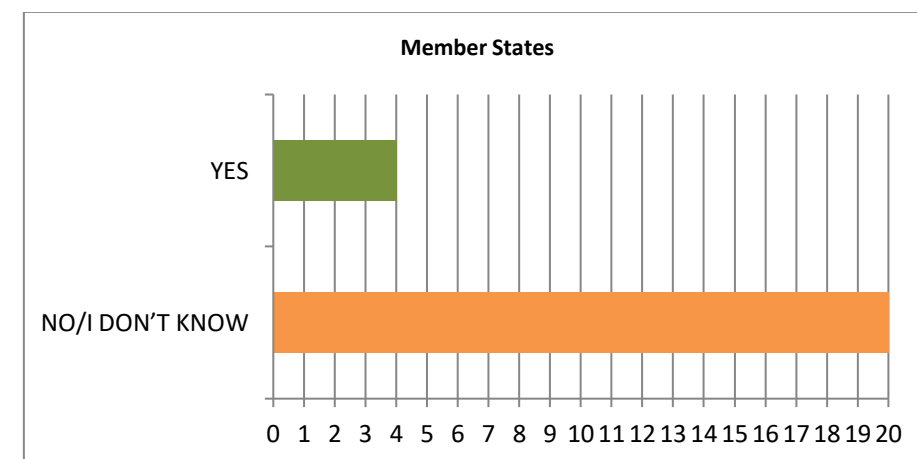
Consultative Committee

EPAS' efforts and activities towards Gender Equality in Sport have created specific added value, which no other organisation or network could have created.



Have there been any policies, programmes or activities to promote Cultural Diversity in Sport <i>in your country (Member States) / your organisation or field of work (Consultative Committee)</i> since 2007, which were directly initiated or influenced by EPAS' activities in this field?					
Member States	YES	NO/I DON'T KNOW	Consultative Committee	YES	NO/I DON'T KNOW
	4	20		5	12
Total Responses: 24			Total Responses: 17		

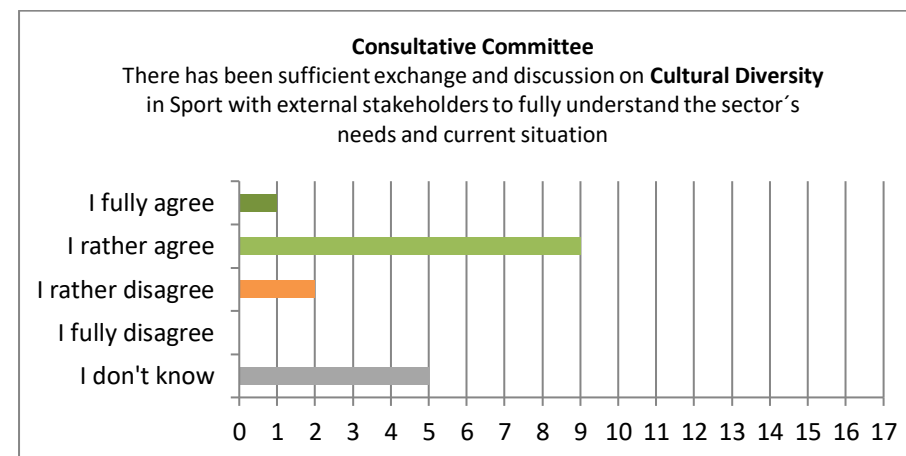
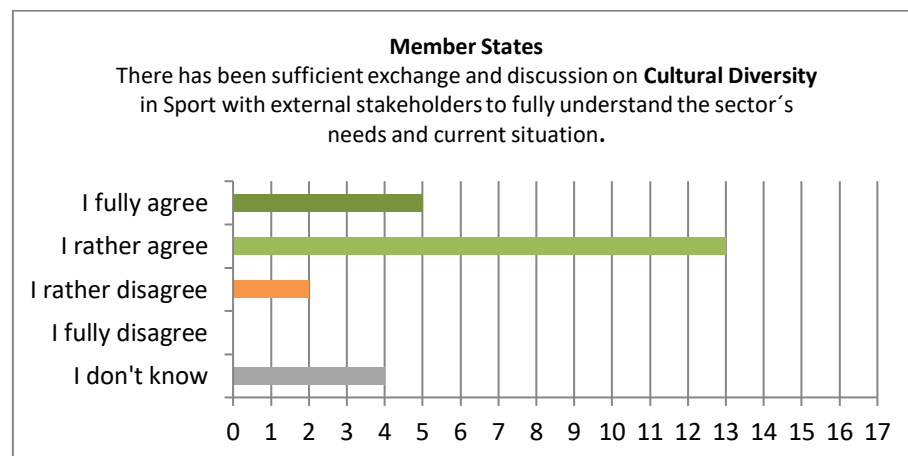
Have there been any policies, programmes or activities to promote Cultural Diversity in Sport *in your country (Member States) / your organisation or field of work (Consultative Committee)* since 2007, which were directly initiated or influenced by EPAS' activities in this field?



In regard to EPAS' work on Cultural Diversity in Sport since 2007, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
There has been sufficient exchange and discussion on Cultural Diversity in Sport with external stakeholders to fully understand the sector's needs and current situation.	5	13	2	0	4	There has been sufficient exchange and discussion on Cultural Diversity in Sport with external stakeholders to fully understand the sector's needs and current situation.	1	9	2	0	5
There has been sufficient internal discussion among the EPAS Membership on Cultural Diversity in Sport to duly consider everyone's position.	4	11	4	0	5	There has been sufficient internal discussion among the EPAS Membership on Cultural Diversity in Sport to duly consider everyone's position.	1	7	3	0	6
EPAS' efforts and activities on Cultural Diversity in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	6	12	1	0	5	EPAS' efforts and activities on Cultural Diversity in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	2	10	1	0	4
There has been sufficient activity and continuity in EPAS' work on Cultural Diversity in Sport to actually make progress in this field.	5	11	2	0	5	There has been sufficient activity and continuity in EPAS' work on Cultural Diversity in Sport to actually make progress in this field.	1	7	4	0	5
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Cultural Diversity in Sport was appropriate.	2	14	2	0	6	Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Cultural Diversity in Sport was appropriate.	1	5	2	0	9

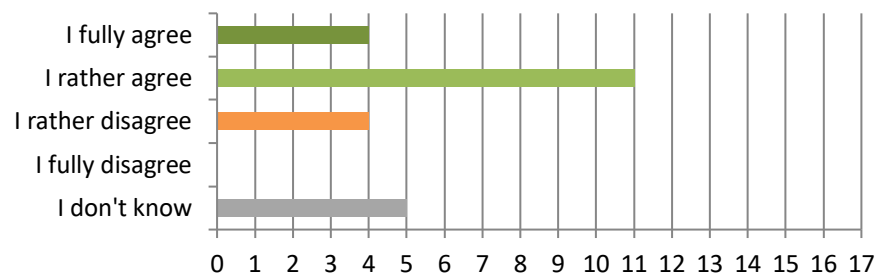
EPAS' efforts and activities towards Cultural Diversity in Sport have created specific added value, which no other organisation or network could have created.	4	10	3	0	7	EPAS' efforts and activities towards Cultural Diversity in Sport have created specific added value, which no other organisation or network could have created.	2	5	7	0	3
Total Responses: 24 (apart from statement 4 – 23 Responses)						Total Responses: 17					

In regard to EPAS' work on Cultural Diversity in Sport since 2007, would you agree or disagree with the following statements?



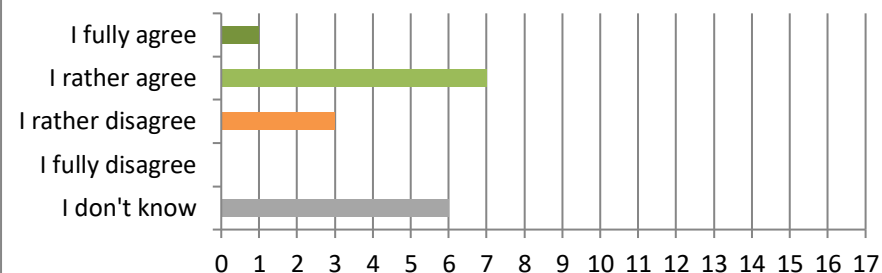
Member States

There has been sufficient internal discussion among the EPAS Membership on **Cultural Diversity** in Sport to duly consider everyone's position.



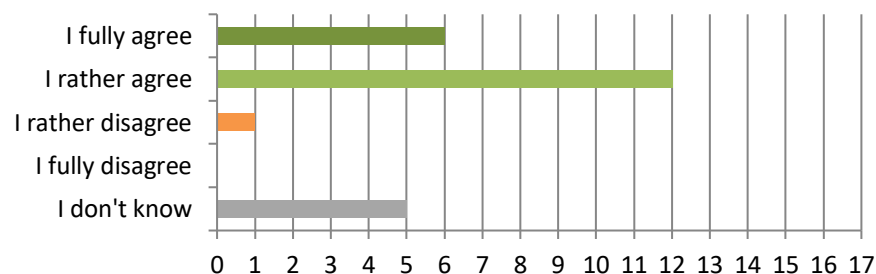
Consultative Committee

There has been sufficient internal discussion among the EPAS Membership on **Cultural Diversity** in Sport to duly consider everyone's position.



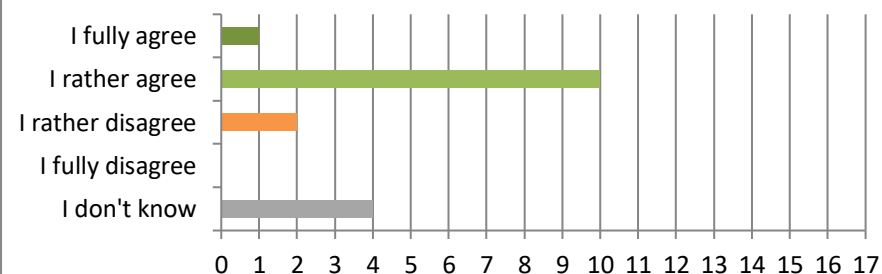
Member States

EPAS' efforts and activities on **Cultural Diversity** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



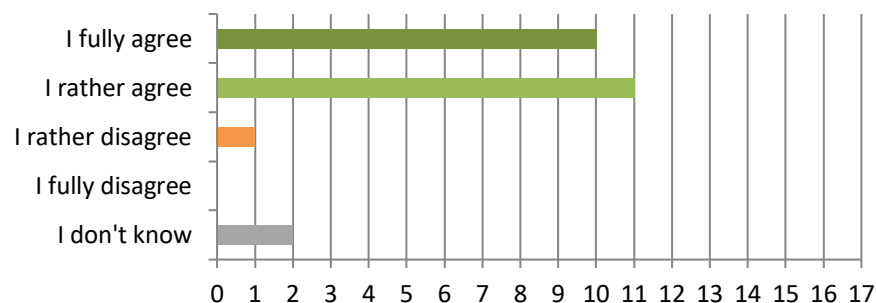
Consultative Committee

EPAS' efforts and activities on **Cultural Diversity** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



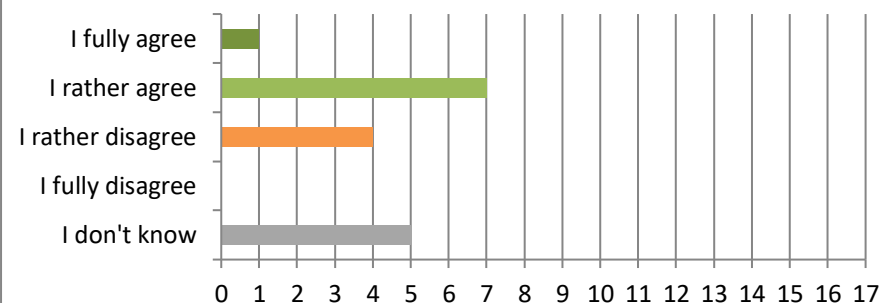
Member States

There has been sufficient activity and continuity in EPAS' work on **Cultural Diversity** in Sport to actually make progress in this field..



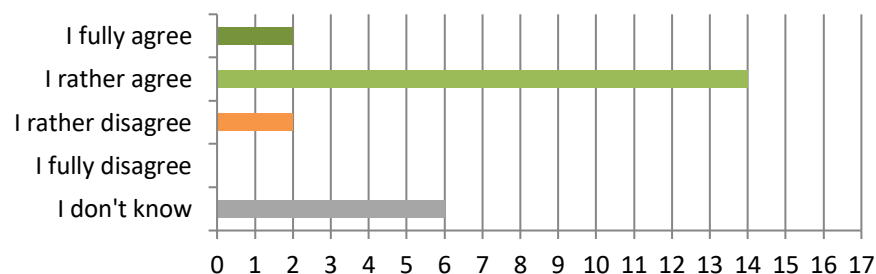
Consultative Committee

There has been sufficient activity and continuity in EPAS' work on **Cultural Diversity** in Sport to actually make progress in this field.



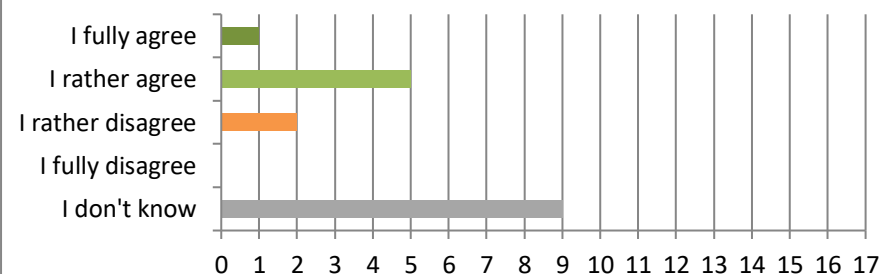
Member States

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Cultural Diversity** in Sport was appropriate



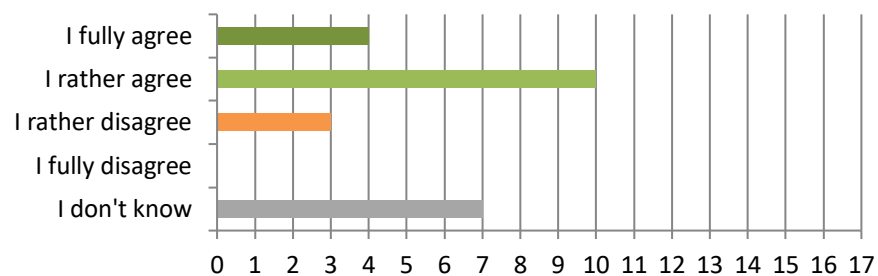
Consultative Committee

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Cultural Diversity** in Sport was appropriate.



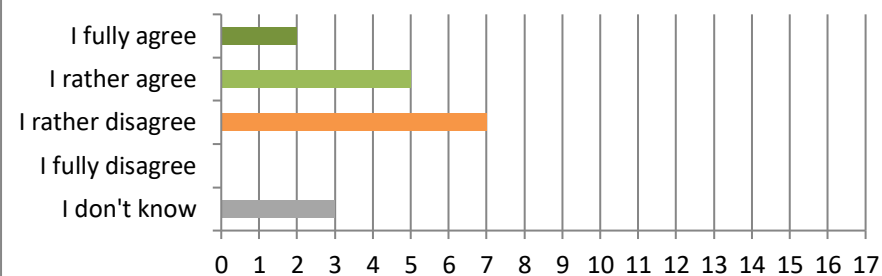
Member States

EPAS' efforts and activities towards **Cultural Diversity** in Sport have created specific added value, which no other organisation or network could have created.



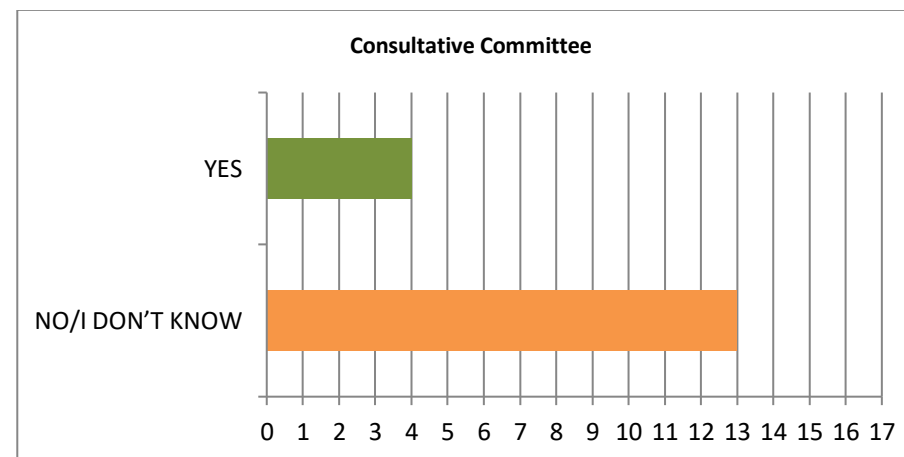
Consultative Committee

EPAS' efforts and activities towards **Cultural Diversity** in Sport have created specific added value, which no other organisation or network could have created.



Have there been any policies, programmes or activities to promote Sport for Persons with a Disability <i>in your country (Member States) / your organisation or field of work (Consultative Committee)</i> since 2007, which were directly initiated or influenced by EPAS' activities in this field?					
Member States	YES	NO/I DON'T KNOW	Consultative Committee	YES	NO/I DON'T KNOW
	8	16		4	13
Total Responses: 24			Total Responses: 17		

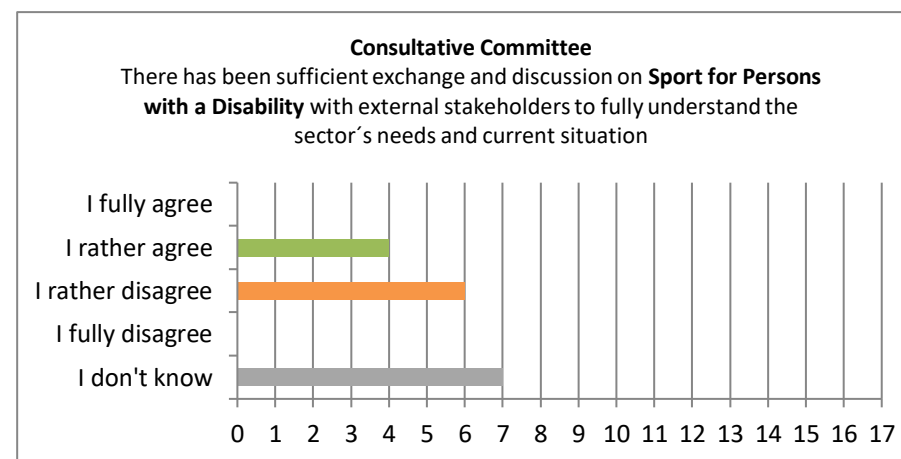
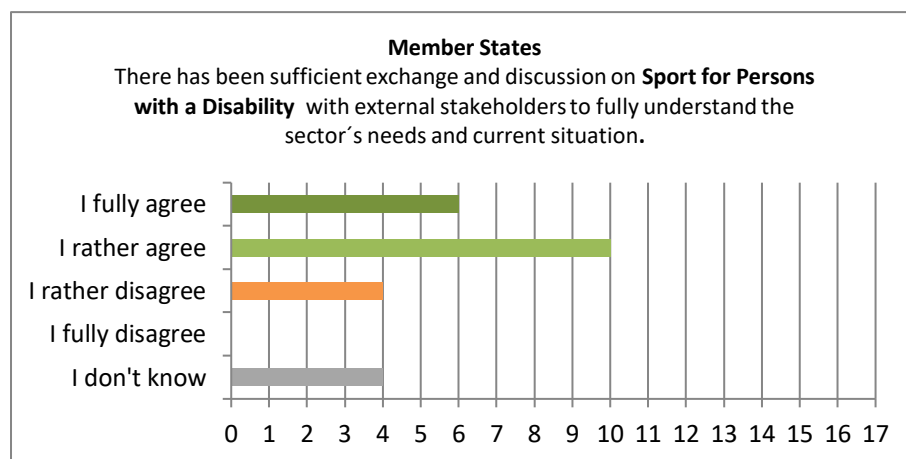
Have there been any policies, programmes or activities to promote Sport for Persons with a Disability *in your country (Member States) / your organisation or field of work (Consultative Committee)* since 2007, which were directly initiated or influenced by EPAS' activities in this field?



In regard to EPAS' work on Sport for Persons with a Disability since 2007, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
There has been sufficient exchange and discussion on Sport for Persons with a Disability with external stakeholders to fully understand the sector's needs and current situation.	6	10	4	0	4	There has been sufficient exchange and discussion on Sport for Persons with a Disability with external stakeholders to fully understand the sector's needs and current situation.	0	4	6	0	7
There has been sufficient internal discussion among the EPAS Membership on Sport for Persons with a Disability to duly consider everyone's position.	6	8	3	0	7	There has been sufficient internal discussion among the EPAS Membership on Sport for Persons with a Disability to duly consider everyone's position.	0	6	3	1	7
EPAS' efforts and activities on Sport for Persons with a Disability did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	6	12	1	0	5	EPAS' efforts and activities on Sport for Persons with a Disability did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	1	6	5	0	5
There has been sufficient activity and continuity in EPAS' work on Sport for Persons with a Disability to actually make progress in this field.	7	8	1	0	8	There has been sufficient activity and continuity in EPAS' work on Sport for Persons with a Disability to actually make progress in this field.	0	6	4	0	7
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Sport for	6	12	0	0	6	Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on Sport for	1	4	2	0	10

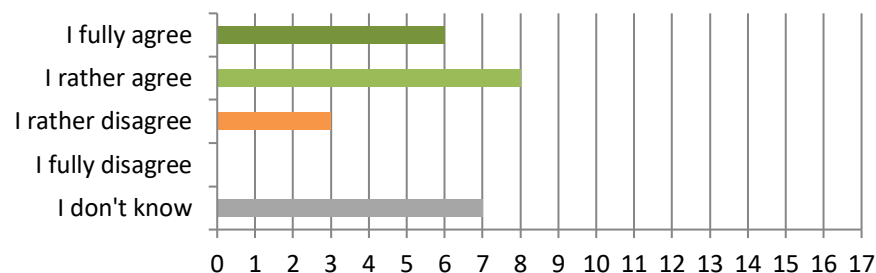
Persons with a Disability was appropriate.						Persons with a Disability was appropriate.					
EPAS' efforts and activities towards Sport for Persons with a Disability have created specific added value, which no other organisation or network could have created.	4	10	3	0	7	EPAS' efforts and activities towards Sport for Persons with a Disability have created specific added value, which no other organisation or network could have created.	1	5	6	0	5
Total Responses: 24						Total Responses: 17					

In regard to EPAS' work on Sport for Persons with a Disability since 2007, would you agree or disagree with the following statements?



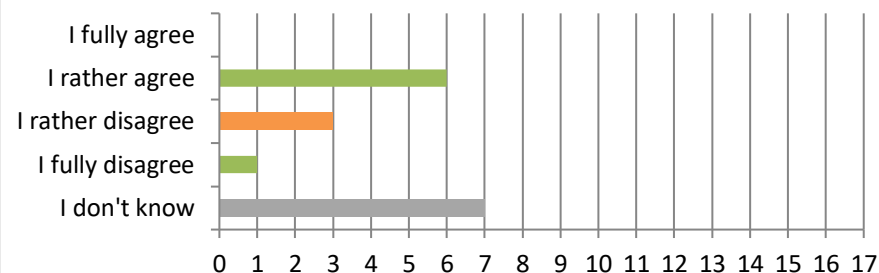
Member States

There has been sufficient internal discussion among the EPAS Membership on **Sport for Persons with a Disability** to duly consider everyone's position.



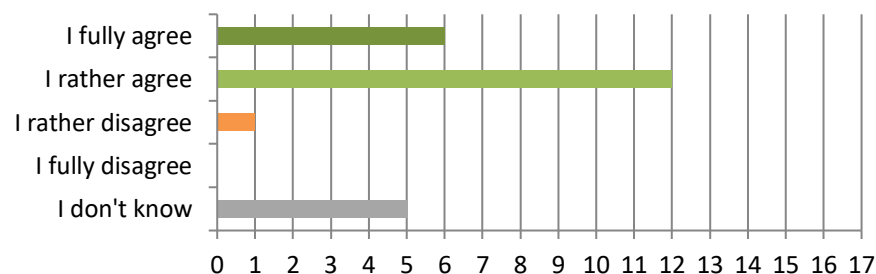
Consultative Committee

There has been sufficient internal discussion among the EPAS Membership on **Sport for Persons with a Disability** to duly consider everyone's position.



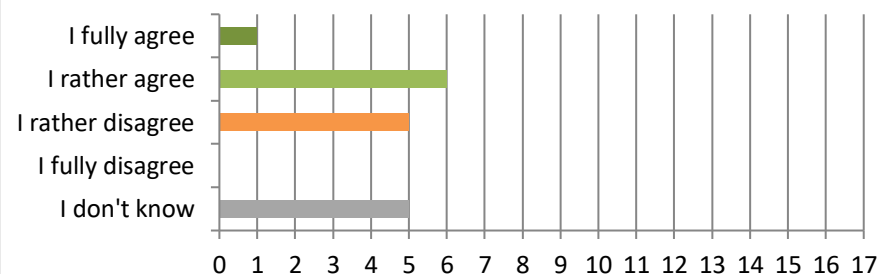
Member States

EPAS' efforts and activities on **Sport for Persons with a Disability** did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



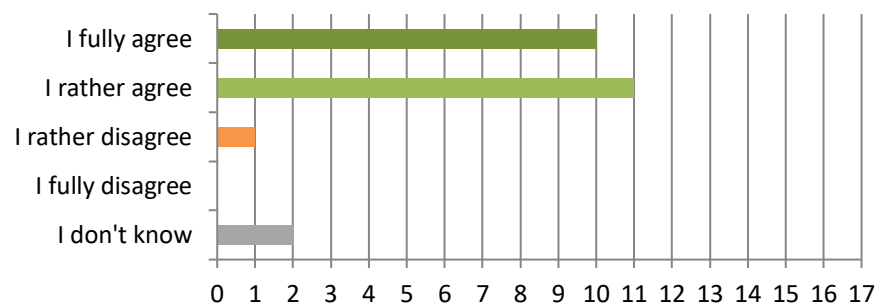
Consultative Committee

EPAS' efforts and activities on **Sport for Persons with a Disability** did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



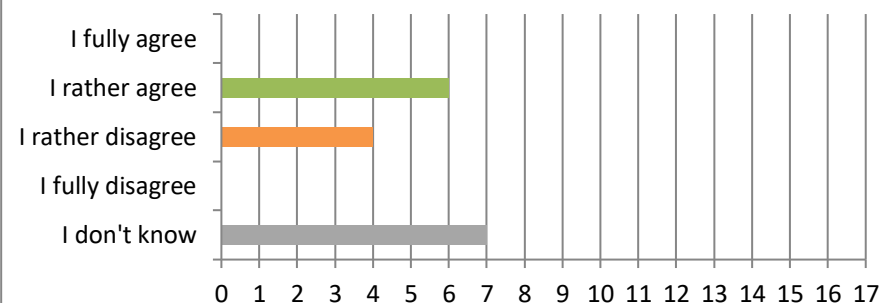
Member States

There has been sufficient activity and continuity in EPAS' work on **Sport for Persons with a Disability** to actually make progress in this field..



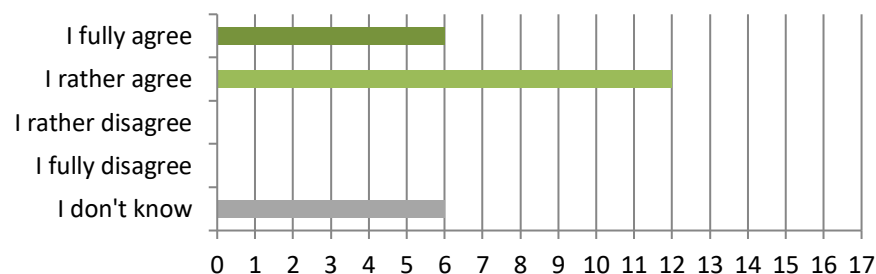
Consultative Committee

There has been sufficient activity and continuity in EPAS' work on **Sport for Persons with a Disability** to actually make progress in this field.



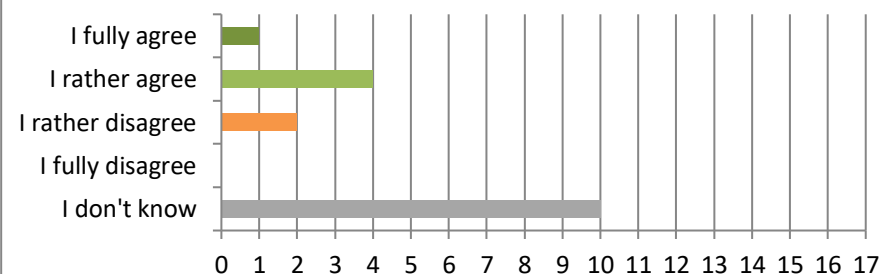
Member States

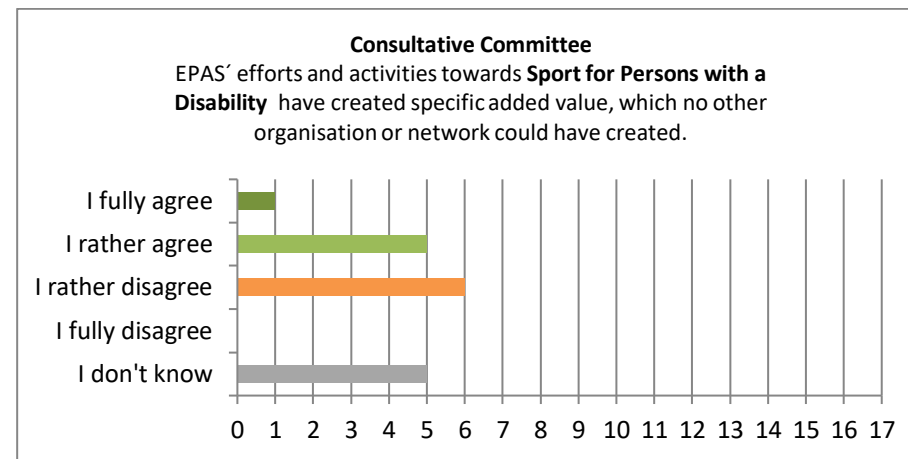
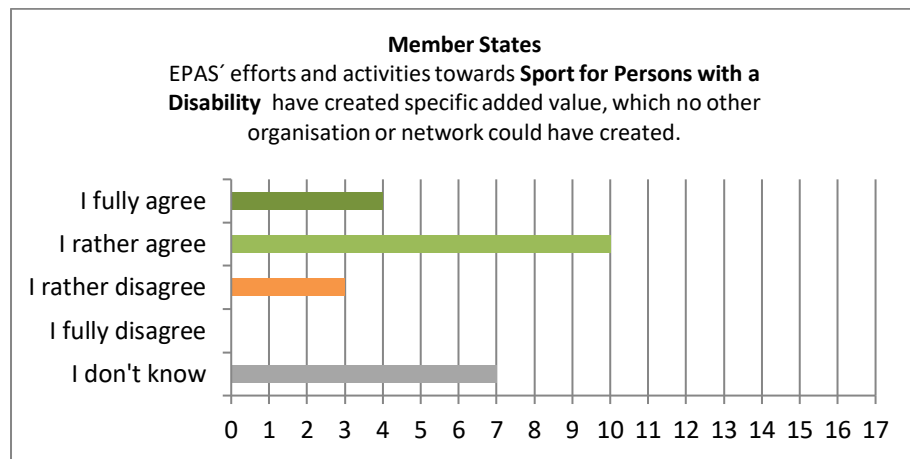
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Sport for Persons with a Disability** was appropriate



Consultative Committee

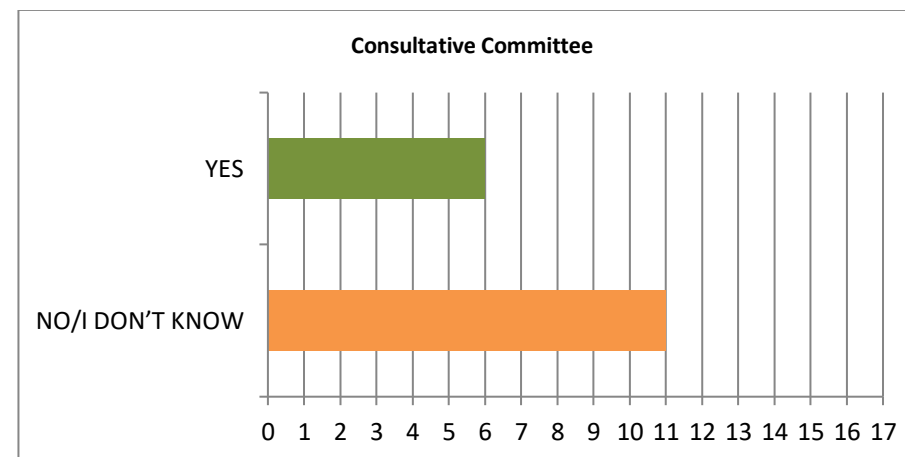
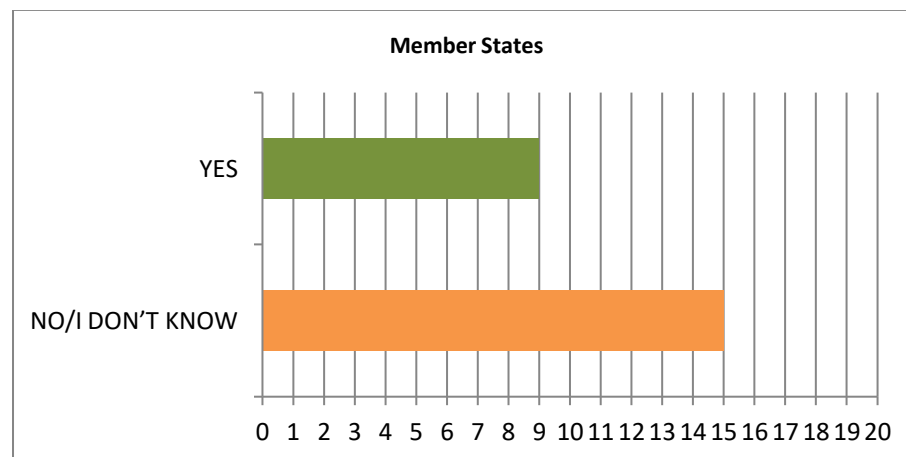
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Sport for Persons with a Disability** was appropriate.





Have there been any policies, programmes or activities towards the Promotion of Values in Sport <i>in your country (Member States) / your organisation or field of work (Consultative Committee)</i> since 2007, which were directly initiated or influenced by EPAS' activities in this field?					
Member States	YES	NO/I DON'T KNOW	Consultative Committee	YES	NO/I DON'T KNOW
	9	15		6	11
Total Responses: 24			Total Responses: 17		

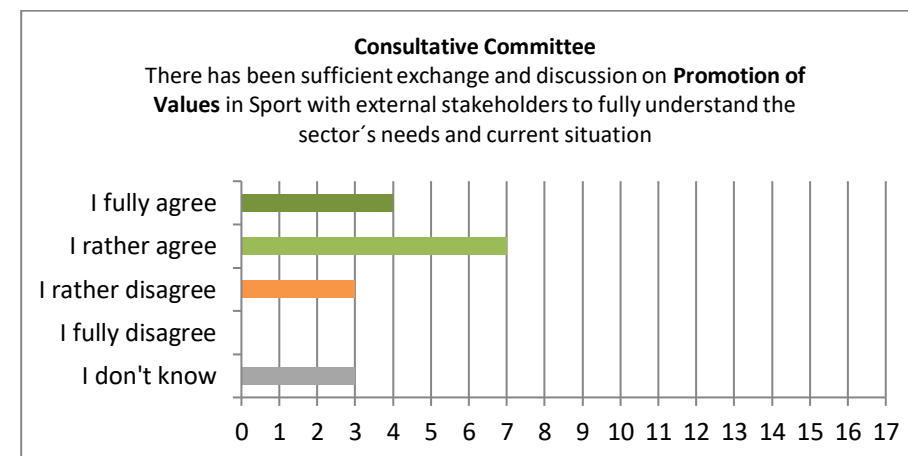
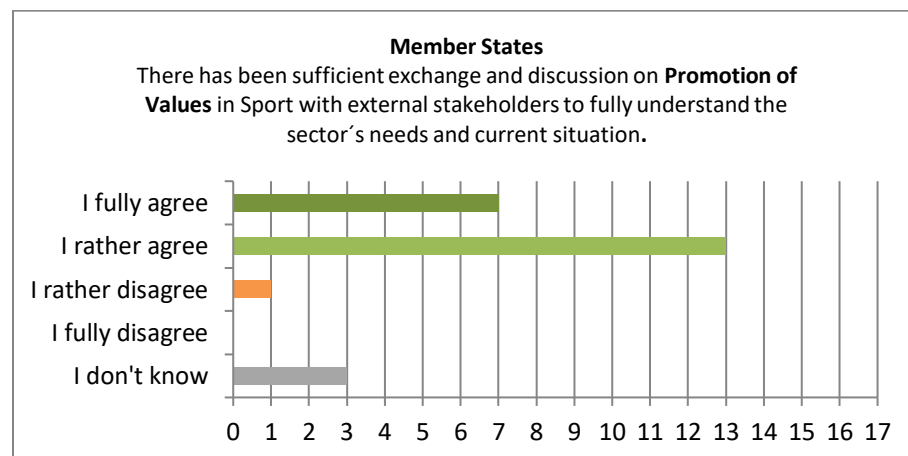
Have there been any policies, programmes or activities towards the Promotion of Values in Sport *in your country (Member States) / your organisation or field of work (Consultative Committee)* since 2007, which were directly initiated or influenced by EPAS' activities in this field?



In regard to EPAS' work towards the Promotion of Values in Sport since 2007, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
There has been sufficient exchange and discussion as regards the Promotion of Values in Sport with external stakeholders to fully understand the sector's needs and current situation.	7	13	1	0	3	There has been sufficient exchange and discussion as regards the Promotion of Values in Sport with external stakeholders to fully understand the sector's needs and current situation.	4	7	3	0	3
There has been sufficient internal discussion among the EPAS Membership as regards the Promotion of Values in Sport to duly consider everyones position.	10	11	1	0	2	There has been sufficient internal discussion among the EPAS Membership as regards the Promotion of Values in Sport to duly consider everyones position.	3	7	2	0	5
EPAS' efforts and activities as regards the Promotion of Values in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	7	13	0	0	4	EPAS' efforts and activities as regards the Promotion of Values in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	4	7	3	0	3
There has been sufficient activity and continuity in EPAS' work as regards the Promotion of Values in Sport to actually make progress in this field.	6	15	0	0	3	There has been sufficient activity and continuity in EPAS' work as regards the Promotion of Values in Sport to actually make progress in this field.	4	5	4	0	4
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on the Promotion of Values in Sport was appropriate.	4	13	1	0	6	Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on the Promotion of Values in Sport was appropriate.	1	8	2	0	6

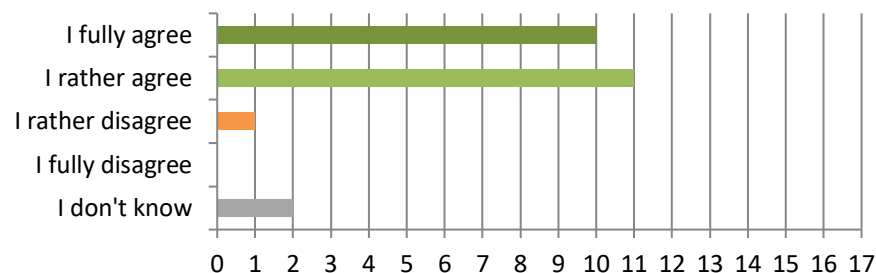
EPAS' efforts and activities towards the Promotion of Values in Sport have created specific added value, which no other organisation or network could have created.	7	10	2	0	5	EPAS' efforts and activities towards the Promotion of Values in Sport have created specific added value, which no other organisation or network could have created.	2	5	5	0	5
Total Responses: 24						Total Responses: 17					

In regard to EPAS' work towards the Promotion of Values in Sport since 2007, would you agree or disagree with the following statements?



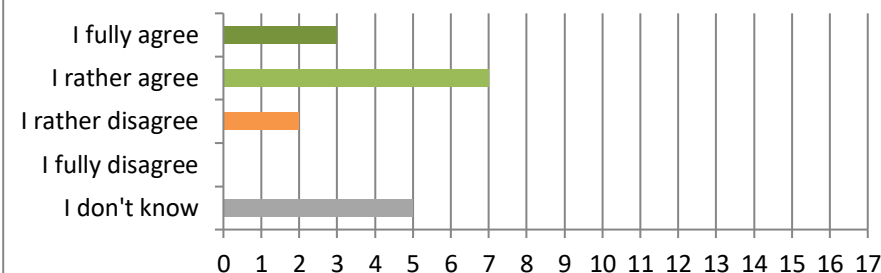
Member States

There has been sufficient internal discussion among the EPAS Membership on **Promotion of Values** in Sport to duly consider everyones position.



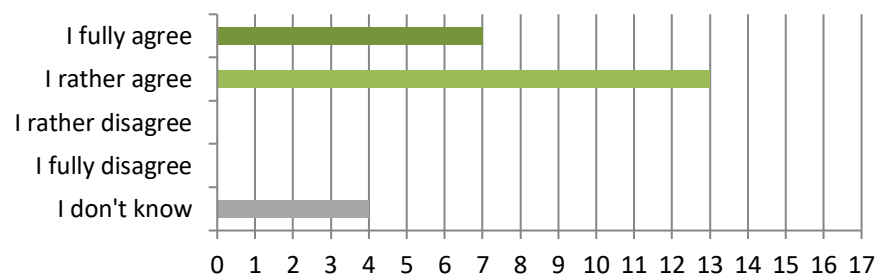
Consultative Committee

There has been sufficient internal discussion among the EPAS Membership on **Promotion of Values** in Sport to duly consider everyones position.



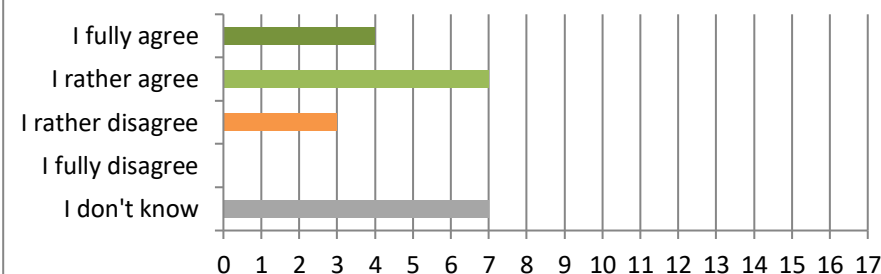
Member States

EPAS' efforts and activities on **Promotion of Values** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



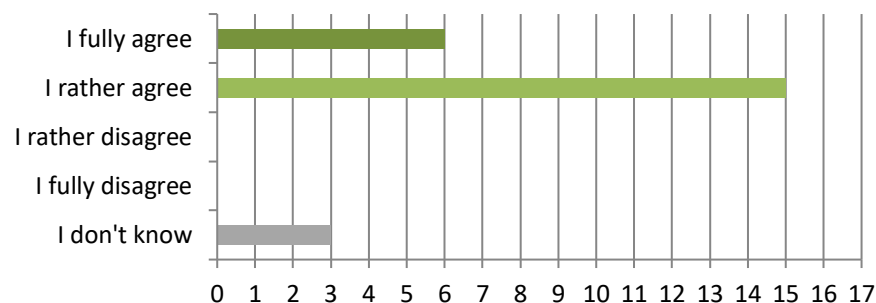
Consultative Committee

EPAS' efforts and activities on **Promotion of Values** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



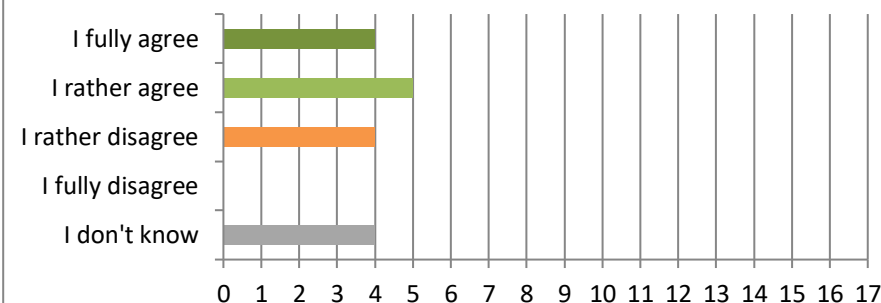
Member States

There has been sufficient activity and continuity in EPAS' work on **Promotion of Values** in Sport to actually make progress in this field..



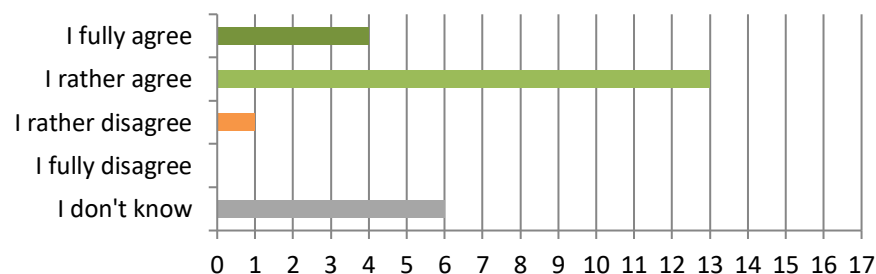
Consultative Committee

There has been sufficient activity and continuity in EPAS' work on **Promotion of Values** in Sport to actually make progress in this field.



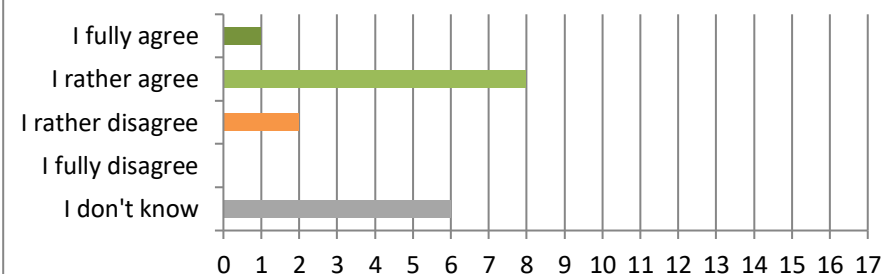
Member States

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Promotion of Values** in Sport was appropriate



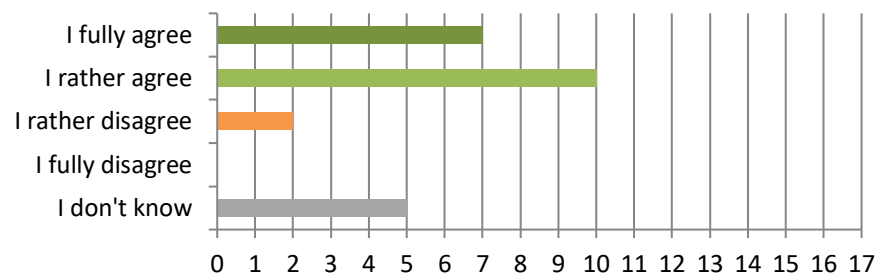
Consultative Committee

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **Promotion of Values** in Sport was appropriate.



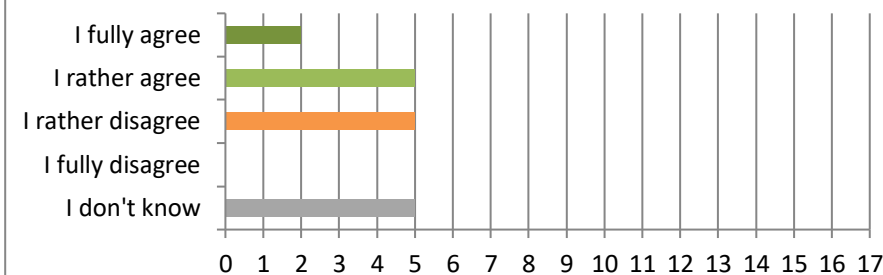
Member States

EPAS' efforts and activities towards **Promotion of Values** in Sport have created specific added value, which no other organisation or network could have created.



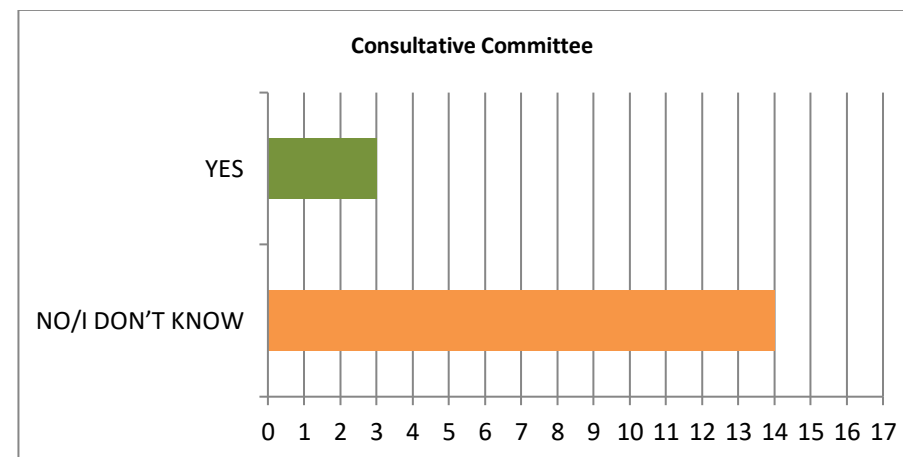
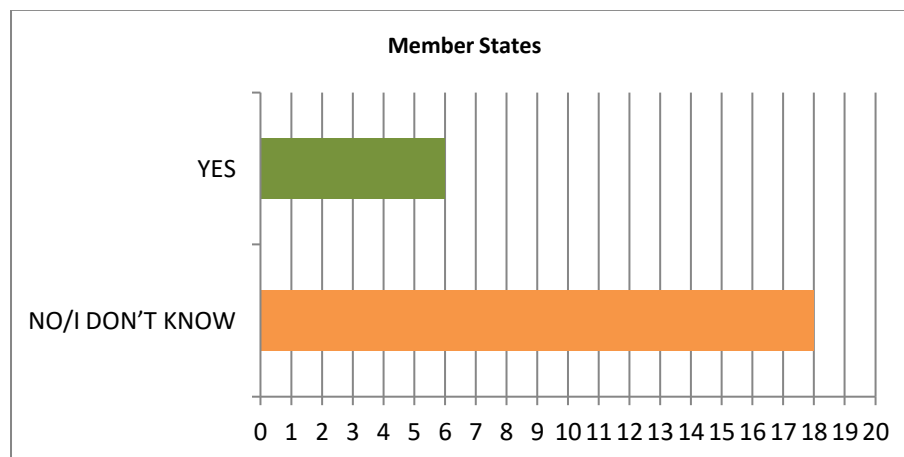
Consultative Committee

EPAS' efforts and activities towards **Promotion of Values** in Sport have created specific added value, which no other organisation or network could have created.



Have there been any policies, programmes or activities towards the Protection of Vulnerable Persons in Sport <i>in your country (Member States) / your organisation or field of work (Consultative Committee)</i> since 2007, which were directly initiated or influenced by EPAS' activities in this field?					
Member States	YES	NO/I DON'T KNOW	Consultative Committee	YES	NO/I DON'T KNOW
	6	18		3	14
Total Responses: 24			Total Responses: 17		

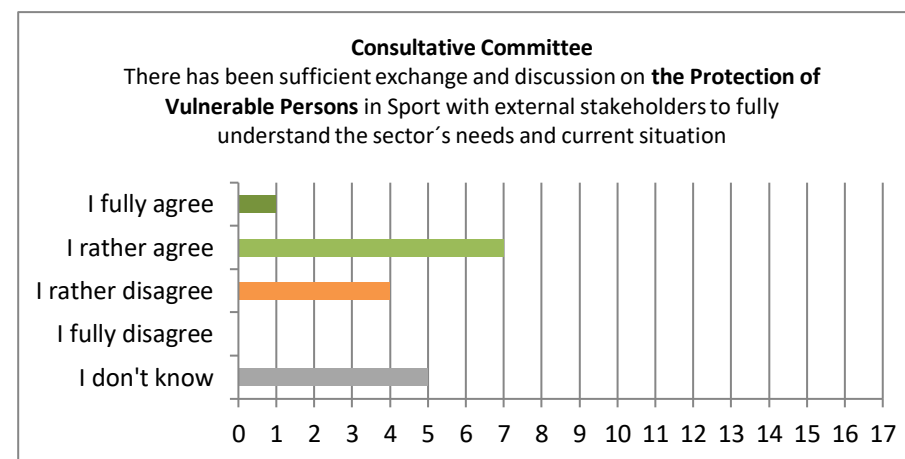
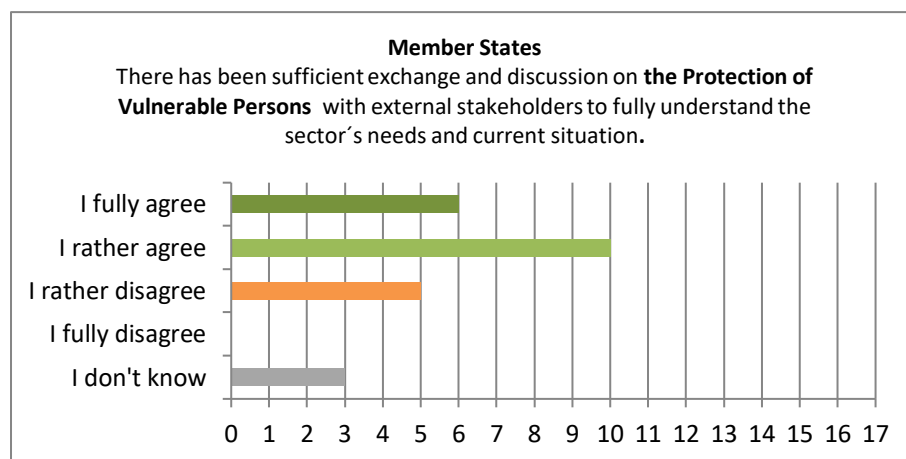
Have there been any policies, programmes or activities towards the Protection of Vulnerable Persons in Sport *in your country (Member States) / your organisation or field of work (Consultative Committee)* since 2007, which were directly initiated or influenced by EPAS' activities in this field?



In regard to EPAS' work towards the Protection of Vulnerable Persons in Sport since 2007, would you agree or disagree with the following statements?											
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree	I don't know
There has been sufficient exchange and discussion as regards the Protection of Vulnerable Persons in Sport with external stakeholders to fully understand the sector's needs and current situation.	6	10	5	0	3	There has been sufficient exchange and discussion as regards the Protection of Vulnerable Persons in Sport with external stakeholders to fully understand the sector's needs and current situation.	1	7	4	0	5
There has been sufficient internal discussion among the EPAS Membership as regards the Protection of Vulnerable Persons in Sport to duly consider everyone's position.	9	6	5	0	4	There has been sufficient internal discussion among the EPAS Membership as regards the Protection of Vulnerable Persons in Sport to duly consider everyone's position.	2	6	3	0	6
EPAS' efforts and activities towards the Protection of Vulnerable Persons in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	8	9	4	0	3	EPAS' efforts and activities towards the Protection of Vulnerable Persons in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.	3	7	2	0	5
There has been sufficient activity and continuity in EPAS' work towards the Protection of Vulnerable Persons in Sport to actually make progress in this field.	6	11	4	0	3	There has been sufficient activity and continuity in EPAS' work towards the Protection of Vulnerable Persons in Sport to actually make progress in this field.	2	6	2	0	7
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on the Protection	4	12	2	0	6	Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on the Protection	2	4	2	0	9

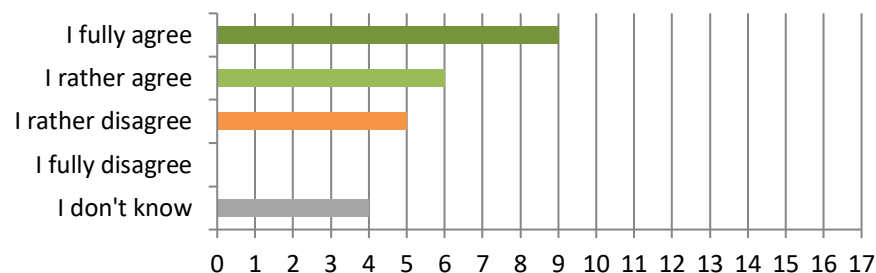
of vulnerable Persons in Sport was appropriate.						of vulnerable Persons in Sport was appropriate.					
EPAS' efforts and activities towards the Protection of Vulnerable Persons in Sport have created specific added value, which no other organisation or network could have created.	5	9	3	0	7	EPAS' efforts and activities towards the Protection of Vulnerable Persons in Sport have created specific added value, which no other organisation or network could have created.	3	3	4	0	6
Total Responses: 24						Total Responses: 17					

In regard to EPAS' work towards the Protection of Vulnerable Persons in Sport since 2007, would you agree or disagree with the following statements?



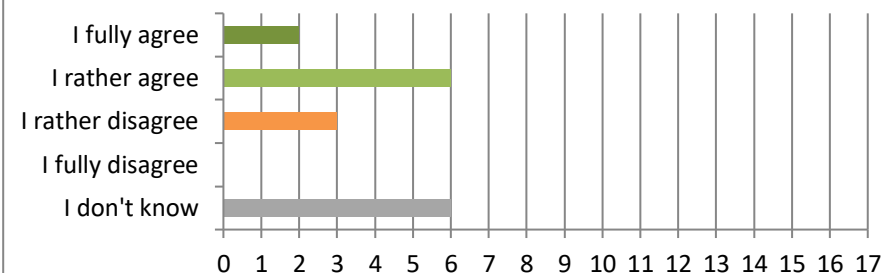
Member States

There has been sufficient internal discussion among the EPAS Membership on **the Protection of Vulnerable Persons** in Sport to duly consider everyones position.



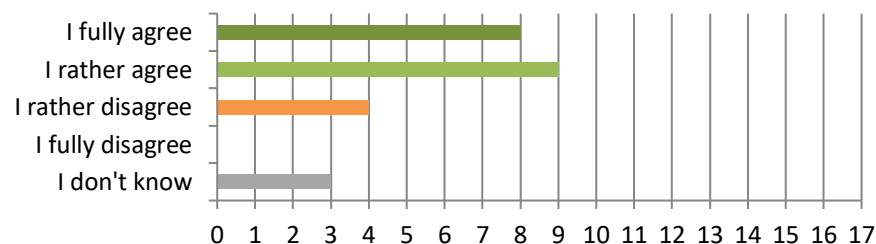
Consultative Committee

There has been sufficient internal discussion among the EPAS Membership on **the Protection of Vulnerable Persons** in Sport to duly consider everyones position.



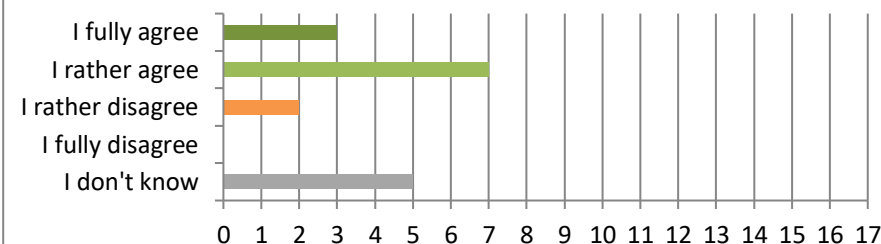
Member States

EPAS' efforts and activities on **the Protection of Vulnerable Persons** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



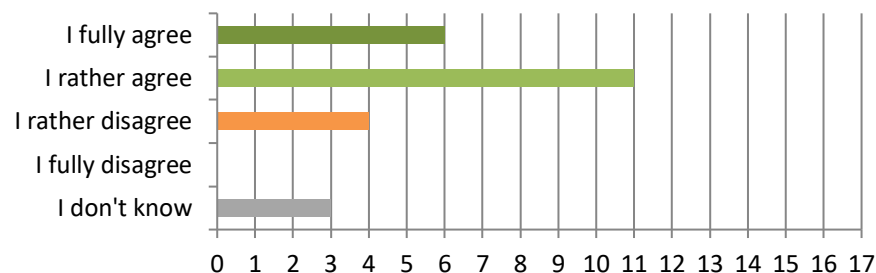
Consultative Committee

EPAS' efforts and activities on **the Protection of Vulnerable Persons** in Sport did not just respond to upcoming demands and opportunities in an adhoc manner, but were rather based on a systematic and strategic approach.



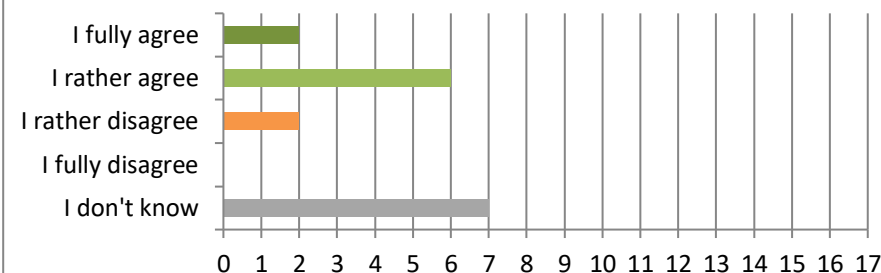
Member States

There has been sufficient activity and continuity in EPAS' work on **the Protection of Vulnerable Persons** in Sport to actually make progress in this field..



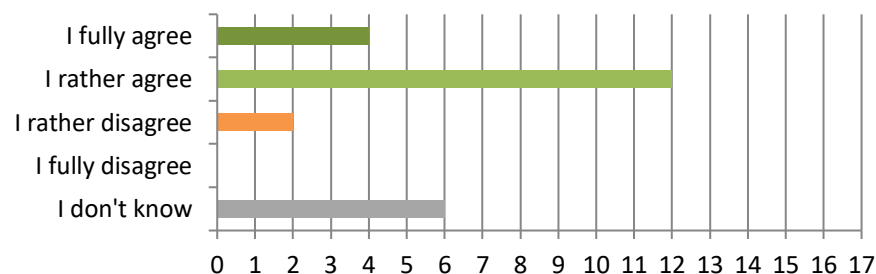
Consultative Committee

There has been sufficient activity and continuity in EPAS' work on **the Protection of Vulnerable Persons** in Sport to actually make progress in this field.



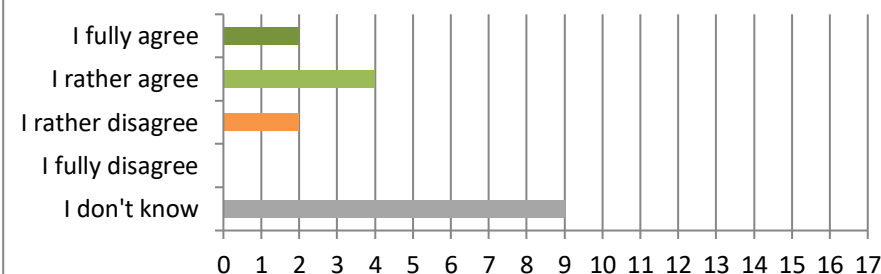
Member States

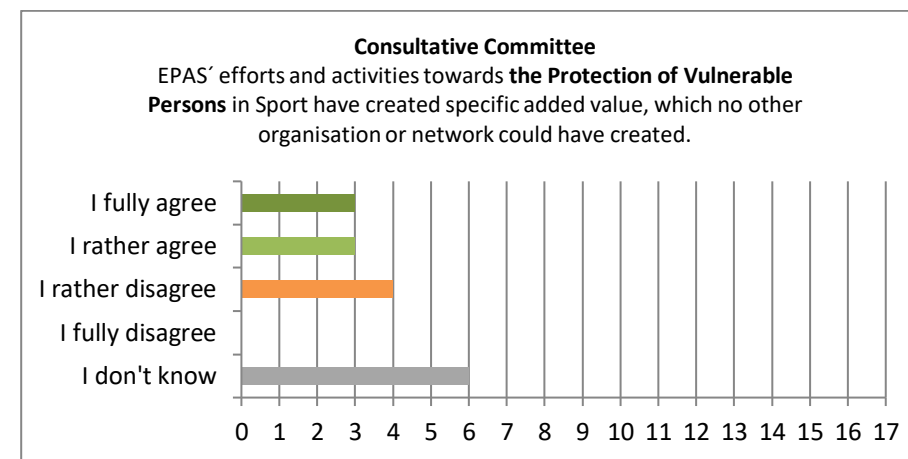
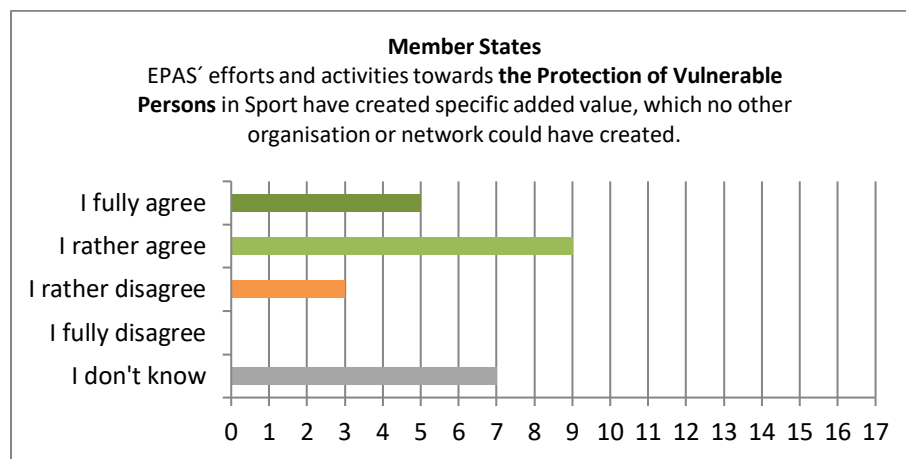
Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **the Protection of Vulnerable Persons** in Sport was appropriate



Consultative Committee

Bearing EPAS wider scope of responsibilities in mind, the amount of resources (time, money, attention) spent on **the Protection of Vulnerable Persons** in Sport was appropriate.

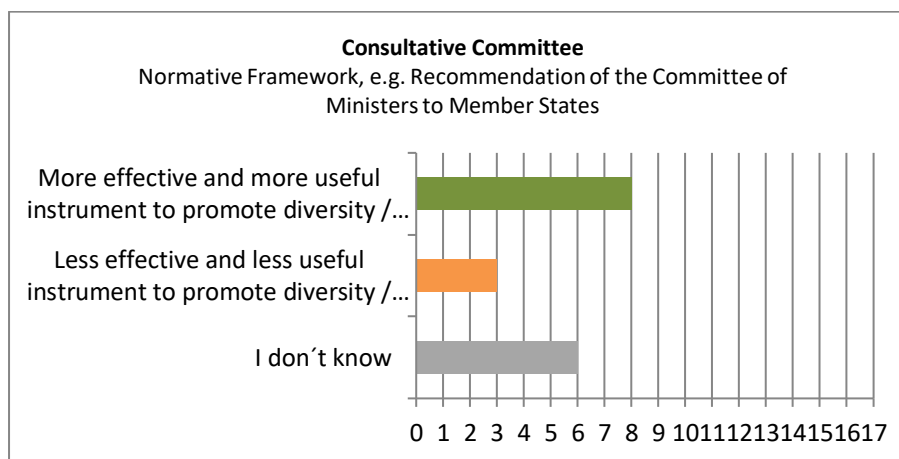
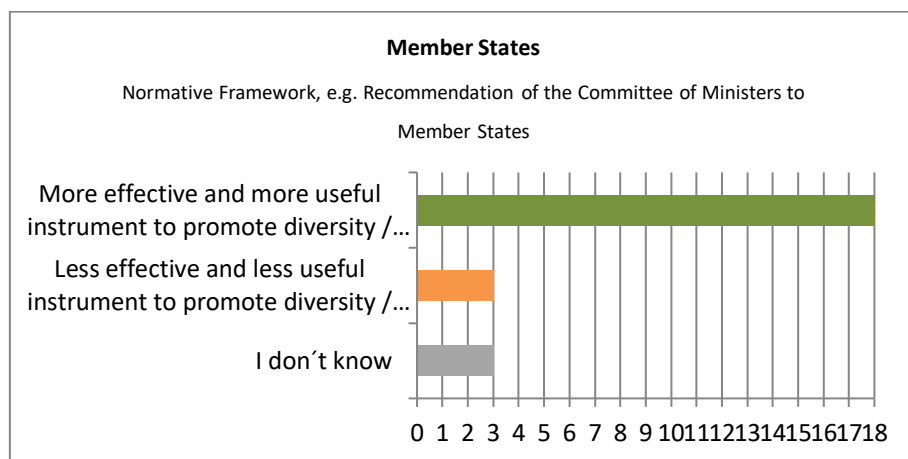


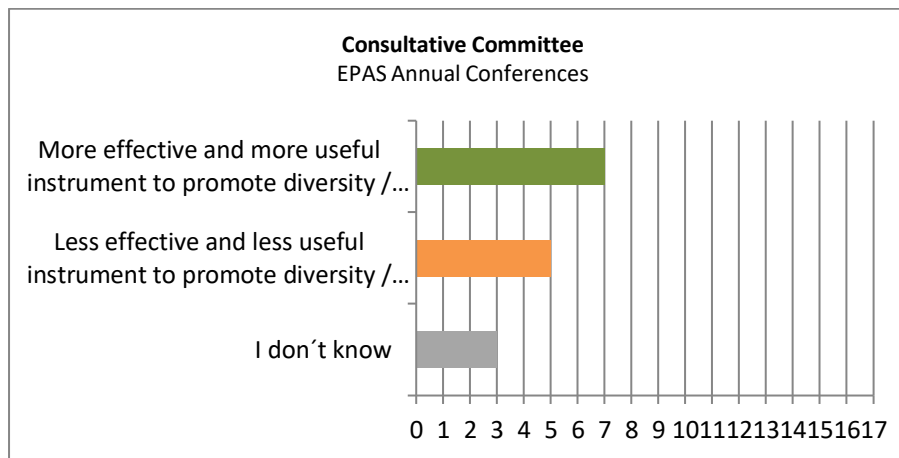
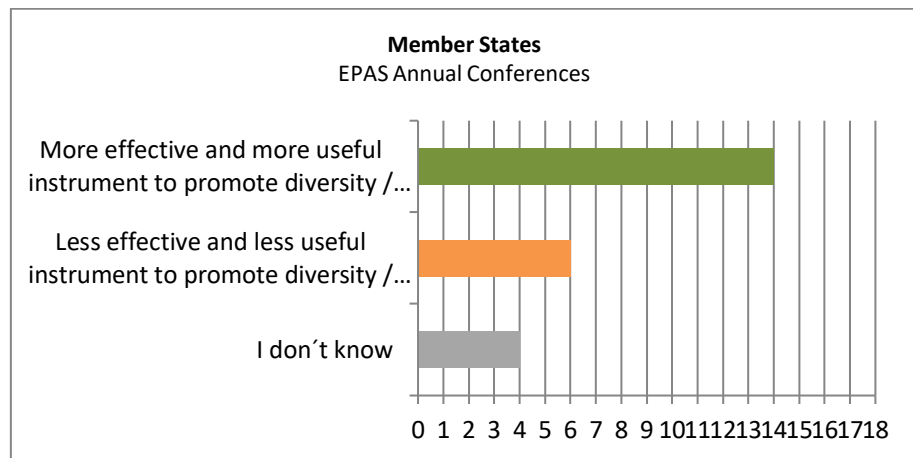
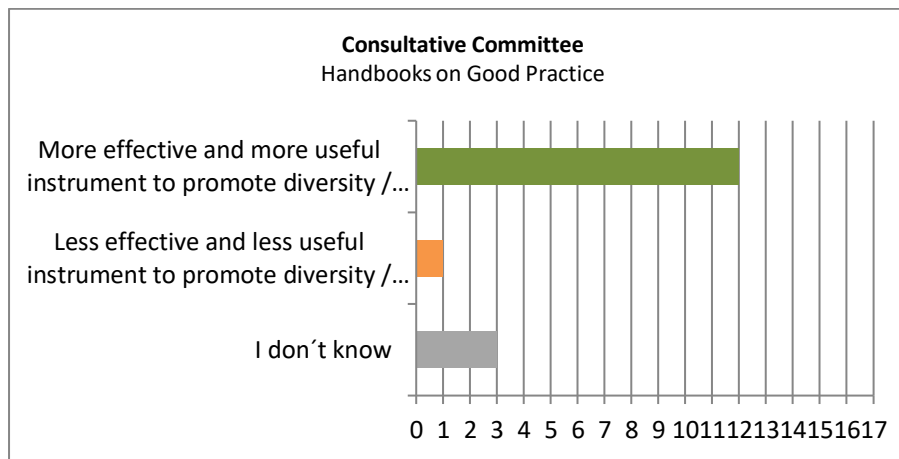
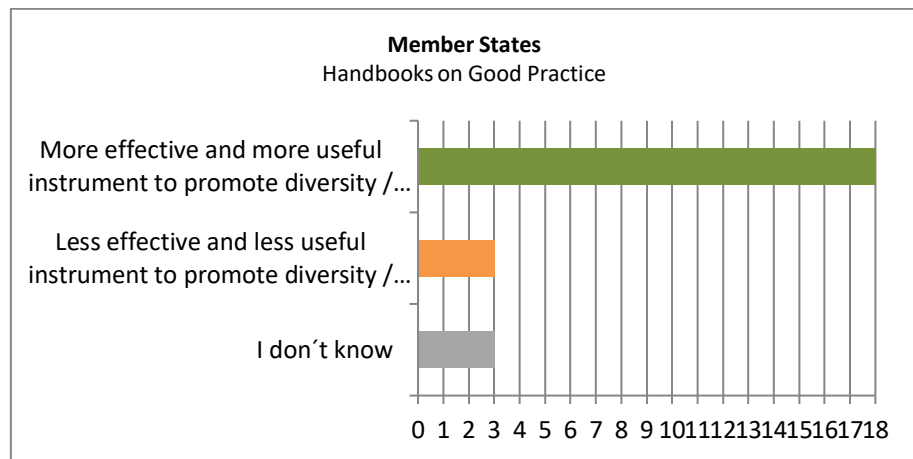


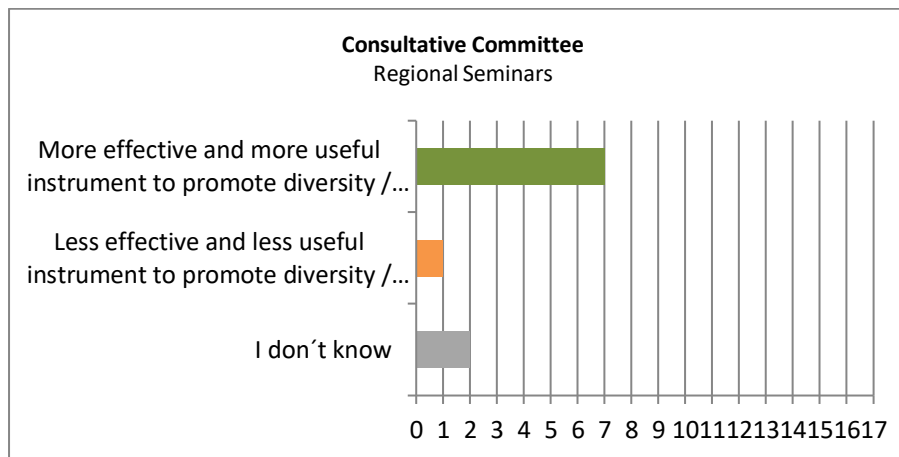
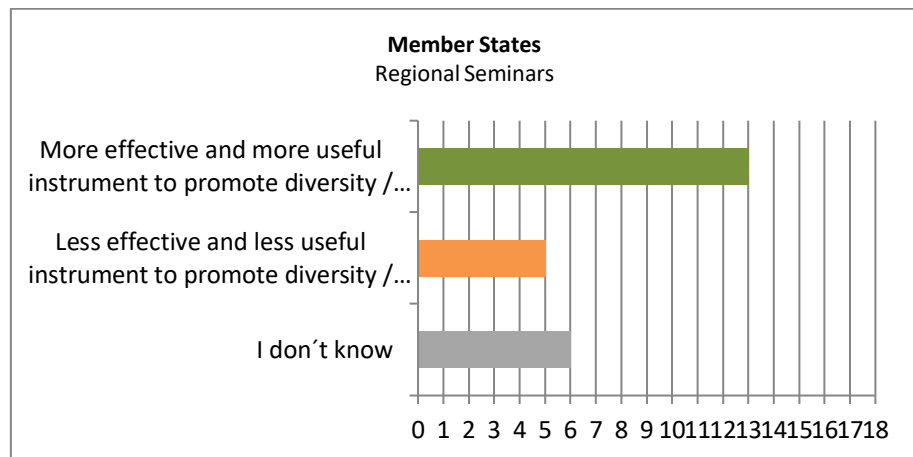
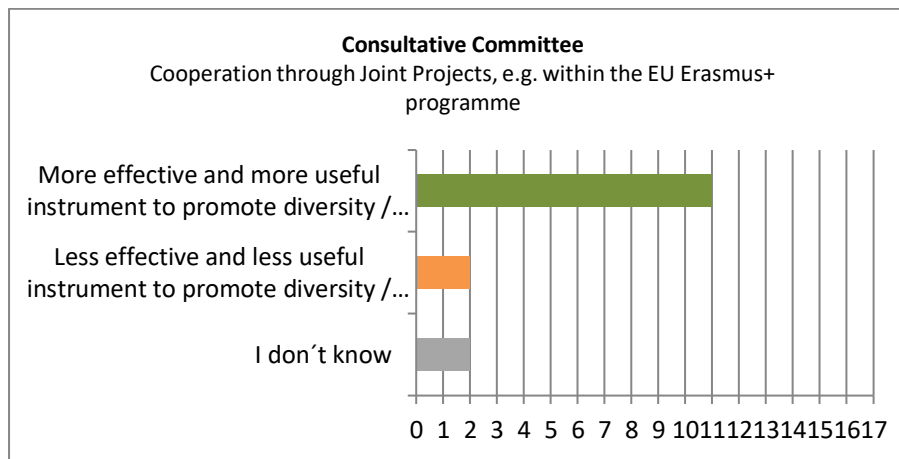
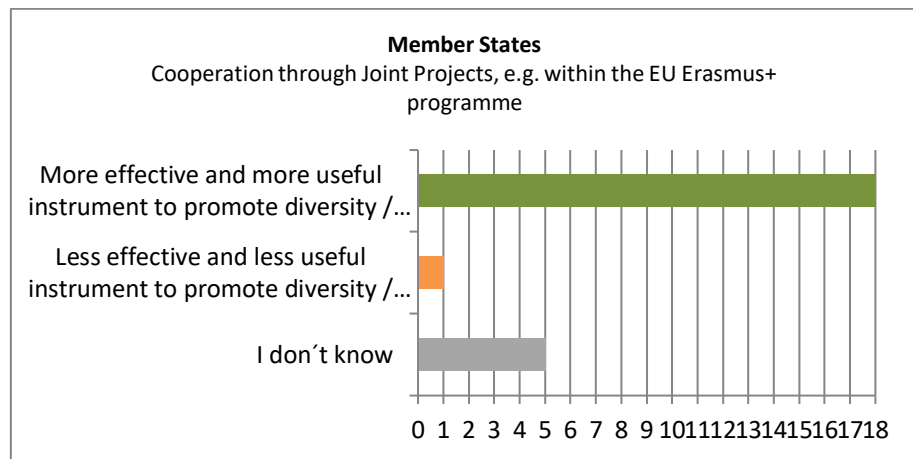
Now, looking again at the entire field of Diversity in and through Sport, how would you rate the following EPAS tools and instruments.							
Member States	More effective and more useful instrument to promote diversity / prevent discrimination in sport.	Less effective and less useful instrument to promote diversity / prevent discrimination in sport.	I don't know	Consultative Committee	More effective and more useful instrument to promote diversity / prevent discrimination in sport.	Less effective and less useful instrument to promote diversity / prevent discrimination in sport.	I don't know
Normative Framework, e.g. Recommendation of the Committee of Ministers to Member States	18	3	3	Normative Framework, e.g. Recommendation of the Committee of Ministers to Member States	8	3	6
Handbooks on Good Practice	18	3	3	Handbooks on Good Practice	12	1	3
EPAS Annual Conferences	14	6	4	EPAS Annual Conferences	7	5	3
Cooperation through Joint Projects, e.g. within the EU Erasmus+ programme	18	1	5	Cooperation through Joint Projects, e.g. within the EU Erasmus+ programme	11	2	2
Regional Seminars	13	5	6	Regional Seminars	7	1	2
Ministerial Meetings	8	7	9	Ministerial Meetings	4	7	2
Studies	15	1	8	Studies	10	3	3
Publications	9	5	9	Publications	6	8	3
Expert Meetings	13	5	6	Expert Meetings	5	6	3

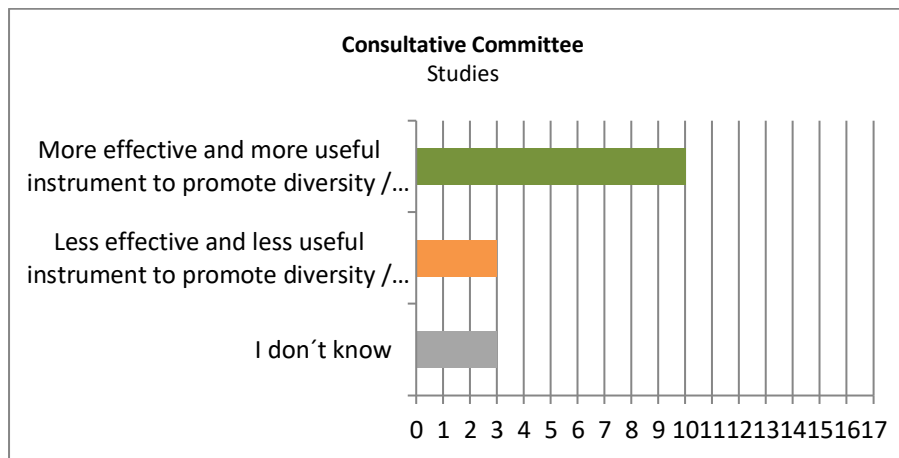
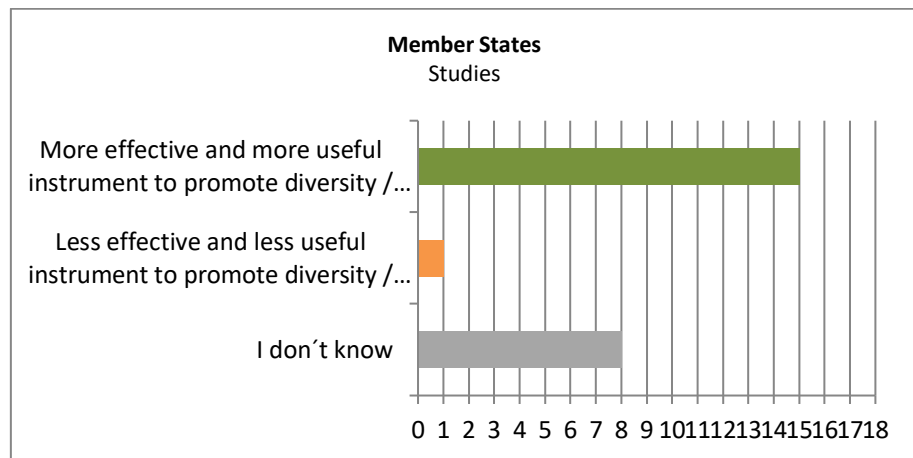
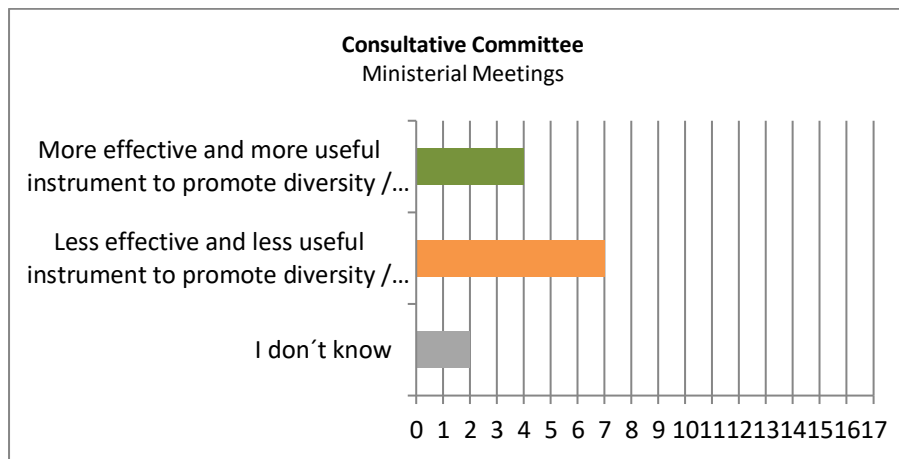
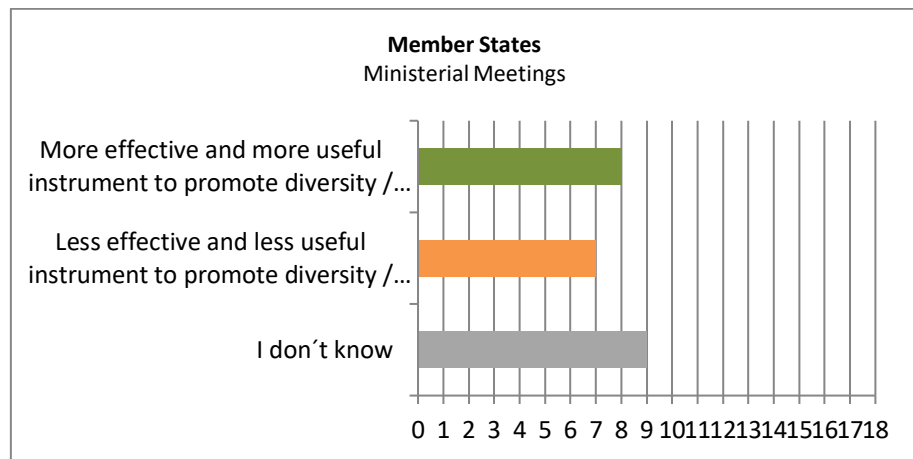
Stakeholder Consultation	10	3	11	Stakeholder Consultation	9	2	1
Evaluation Visits	10	7	7	Evaluation Visits	6	5	1
Education and Training	12	4	8	Education and Training	8	2	1
Other thematic EPAS events	3	5	15	Other thematic EPAS events	3	5	1
<i>Total Responses: 24</i>							

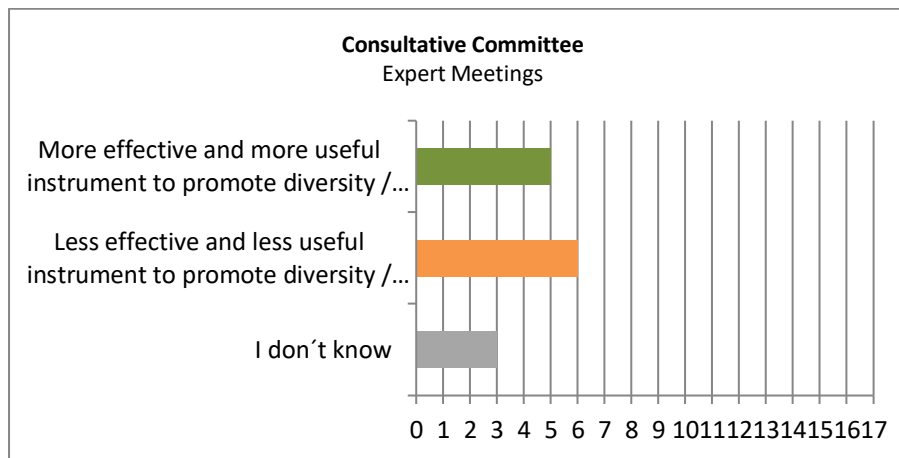
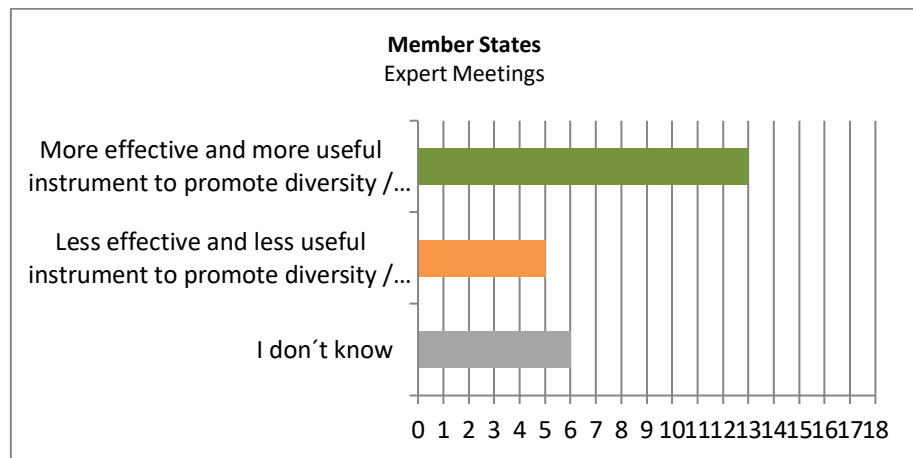
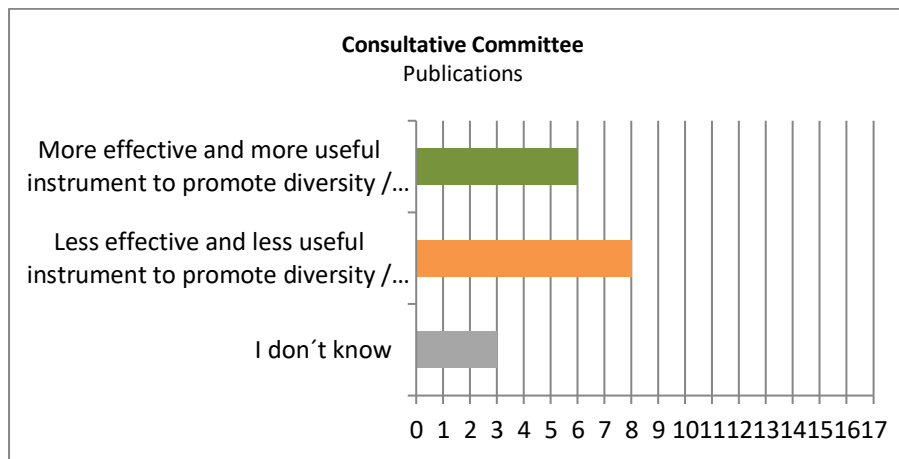
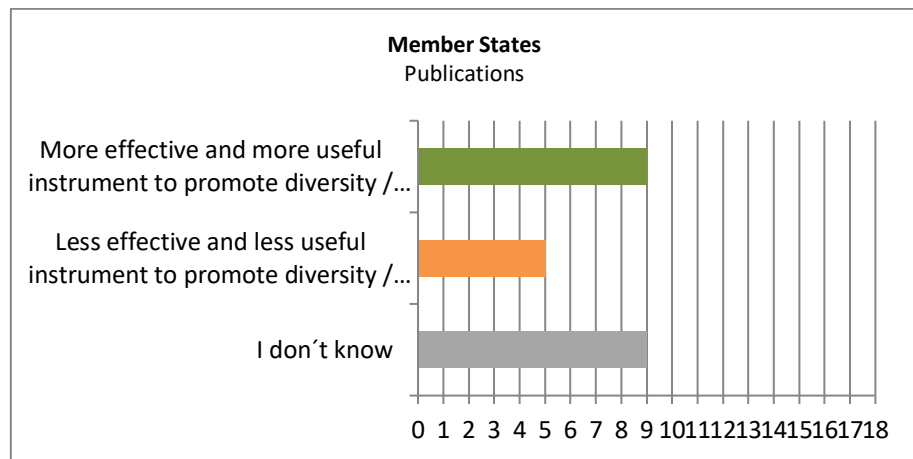
Now, looking again at the entire field of Diversity in and through Sport, how would you rate the following EPAS tools and instruments.

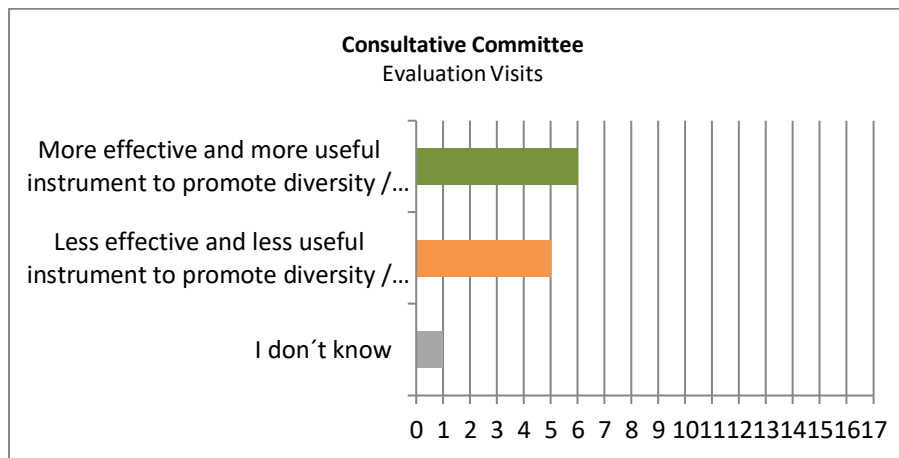
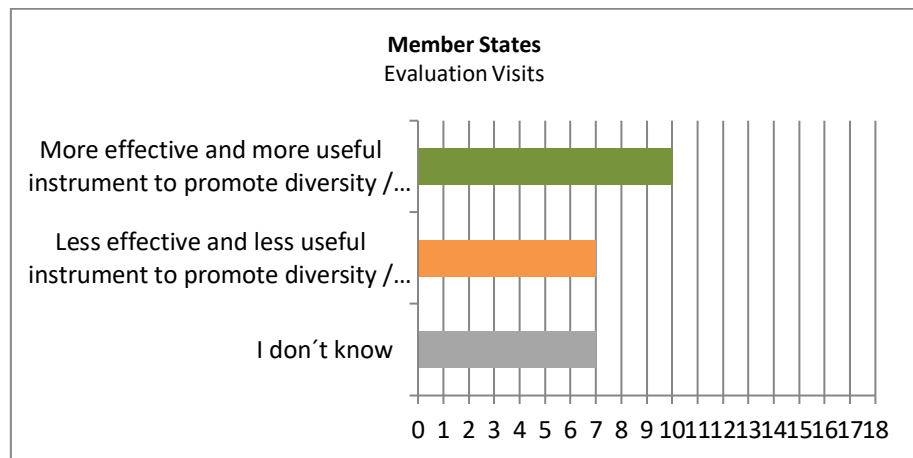
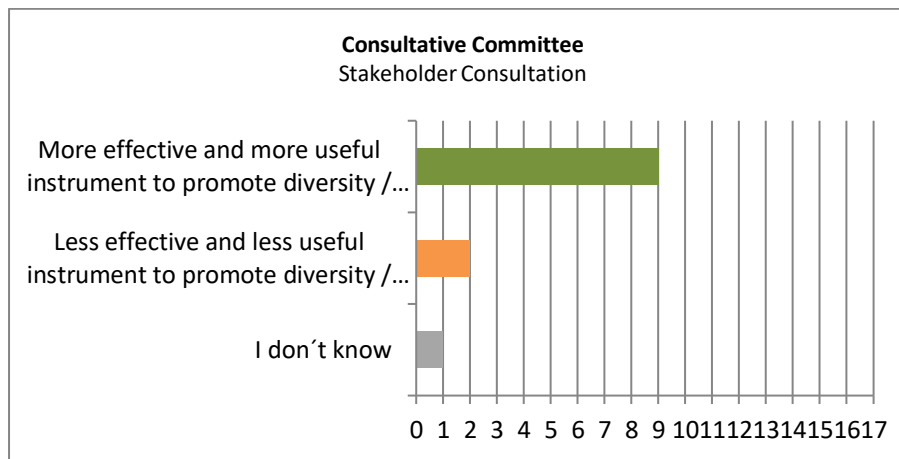
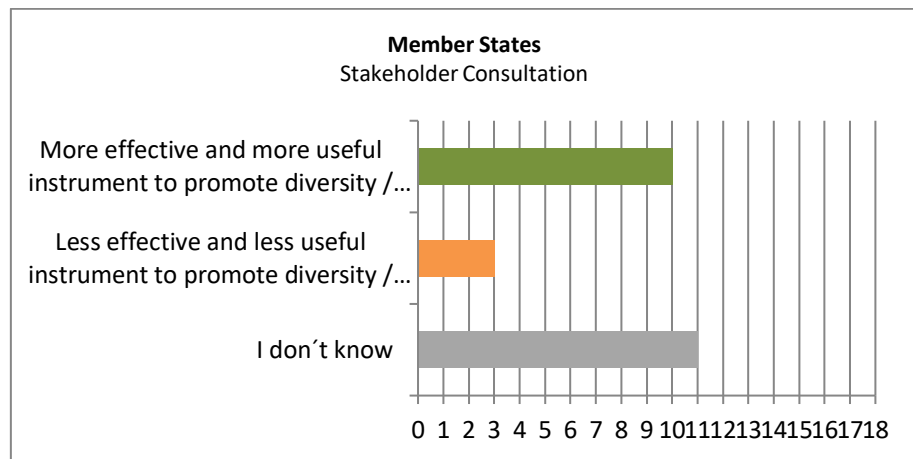


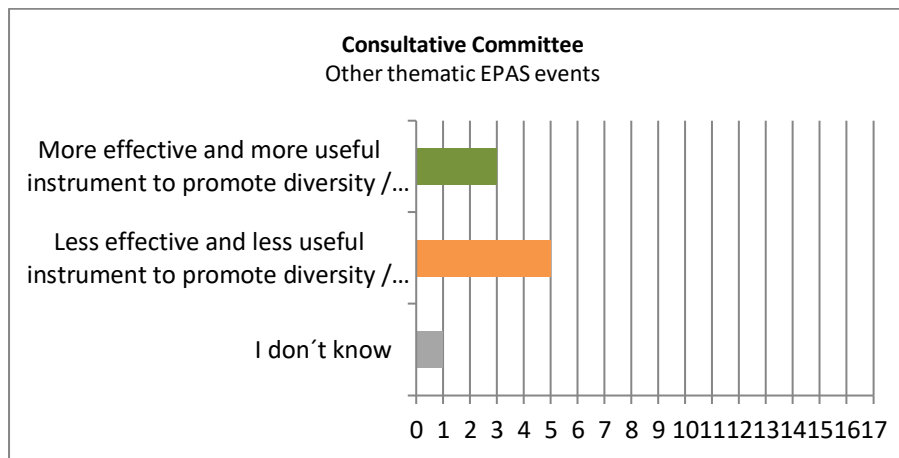
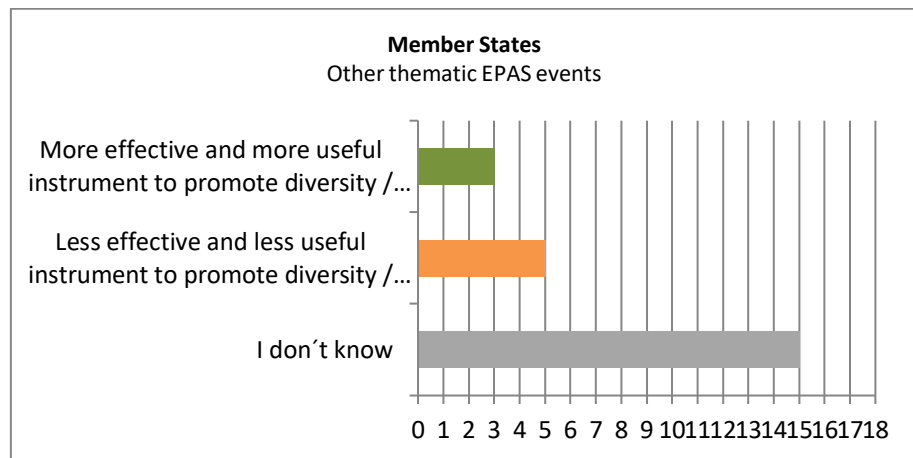
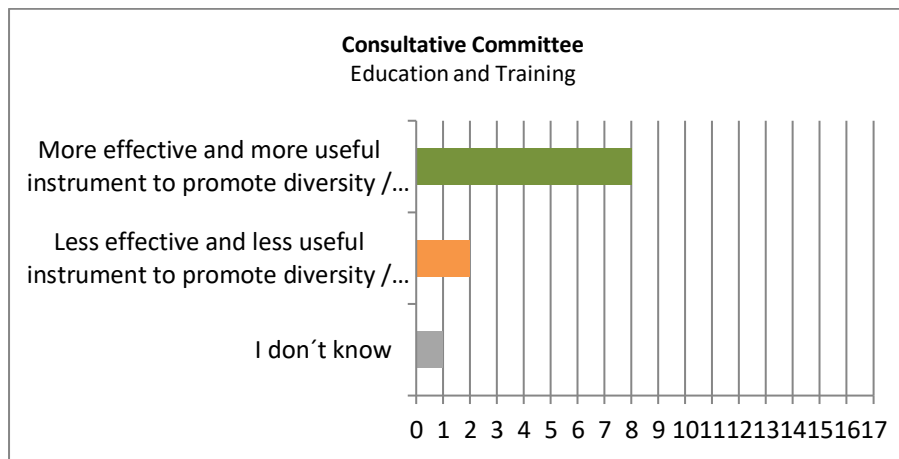
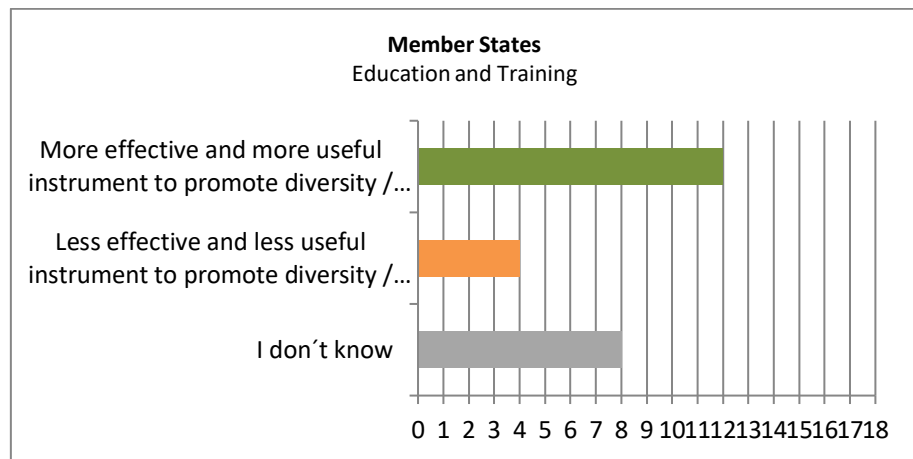






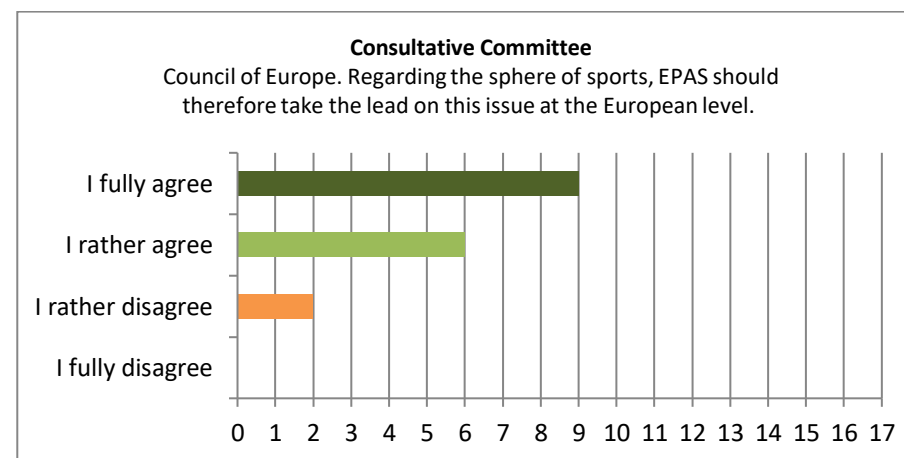
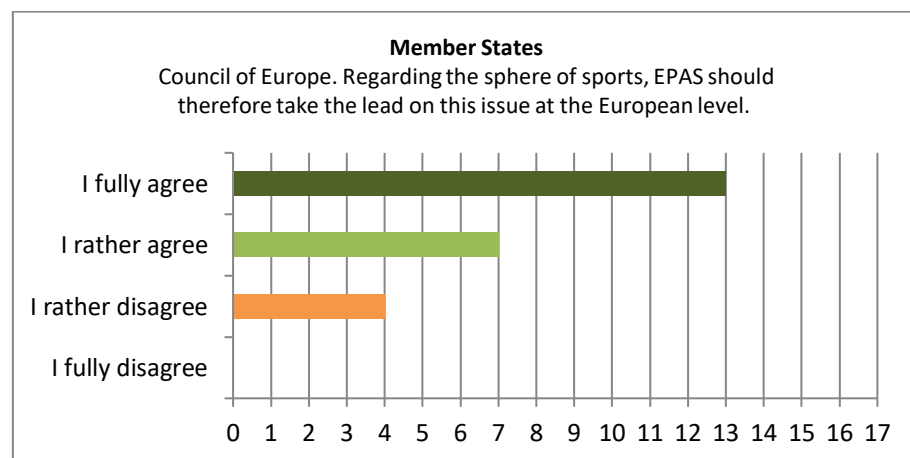
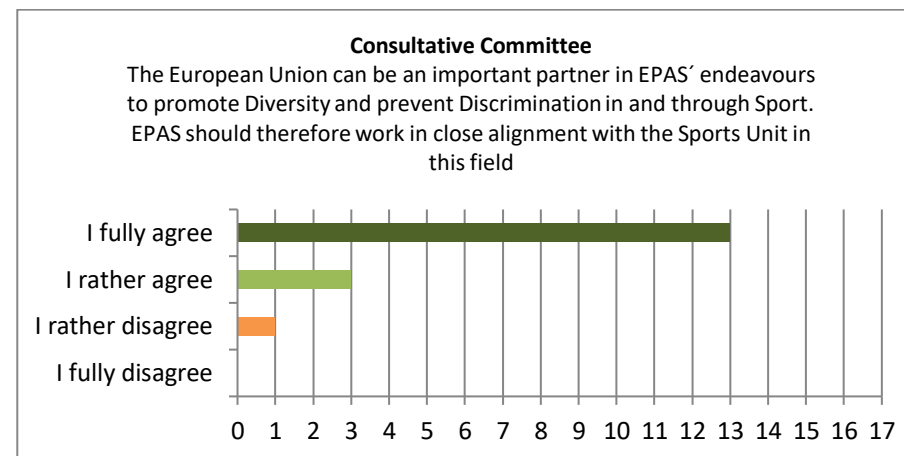
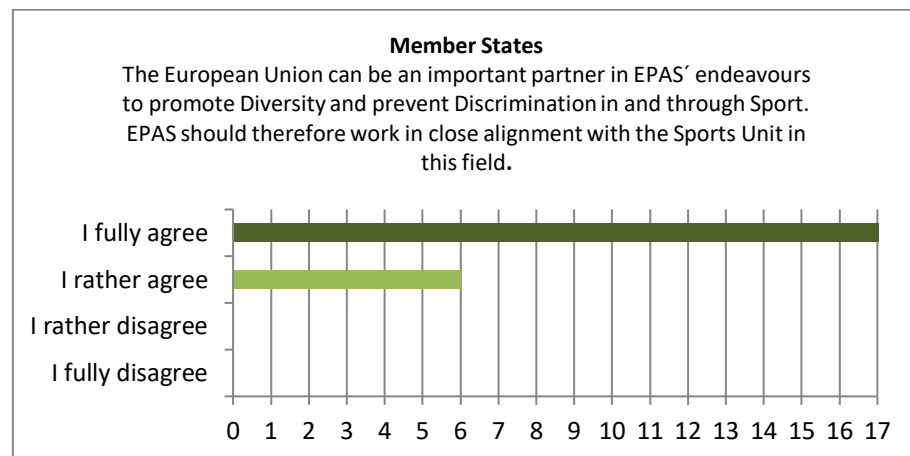






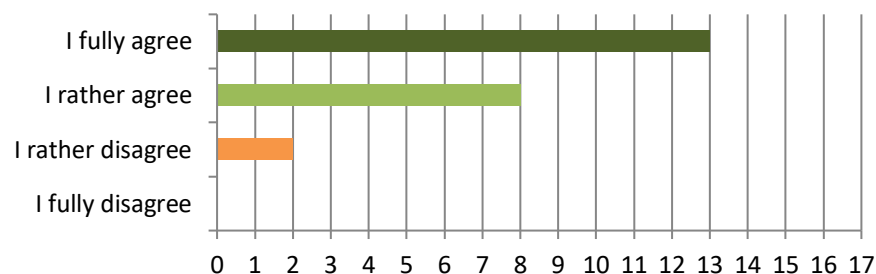
Referring to the entire field of Diversity in and through Sport, would you agree or disagree with the following statements?									
Member States	I fully agree	I rather agree	I rather disagree	I fully disagree	Consultative Committee	I fully agree	I rather agree	I rather disagree	I fully disagree
The European Union can be an important partner in EPAS' endeavours to promote Diversity and prevent Discrimination in and through Sport. EPAS should therefore work in close alignment with the Sports Unit in this field.	18	6	0	0	The European Union can be an important partner in EPAS' endeavours to promote Diversity and prevent Discrimination in and through Sport. EPAS should therefore work in close alignment with the Sports Unit in this field.	13	3	1	0
Diversity is a genuine topic of the Council of Europe. Regarding the sphere of sports, EPAS should therefore take the lead on this issue at the European level.	13	7	4	0	Diversity is a genuine topic of the Council of Europe. Regarding the sphere of sports, EPAS should therefore take the lead on this issue at the European level.	9	6	2	0
Diversity is a general social challenge rather than a specific topic of sport. EPAS should therefore seek for intense collaboration with relevant partners from outside the sport sector.	13	8	2	0	Diversity is a general social challenge rather than a specific topic of sport. EPAS should therefore seek for intense collaboration with relevant partners from outside the sport sector.	8	9	0	0
Diversity in and through sport goes beyond European borders. EPAS should therefore seek for intense collaboration with relevant partners from outside Europe.	11	9	3	0	Diversity in and through sport goes beyond European borders. EPAS should therefore seek for intense collaboration with relevant partners from outside Europe.	7	7	3	0
Total Responses: 24					Total Responses: 17				

Referring to the entire field of Diversity in and through Sport, would you agree or disagree with the following statements?



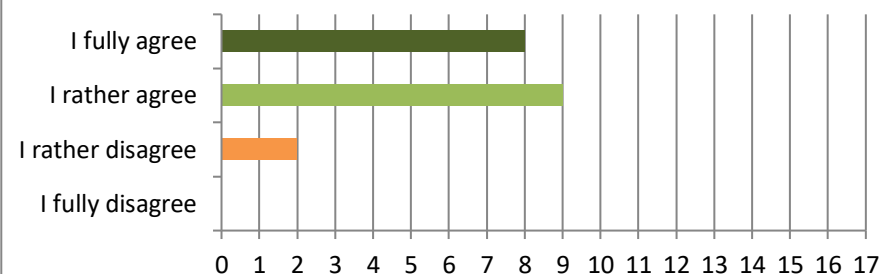
Member States

Diversity is a general social challenge rather than a specific topic of sport. EPAS should therefore seek for intense collaboration with relevant partners from outside the sport sector.



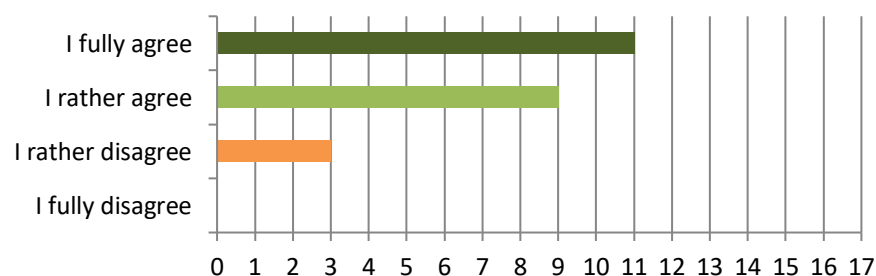
Consultative Committee

Diversity is a general social challenge rather than a specific topic of sport. EPAS should therefore seek for intense collaboration with relevant partners from outside the sport sector.



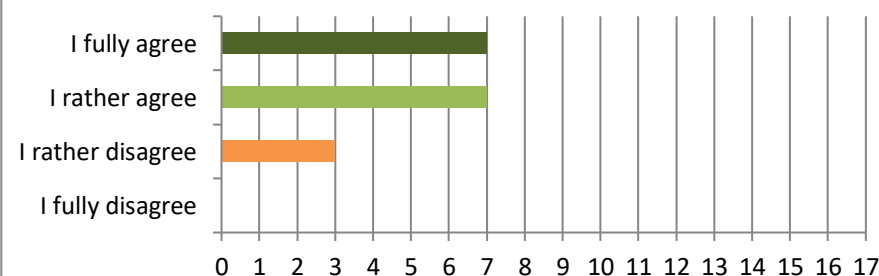
Member States

Diversity in and through sport goes beyond European borders. EPAS should therefore seek for intense collaboration with relevant partners from outside Europe.



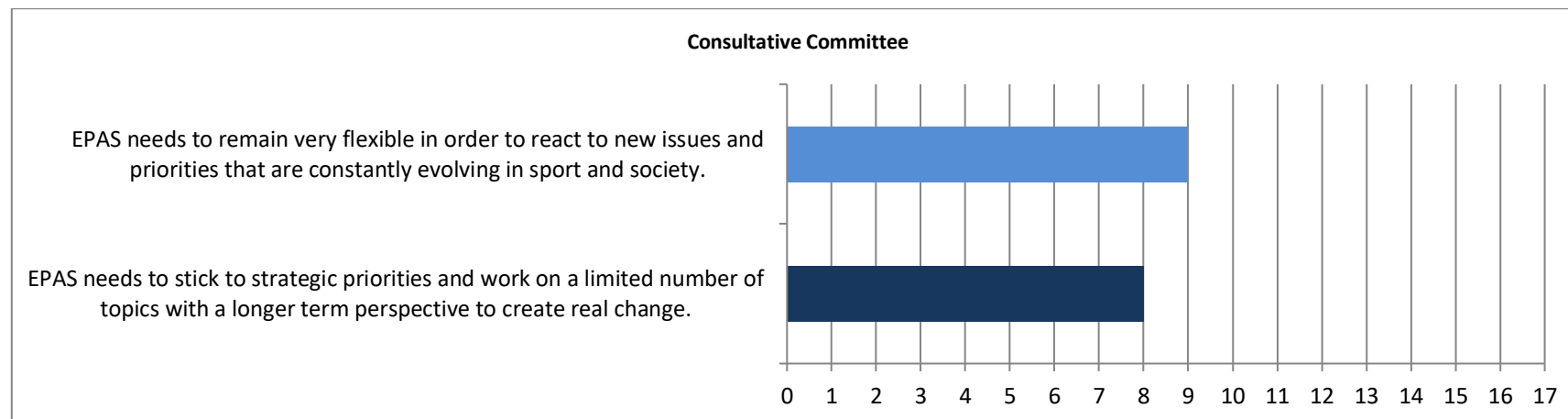
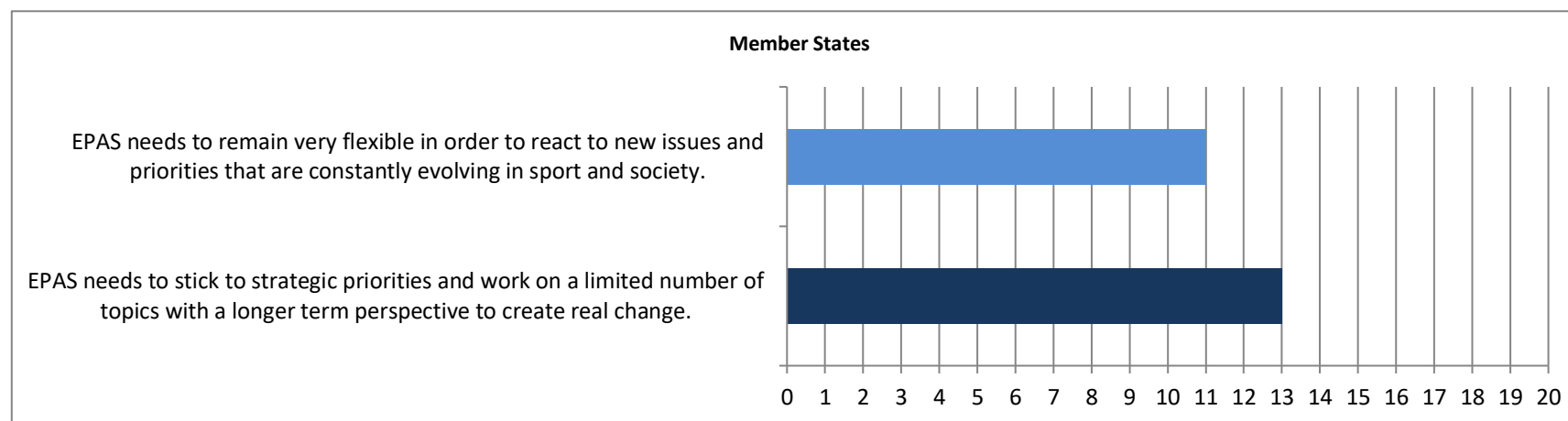
Consultative Committee

Diversity in and through sport goes beyond European borders. EPAS should therefore seek for intense collaboration with relevant partners from outside Europe.



In your opinion, which of the following two statements comes closer to the approach EPAS should adopt in its efforts to promote Diversity and prevent Discrimination in and through Sport?			
Member States		Consultative Committee	
EPAS needs to remain very flexible in order to react to new issues and priorities that are constantly evolving in sport and society.	EPAS needs to stick to strategic priorities and work on a limited number of topics with a longer term perspective to create real change.	EPAS needs to remain very flexible in order to react to new issues and priorities that are constantly evolving in sport and society.	EPAS needs to stick to strategic priorities and work on a limited number of topics with a longer term perspective to create real change.
11	13	9	8
Total Responses: 24		Total Responses: 17	

In your opinion, which of the following two statements comes closer to the approach EPAS should adopt in its efforts to promote Diversity and prevent Discrimination in and through Sport?

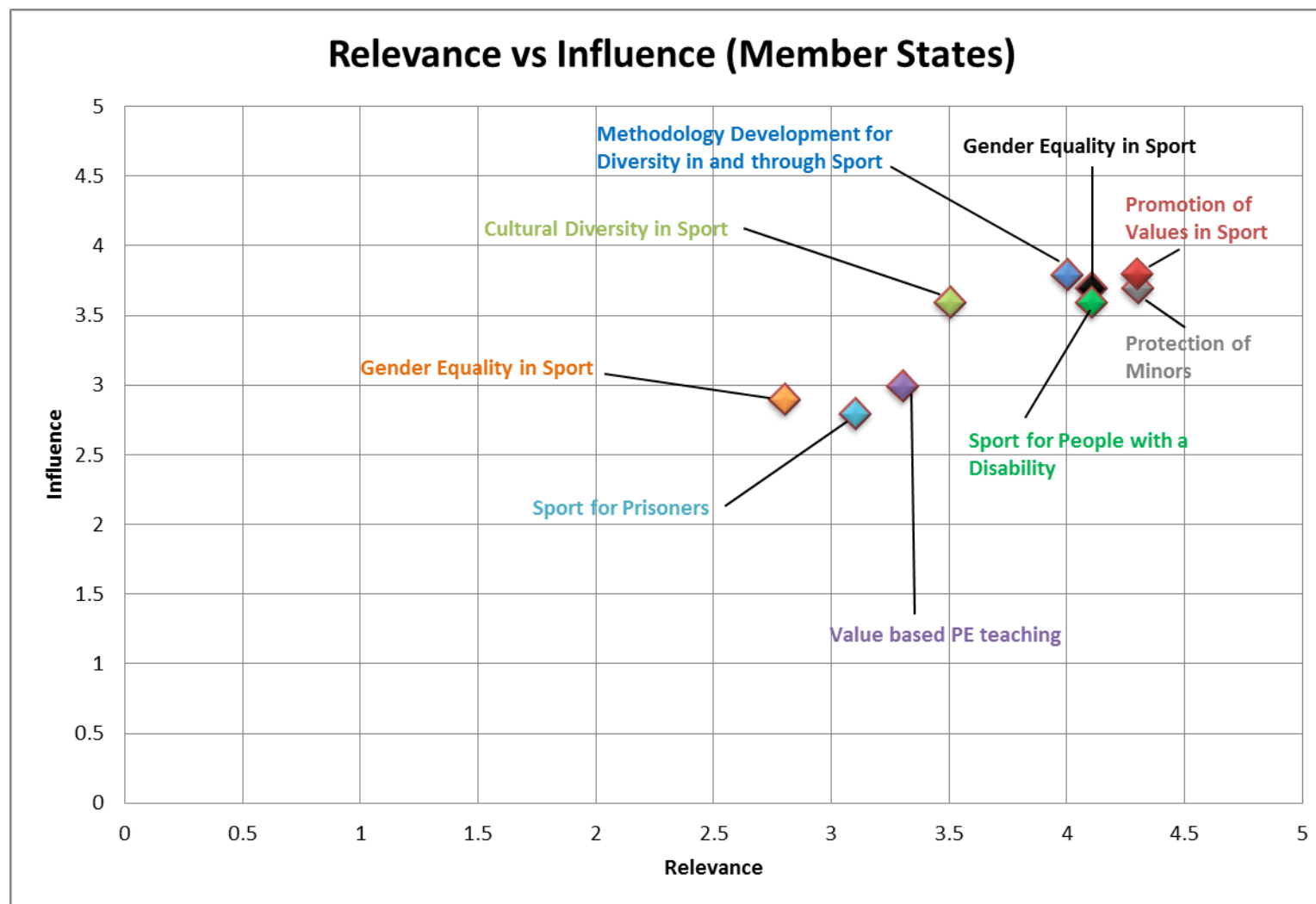


If you look at the following issues, how would you rate their importance and EPAS' potential influence on or through them?

MEMBER STATES

Relevance - How important is it to improve the situation for this issue? 0 = not important at all 5 = very important								Influence - How much influence can EPAS have on or through this issue? 0 = no influence at all 5 = a lot of influence							
Ranking	0	1	2	3	4	5	AVERAGE	Ranking	0	1	2	3	4	5	AVERAGE
Gender Equality in Sport	0	0	2	2	9	9	4.1	Gender Equality in Sport	0	1	1	8	5	7	3.7
Sport for Prisoners	1	4	2	5	7	4	3.1	Sport for Prisoners	1	4	4	7	3	4	2.8
Cultural Diversity in Sport	0	1	2	9	4	6	3.5	Cultural Diversity in Sport	0	0	3	8	6	5	3.6
Protection of Minors	0	0	1	2	9	10	4.3	Protection of Minors	0	0	3	8	6	6	3.7
Sport for People with a Disability	0	1	1	3	7	10	4.1	Sport for People with a Disability	0	1	2	7	6	6	3.6
Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	3	2	4	5	4	4	2.8	Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	3	2	1	8	4	4	2.9
Promotion of Values in Sport	0	0	2	2	5	13	4.3	Promotion of Values in Sport	0	0	3	5	7	7	3.8
Value-based PE Teaching	1	0	6	4	6	5	3.3	Value-based PE Teaching	1	2	4	8	3	4	3.0
Methodology Development for Diversity in and through Sport	1	0	1	4	7	9	4.0	Methodology Development for Diversity in and through Sport	1	0	1	5	8	7	3.8
Total Responses: 24								Total Responses: 17							

If you look at the following issues, how would you rate their importance and EPAS' potential influence on or through them?

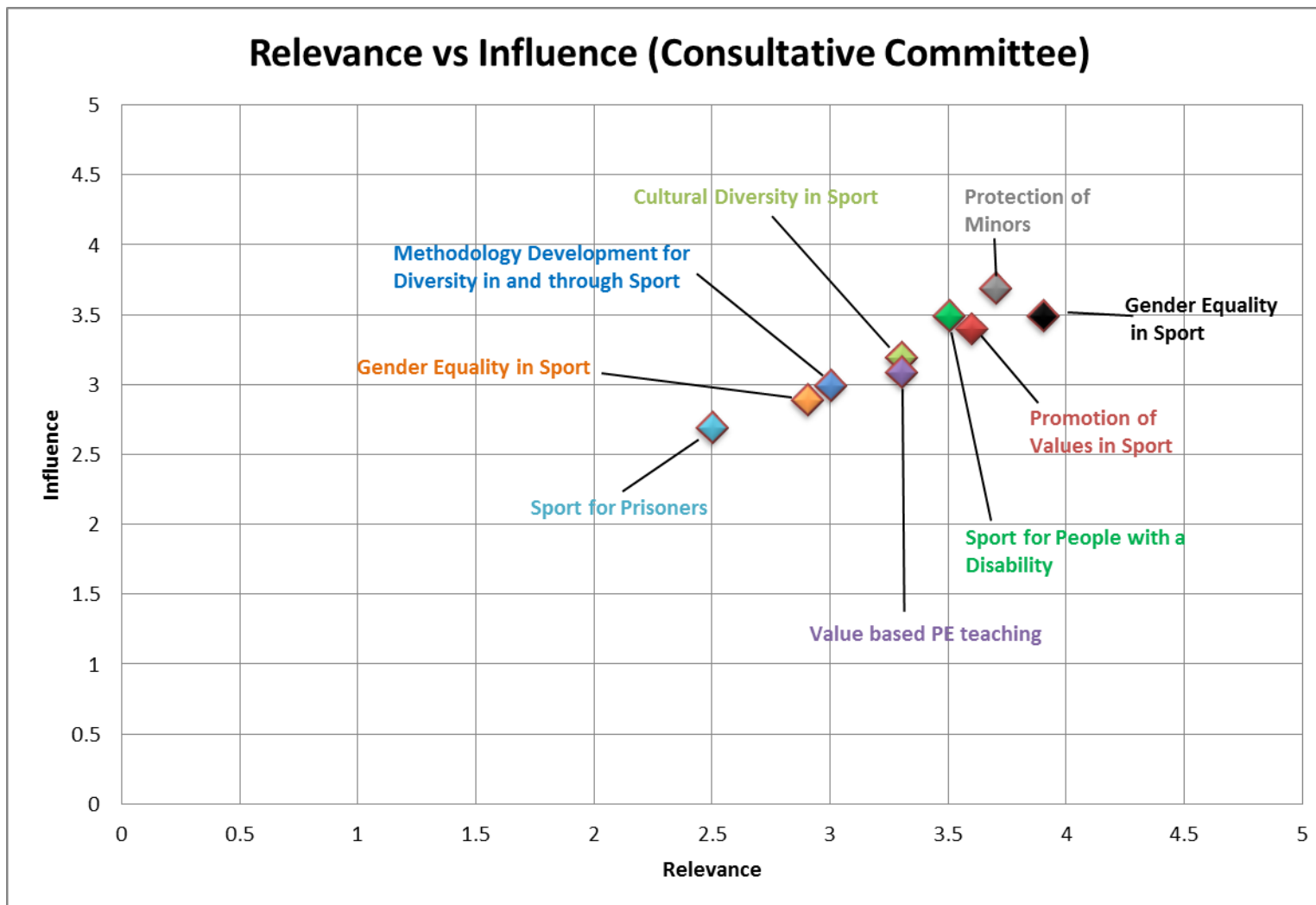


If you look at the following issues, how would you rate their importance and EPAS' potential influence on or through them?

CONSULTATIVE COMMITTEE

Relevance - How important is it to improve the situation for this issue? 0 = not important at all 5 = very important								Influence - How much influence can EPAS have on or through this issue? 0 = no influence at all 5 = a lot of influence							
Ranking	0	1	2	3	4	5	AVERAGE	Ranking	0	1	2	3	4	5	AVERAGE
Gender Equality in Sport	0	1	1	1	4	10	3.9	Gender Equality in Sport	0	0	2	6	4	5	3.5
Sport for Prisoners	1	4	5	4	0	3	2.5	Sport for Prisoners	0	4	3	7	2	1	2.7
Cultural Diversity in Sport	0	0	4	4	6	3	3.3	Cultural Diversity in Sport	0	0	3	5	6	2	3.2
Protection of Minors	0	1	3	1	2	10	3.7	Protection of Minors	0	1	0	4	6	6	3.7
Sport for People with a Disability	0	1	1	5	4	6	3.5	Sport for People with a Disability	0	0	1	7	5	4	3.5
Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	0	2	4	7	2	2	2.9	Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	0	3	1	9	3	1	2.9
Promotion of Values in Sport	0	2	0	3	5	7	3.6	Promotion of Values in Sport	1	0	2	5	2	7	3.4
Value-based PE Teaching	0	1	3	6	2	5	3.3	Value-based PE Teaching	1	1	3	4	5	3	3.1
Methodology Development for Diversity in and through Sport	0	1	6	3	4	3	3.0	Methodology Development for Diversity in and through Sport	0	2	4	4	6	1	3.0
Total Responses: 24								Total Responses: 17							

If you look at the following issues, how would you rate their importance and EPAS' potential influence on or through them?

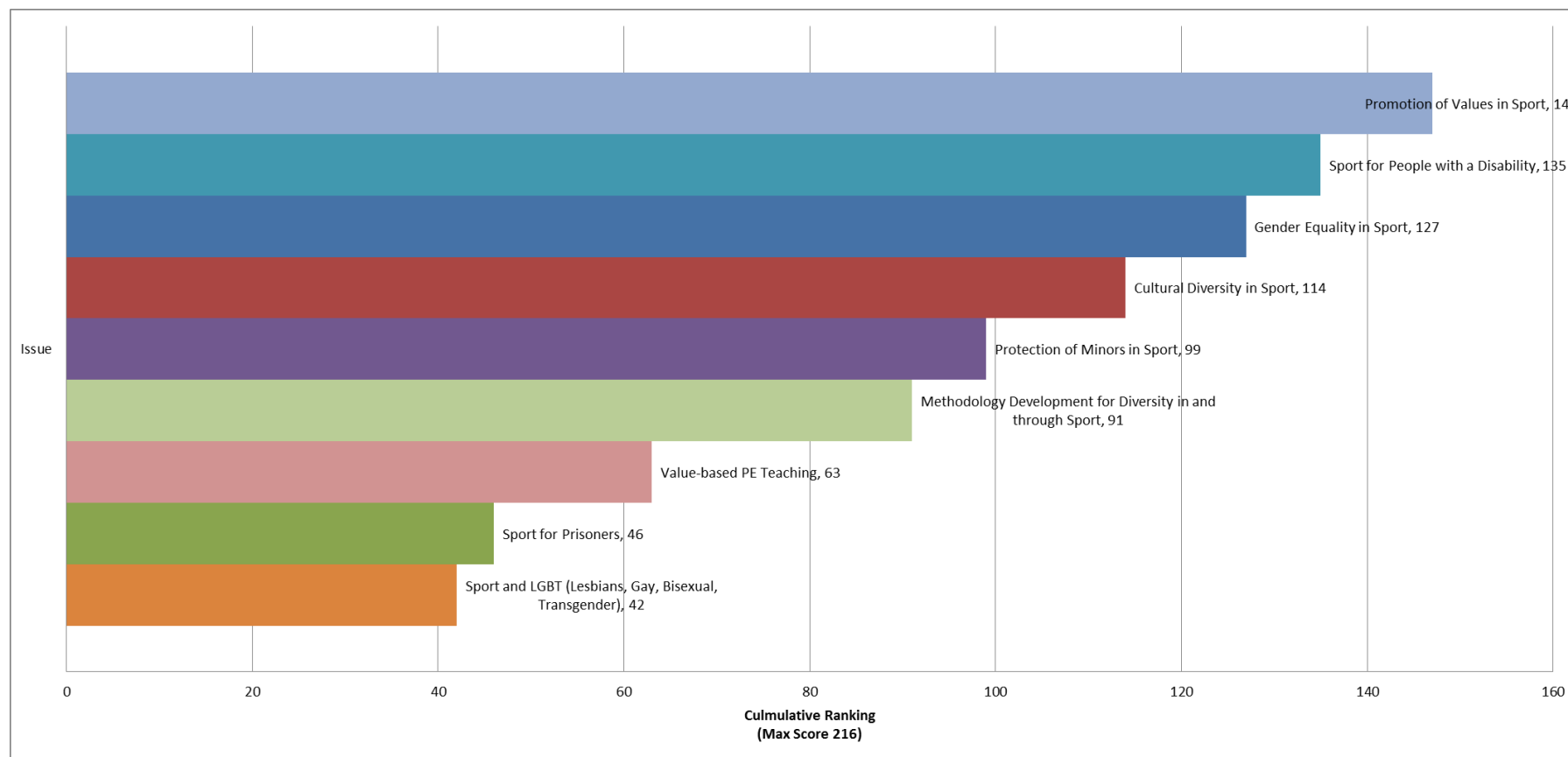


Although all of the following issues might be very important, how would you consider the order of priority between them? Please bring the items into a ranking order with your highest priority on top and your lowest priority at the bottom.

Member States	1-3	4-6	7-9	Consultative Committee	1-3	4-6	7-9
Gender Equality in Sport	12	9	3	Gender Equality in Sport	11	4	2
Cultural Diversity in Sport	11	8	5	Cultural Diversity in Sport	7	9	1
Sport for Prisoners	2	6	16	Sport for Prisoners	0	2	15
Protection of Minors in Sport	6	13	5	Protection of Minors in Sport	9	4	4
Sport for People with a Disability	14	10	0	Sport for People with a Disability	8	8	1
Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	1	6	17	Sport and LGBT (Lesbians, Gay, Bisexual, Transgender)	0	5	12
Promotion of Values in Sport	17	5	2	Promotion of Values in Sport	10	5	2
Value-based PE Teaching	2	7	15	Value-based PE Teaching	3	8	6
Methodology Development for Diversity in and through Sport	7	8	9	Methodology Development for Diversity in and through Sport	3	6	8
Total Responses: 24				Total Responses: 17			

Although all of the following issues might be very important, how would you consider the order of priority between them? Please bring the items into a ranking order with your highest priority on top and your lowest priority at the bottom.

MEMBER STATES RESPONSES – CUMULATIVE RANKING



CONSULTATIVE COMMITTEE RESPONSES - CUMULATIVE RANKING

