

Evaluation of a Youth CaLD (Cultural and Linguistically Diverse)
Sports Program in Western Australia: Resettling refugees
using sport as a conduit to integration

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Abstract

This paper is based on an evaluation of a Cultural and Linguistically Diverse (CaLD) Youth Sport, Recreation and Leisure Project conducted in Perth, Western Australia by researchers from Edith Cowan University on behalf of the Department of Sport and Recreation (DSR). The purpose of the Cultural and Linguistically Diverse (CaLD) Youth Sport, Recreation and Leisure Project which was facilitated by the City of Stirling (CoS Project) was to develop links between mainstream sport and recreation organisations, clubs and facilities in the CoS and young people from CaLD backgrounds. The authors of this paper were contracted by DSR to evaluate the Project over a two year period (2007-2008) in a two phase outcome evaluation. The purpose of the evaluation was to document the extent to which the Project had achieved its intended outcomes; to document barriers to the achievement of outcomes and; to document whether, and how, barriers to achievement of outcomes have been overcome. The primary target group is young people from CaLD backgrounds from new and emerging communities, particularly African young people as they dominated the refugee intake to the CoS (between 2001-2009). The paper provides new and useful insights into the resettlement needs and issues facing not only refugees in general, but young refugees and the ways in which sport, in the host country, may or may not facilitate the integration process. We use the term African with caution in this paper and understand it incorporates many nations; however it is used in the paper for a reference point. This paper is based on the final report submitted to DSR in May 2009, titled Evaluation of The City of Stirling CALD Youth Sport and Recreation Project. The basis of this paper's structure and conclusions are based on this report.

Key Words: Youth Refugees, Sport and Resettlement, Evaluation and Refugee Programs

Introduction

Integrating refugees into developed nations (host nations) from war torn or poverty stricken nations, especially Africa and the Middle East, has proven more complex than most expected. In particular in Australia, host policy-makers, refugee service providers and community agencies have struggled to cope with the influx of the recent wave of refugees and there have often been problems *vis-a-vis* the integration process, which in turn has attracted much negative attention. Many interventions have been adopted to facilitate speedier integration and to muffle the noises of discontent from media outlets and select politicians who oppose

immigration from specific groups (usually Africa and Islamic nations) based on the argument that 'they will not integrate' with the host culture and, indeed, pose a threat to national security. One such intervention, the focus of this paper, is a sport youth program delivered in one of the largest city councils (the City of Stirling or CoS) in Perth, the capital city of Western Australia. Perth has accepted a large number of African refugees since 2001 and by 2009 they formed the largest refugee entrant group to this city.

The City of Stirling (CoS)

The CoS Project – as it will now be called - was implemented in 2006, and in 2007 researchers from Edith Cowan University

were contracted to evaluate the program. The authors of this paper were co-investigators of the research and employed research assistants to complete data analysis and other tasks. The evaluation was a two year endeavour and its results form the basis of this paper. While the results of the evaluative research form the backbone of this paper, there is a strong message contained within the exploration of these results about the difficulties, barriers and successes experienced by the CoS Project. Hence, wider lessons can be learned by other agencies and indeed host nations *vis-a-vis* using sports programs to better integrate refugees. A more important 'research' lesson was actually using the narratives of the refugees themselves to impact funding agencies and government bodies. This was a difficult task and examples will be provided below.

Project Background

The City of Stirling Cultural and Linguistically Diverse (CaLD) Youth Sport, Recreation and Leisure Project (Project) is a three-year funded Project (September 2006 – September 2009). The purpose of the Project is to develop links between main sport and recreation organisations, clubs and facilities in the CoS and young people from CaLD backgrounds. The purpose of the final evaluation of the CoS Project was to document the extent to which the Project has achieved its intended outcomes, to document barriers to the achievement of outcomes and to document whether, and how, barriers to achievement of outcomes have been overcome. This Project was developed in partnership between the City of Stirling (CoS), the Department of Sport and Recreation (DSR), and the Office of Multicultural Interests (OMI). The DSR has funded the majority of the Project, and the City of Stirling and OMI have also contributed significantly.

Target Group

The primary target group were young people from CaLD backgrounds from new and emerging communities, particularly African young people and young people

from a refugee or humanitarian entrant background. According to the Project's terms of reference, countries of origin for the primary target group were: Afghanistan, Burma (Myanmar), Chad, Democratic Republic of Congo, Djibouti, Eritrea, Ethiopia, Guinea, Iran, Iraq, Kenya, Liberia, Nigeria, Rwanda, Republic of Congo, Sudan, Somalia, Sierra Leone, Togo, Tanzania, Uganda. Specific countries of origin excluded from this target group are Zimbabwe and South Africa.

The Project objectives were to:

- Increase the participation rates of members of the target groups in sport, physical activity and leisure;
- Increase the utilisation of facilities by target group members;
- Increase the number of sporting club memberships by target group members; and
- Establish partnerships between CoS sport, recreation and leisure providers and peak ethnic groups.

An anticipated outcome of the Project is that social inclusion and acceptance of difference will be encouraged throughout the wider CoS community¹.

Methodology

The research design included three phases of data collection: the baseline data collection, the literature review and the main data collection. In the baseline data collection (Stage 1), data was collected from three sources: a questionnaire sent to all sporting clubs; interviews with key stakeholders (government agencies, NGOs and ethnic organisations); and an audit of Project record-keeping processes for attendance and participation. The main data collection (Stage 2) involved re-interviewing the

¹ Project objectives taken directly from the final endorsed Terms of Reference for the Project Performance Management Committee (PPMC) of the CoS Project.

NGO and ethnic organisations and government agencies; a sample of the target group utilising the Herb Graham Sports Centre, a sample of the target group who have taken on leadership roles and a sample of sport and recreation clubs who are participating in the Brokerage System. A literature search was conducted using Meta Quest to search for recent and relevant scholarly journals to inform understanding of young people’s participation in sports, leisure and recreation from CaLD backgrounds in Australian and international contexts.

The Project evaluation makes use of an ‘Action Learning’ framework. An Action Learning methodology was used because the methods used within the Project to be evaluated could not be pre-determined. One purpose of the CoS Project was to adapt Project methods to achieve intended overarching Project outcomes, and where necessary to modify Project KPIs. For this reason, the evaluation process had to incorporate periodic review and reflection on progress, barriers and practice. An Action Learning framework was suited to these requirements. Within an Action Learning framework the purpose of data gathering is to determine progress towards intended outcomes and to identify any aspects of the Project implementation that need to change. Data were collected at intervals during the Project, and reviewed collaboratively with the PPMC (The Project’s Management Committee).

This paper presents a comparison between the baseline data collected during the early stages of the project (Stage 1 began in June 2007) and the main data collection (Stage 2 began in July 2008 – see Timeline below). The baseline data have been used as a reference point to show ‘distance travelled’ throughout the project, including both summative and formative elements.

The purpose of Stage 1 data collection was to gather baseline data against which the project’s achievements could be measured. This data was used to inform decisions about change during the project. The main purpose of the data collection was to detail the changes that occurred as the program progressed.

The Project objectives provided a reference point for both the baseline (Stage 1) and main data collection (Stage 2) phases to produce comparative alignment between the objectives and the evaluation of the Project. The use of an Action Learning framework enabled the project objectives to remain fluid throughout the life of the Project. Table 1 details the project objectives and the data collection phases that informed the evaluation.

Figure 1: Action Learning

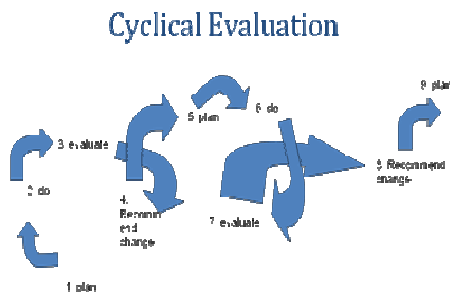


Table 1: Project objectives and data usage

Objective	Baseline data (Stage 1)	Main data collection
The extent to which the Project has met its stated objectives	Establish a comprehensive baseline against which the Project’s achievements can be measured.	Summative review of the overall achievements of the Project, in conjunction with the reference group (PPMC)
Has increased the participation rate of the target group in sport, recreation and leisure;	Baseline survey of sports clubs, facilities utilisation, and reports from non-government and ethnic community groups about usage and leisure	Changes in levels of participation as compared with baseline data
Has increased the number of	Baseline survey of sports clubs to measure initial levels of	Changes in memberships reported by sporting clubs

club memberships and utilisation of facilities;	participation	and in utilisation of facilities as compared with baseline data. Subsequent data collection interviews with a sample of sports clubs that are involved in the Brokerage System
Has established partnerships between the CoS, sport, recreation and leisure providers and peak ethnic groups.	Interviews with ethnic, government and non-government community groups to determine the initial levels of partnership and collaboration. Data collected by SPO on networks	Comparison between networks at the end of the Project and in the early stages
The extent to which local sport and recreation service providers have adopted inclusive practices into their service delivery.	Survey to determine awareness of recreation providers of the special needs of target group and of inclusive practices	Re-survey to identify changes. Compare with findings at baseline

Baseline data (Stage 1) was collected from multiple sources: a questionnaire sent to all sporting clubs; interviews with key stakeholders; and an audit of Project record-keeping processes for attendance and participation. Nvivo 7 software was used to organise interview data to enable common themes to be extracted. These themes have been used to provide qualitative information about stakeholder initial perceptions prior to the project.

In the main data collection (Stage 2) key stakeholders were re-interviewed. The purpose of this was to find out whether and how their perceptions had changed during the course of the project. Stakeholders interviewed included NGO and ethnic organisations and government agencies; samples of target groups who

use the Herb Graham Centre, samples of target groups who have taken on leadership roles, and samples of sport and recreation clubs who are participating in the Brokerage System. As in the baseline data collection, multiple data sources provide more opportunities to triangulate findings, increase confidence in information reliability and to identify gaps in provision. Nvivo 7 software was used to organise interview data to enable common themes to be extracted. These themes have been used to provide qualitative information about stakeholder whether and how stakeholder perceptions have changed during the project.

Table 2 presents the relationship between the data elements and the research question. Data that was collected from NGO and ethnic organisations was used to measure the Project objectives.

Table 2: Data elements, research questions and triangulation

Project Objective	Interviews NGO/ Gov/ethnic orgs	Clubs	Audit of records	Literature review
Has increased the participation rate of the target group in sport, recreation and leisure;	Perceptions	Data from clubs	Data from records	Understanding of barriers and strategies for success
Has increased the number of club memberships and utilisation of facilities;	Changes in perceptions	Data from clubs	Data from records	Understanding of why strategies worked
Has established partnerships between the CoS, sport, recreation and leisure providers and peak ethnic groups.	Data from ethnic orgs	Data from clubs	Data from records	Understanding of barriers and strategies for success
The extent to which local sport and recreation service providers have adopted inclusive	Perceptions	Data from clubs	Data from records	

practices into their service delivery.					Table 3: Pseudonyms used for de-identification of interviewees for both data collections
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Sample

The sample for the sports clubs included all sports clubs registered with the City of Stirling in 2007. The sample of key stakeholders included all organisations nominated by the Office of Multicultural Interests. Interviews were conducted with:

- Representatives of ethnic organisations;
- Representatives of government organisations;
- Representatives of non-government organisations;
- Representatives of sporting clubs;
- Two focus groups of the target group and two individual interviews with target group representatives;
- Three interviews with identified target group members in leadership roles; and
- Interviews with the CoS Special Project Officer.

Ethical considerations

All data collected for this project have been de-identified and pseudonyms have been allocated. Representatives for the government, non-government and ethnic organisations involved with young people from CaLD backgrounds are referred to as AGENCY; the CoS sporting clubs surveyed in the baseline data collection as SC; the CoS sporting clubs who are using the Brokerage System as CLUB; members of the target group as TG; and members of the target group in leadership roles as LDR. Table 3 lists the pseudonyms allocated for the interviewees in the evaluation. Quotations used in the report are further labelled according to when they were collected: “B” for baseline data collection and “M” for main data collection. The quotations that appear in the report are indicative of the perceptions of those interviewed for the research. They were chosen as examples that best illustrated the emergent themes in the data collected.

Entity	Pseudonym
Government, Non-government & Ethnic Organisations	AGENCY
Leaders Focus Groups and Interviews	LDR
Target Group	TG
Focus Groups and Interviews	
CoS Sporting Clubs	SC
Surveyed in Baseline Data Collection	
CoS Sporting Clubs	CLUB
Involved in Brokerage System	

Changes to the research plan and limitations of data

It proved difficult to gather baseline data from the CoS sporting club representatives, partly because of problems with the initial list, but also because clubs are run by volunteers who did not necessarily consider that answering the questionnaire was a priority. Registered clubs received up to three mail outs of the questionnaire and up to three attempted telephone contact sessions. Of 151 sporting clubs on the original list of clubs within the CoS, twenty-seven completed the questionnaire. The low response rate was discussed with the research team and with the Project Performance Management Committee (PPMC) and it was agreed that this sample could be used as baseline line data. However, because of changes to project strategy the survey would not be repeated in the main data collection.

It proved difficult to elicit involvement of nominated ethnic organisations, government and non-government organisations in the evaluation. Of the twenty-eight organisations originally listed for involvement in the evaluation, only six ethnic organisations, two non-government organisations and five government organisations agreed to participate in the baseline data collection, despite intensive effort on the part of the evaluators. This issue was even more problematic in the

main data collection, with only three ethnic organisations, two non-government organisations and two government organisations taking part. This group may have had their opinions sought frequently in the past and perceived no signs of change as a result of their participation. They may have suffered from 'research fatigue'. To alleviate these problems, the main data collection sought participation from clubs using the Brokerage System. Initially, two of the six clubs declined to be involved, however one club later agreed to participate after discussions with the SPO. Three out of the four leaders selected by the SPO participated. One of the leaders declined to be involved because of a lack of proficiency in English and interpreters were not available to assist. Participants interviewed represented a range of perspectives and findings from these interviews are included in this report. Nevertheless, our problems provide a common cautionary tale among researchers attempting to make sense of refugee settlement issues in host nations – conflict between NGOs and government agencies, a lack of interest in outside research, and significant difficulties actually contacting stakeholders. This is a problem that must be overcome if refugee resettlement issues are to be brought out and resolved.

Literature Review

The review of literature found that the main barriers to the uptake of sport and recreation activities by young people from CaLD backgrounds were:

- High cost of fees to join a main sporting club;
- Lack of transport for CaLD families to attend training sessions and games;
- Limited amount of time due to other commitments;
- Lack of knowledge of how to play the game and the role of sporting clubs in general; and
- Lack of interest in sport; and the perception that main sporting clubs are non-CaLD friendly and discriminatory

See (Collins & Kay, 2003; Cortis, Sawrikar & Muir, 2007; HREOC, 2007; Keogh, 2002; The Centre for Culture Ethnicity and Health, 2006; Human Rights & Equal Opportunity Commission, 2007; the Migrant Information Centre, 2005; Oliff, 2007; Taylor & Doherty, 2005).

The literature supports the strategy promoting the physical, social and mental benefits of sport to parents of young people from CaLD backgrounds (Vescio, Taylor & Toohey, 1999; Wilson, 1998). Strategies to promote inclusion recommended in the literature include:

- Reduction of costs enables young people from CaLD backgrounds to join existing programs, sporting clubs and associations (MIC, 2005);
- Gender specific teams, sessions and programs increase sporting options and environments for females from CaLD backgrounds, resulting in greater participation of women and girls (CMYI, 2007a; MIC, 2005; Wilson, 1998); and
- Sport uniforms, including bathers that are cultural acceptable to the target group.

Stage 1 Findings

The baseline data collection found that mainstream CoS sport and recreation clubs had had little prior contact with the target communities, had not thought about their special needs and were not aware of the Project. The baseline data also indicated that the SPO had concentrated her efforts on building relationships with the ethnic organisations, government and non-government organisations that assist young people from CaLD backgrounds. The baseline data also showed that the SPO had successfully developed programs to increase involvement in physical activity of young people from the target group to help them build skills. The SPO had also successfully facilitated increased usage of the Herb Graham recreation Centre by the target group.

The baseline data collection found that unless a program has DET (Department of Training) endorsement promotion of the Project was blocked in schools and colleges. The baseline data collection found that ethnic-specific clubs were developing within some ethnic communities. The main data collection confirmed that this was still the case and that more work needs to be done to encourage integration of young people into mainstream sporting clubs.

The following barriers were identified in baseline data and the review of literature and emerged again in the mainstream data collection:

Cost: Cost of participation in regular sport and recreation activities was constantly cited. The issue of club membership fees was specifically significant and inhibits CaLD youth from joining clubs.

Time: Settlement into a new country produces added pressures on young people from CaLD backgrounds. Although the data collection revealed that many young people would like to participate in sport and recreational activities other activities such as work, education, and learning English take precedence.

'It's just them having to settle into a new country, the language, about the ages of 18-30 young men have challenges of looking for work, at the same time as going to school, transport, their Centrelink requirement, all that sort of thing' (AGENCYM).

Transport: Many families from CaLD backgrounds do not have a family car. Young people from CaLD backgrounds rely heavily on public transport to get to and from sporting venues. This is particularly

problematic when required to participate in 'away'² games.

Knowledge of the game rules: Young people from CaLD backgrounds are often unfamiliar with the rules of games played in Australia.

Knowledge of sporting clubs: Young people from CaLD backgrounds have reported that they are unaware of which clubs to access when trying to participate in new sports.

'If I get an opportunity to join another club for different sport I would join. It's really hard for me to find about....because I wanted to join soccer' (TGM).

Lack of interest: There is still a lack of interest evident in some young people from CaLD backgrounds in participating in regular sport and recreation activities.

The following gender specific barriers that inhibit participation by young women were identified in baseline data and the review of literature:

Confidence and self esteem issues: Young women from CaLD backgrounds face significant personal problems when participating in exercise programs. One participant has reported an increase in confidence.

'I was so shy. I couldn't interact with them and now I'm fine with them' (TGM).

Privacy: Is a major barriers to young women, public sporting events, 'skimpy uniforms' public exercise facilities and open change rooms are all barriers inhibiting participation.

² By 'away' games we mean games played at other teams' home grounds that may be several kilometres away from the player's club grounds.

Stage 2 or Mainstream Findings

When Stage 1 results were presented to the CoS, by the research team, there was a significant negative response and the project staff believed that the evaluators had 'got it wrong'. A special meeting was held and both the DSR, OMI and CoS, along with the evaluators met to resolve the conflict. However, after the research team had carefully explained the methodology, and specifically the analysis of narrative data, the CoS and both funding agencies agreed to change the way the program was delivered, the results below reflect these changes. All agencies agreed to change based on what was learned as a result of year one and the exploration of evaluation data.

In the second year of the project, DSR revised the project targets (predominantly due to the fact that most of the clubs contacted had not adopted inclusive practices and the vast majority had not adopted any CaLD young people into their clubs – despite intensive information about the program being sent to all clubs in the CoS). The KPIs were changed to incorporate use of a Brokerage System to increase involvement of young people in mainstream sports and recreation clubs. The Brokerage System involves a select number of sports clubs or recreation centres in the CoS who are supported to mentor selected young people from CaLD backgrounds as members of their clubs. The clubs that are purposively targeted by the SPO are those from the revised contact list as well as sport and recreation clubs that have already made links with the target group through the SPO or other similar programs running within the community.

The KPIs were adjusted for year two of the Project, these were to:

- Strengthen partnerships between the CoS, sport/recreation/leisure providers and peak CaLD groups;
- Increase utilisation rates of the target group in mainstream clubs and facilities in the CoS;

- Increase participation rates of the target group in sport, recreation and leisure activities;
- Increase capacity of sports and service providers to be more inclusive;
- Increase capacity of the target group to provide a leadership role in accessing and participating in sport and recreation activities (eg. as coaches, organisers, administrators).

The following 7 points highlight significant achievements of the project as a result of changes to its KPI's and delivery methods.

1) Increased participation rate of the target group in sport, recreation and leisure

Increased participation did occur in the second year of the program as a result of the issues outlined above. The following narratives highlight these.

'I came to Australia. I came to this program. I just came in and they just took me as part of them and I know these people, I know they're nice. I feel like I am special. I feel like people know me better now' (LDRM).

'When I come here a few times there is a special program like for singing and a soccer program. The singing program I just come to watch and the soccer program I come to play. It's great. Yes there is a different kind of sports that you can play and you can meet your friends here' (TGM).

'I reckon people are the most friendly at this centre. Herb Graham is like quiet and easy going and especially like after school and stuff, you usually find people playing here every Friday. And usually sometimes like the SPO runs like Saturday, I mean Sunday programs like indoor soccer. Every Sunday for a month.

Julia did that last time and it was really great and a lot of people just come every Sunday and play sport and enjoy themselves and all this sort of stuff' (TGM).

One participant voiced the desire for the Project to increase.

'Well I would like to go to a bigger program and like, I want this program to be bigger so I can know more people' (LDRM).

Due to the adoption of the Brokerage System, and based on momentum built up by the SPO in 2007 and early 2008, the revised KPIs for this objective were met.

2) Target group's perceptions about inclusion in mainstream sporting clubs: The data has shown that some young people from CaLD backgrounds enjoy sport and want to be involved in clubs and recreation centres. Some young people have been sponsored to participate in sporting activities such as those involved in Capoeira (Brazilian Martial Arts). They see involvement in clubs as an avenue to make new friends and learn about different cultures.

'The club is so cool. We have a wonderful coach and I made new friends and they're really cool' (TGM).

'You get to know other people's culture and to learn about them' (TGM).

3) Different sporting norms: The sporting environment is different in other countries with an emphasis on organised sport in Australia.

'In Africa you play for fun but here you play for winning' (TGM).

'In Uganda we used to play at school but they didn't consider it as clubs, as organised clubs. We didn't get to play outside school' (TGM).

'Here is more safe because in Africa we didn't have shin pads or anything. Out in the street (when asked where they played in Africa). They just organised it themselves' (TGM).

'In Africa you don't play in a place like this, in a centre like this. You just play outside in the streets. We used to play basketball in the church, at the back of the church' (TGM).

4) Preferred sports nominated: The target group participants for this research indicated that young people from CaLD backgrounds would like to be involved in soccer, basketball, volleyball, netball and swimming.

5) Increased number of club memberships and utilisation of facilities

The CoS committed to a Brokerage System as a means to promote participation by young people in mainstream clubs. The baseline survey found some young people had joined soccer clubs. The main data collection found that through the Brokerage System and through links with additional NGOs and ethnic organisations greater numbers of young people from CaLD backgrounds had joined mainstream sporting clubs.

6) Establish partnerships between the CoS, sport, recreation and leisure providers and peak ethnic groups

The project has made considerable achievements in the development of programs that are CaLD specific, and in the relationships between the Project and NGO and ethnic organisations. The Herb Graham Centre has become a hub for young people from CaLD backgrounds to meet others from varying cultures and to participate in sport and recreational activities. The SPO has made others aware of the

barriers to participation by this group and strategies to overcome these barriers including providing venues that are culturally inclusive.

'We have become a peak pass provider for the City of Stirling Community in Clubs Program, and this has been a tremendous boost for facilitating the entry of youth into local sports clubs, as financial problems are one of the main barriers for CaLD and Indigenous youth to enter into structured sport' (AGENCYM).

'The SPO just gives us lots of support. She has helped with the Brokerage System. If there are things that I am worried about she is my support network. She is the person that I link with' (CLUBM).

'It has been great to see the Rec centre become a utilised space that young people from various cultures feel comfortable to attend and be active in' (AGENCYM).

'Through the City of Stirling Special Projects Officer, the entry of CaLD and Indigenous youth into structured sporting clubs has been made easier. The financial assistance, the contact information and the close coordination has been integral in targeting these youth with more effectiveness' (AGENCYM).

These comments indicate that stakeholders value the objectives of the Project, and are keen to engage with and partner with the Project, working through the SPO.

The Project has also enabled non-government and ethnic organisations to successfully link with mainstream sport and recreation clubs:

'We have come into contact with a number of sports and recreation clubs as a result of the SPO's program. These include: East

Perth Basketball Association, West Coasters Netball Club, Subiaco Football Club and Sorrento Surf Lifesaving Club' (AGENCYM).

The SPO is the first port of call by the ethnic organisations when help is required to initiate a sporting program for the target group.

'What we have done is that we have set in place a pastoral care system and a tiered system within our club to enable to cope with the girls especially the Indigenous and the CaLD girls. That was through contact with the SPO and getting the heads up with that to be able to work and be successful and to be sustainable. The SPO just gives us lots of support. She has helped with the brokerage system. If there are things that I am worried about she is my support network. She is the person that I link with' (CLUBM).

'First thing is income, the resources, they are the major barriers. In terms of resources, what is available and what is available to the community? Do the family have the resources to afford sport? Particularly when it is not as important as other things to the family' (CLUBM).

'One of the major impediments to young men from migrant communities utilising sports clubs and rec centres is the fact that most of them work hard to make a small amount of money. Whether it is full time work or part time work and study, many young men are having difficulty making ends meet in the current economic climate. This may leave them little time and energy to play sport' (AGENCYM).

7) Facilitate sport and recreation service providers to have adopted

inclusive practices into their service delivery.

Some clubs actively promote their activities to potential CaLD members by handing out flyers, providing free public performances, through internet web pages, putting up information posters, and word of mouth.

'We have a website, we have a forum for members; we are linked to Football West which is the governing body for soccer in WA so we are on their website. We advertise for coaches and players for each season in the local papers and we put up signs around the area as well. We approach the schools in the area for juniors and we get involved with programs like the CaLD program' (CLUBM).

Some clubs identified in the main data collection recognised the difficulties young people from CaLD backgrounds may have with the English language and individuals within these clubs are assisting.

'We try to be as helpful as possible, when it comes to explaining to them the forms they have to complete and what our rules and regulations are' (CLUBM).

Some clubs in the CoS have placed an increased focus on integrating young people from CaLD backgrounds as new members. Some sporting clubs have members who take it upon themselves to assist people from CaLD backgrounds when they join.

'We obviously help facilitate the forms to be filled out. If the language is a language that other people can speak we get help from the students' (CLUBM).

Sport and recreation clubs require support from the CoS to increase their CaLD membership. Funding for transport, fees subsidies, uniforms and equipment was

the most common type of support indicated in the main data collection.

'We have a lot of kids. We subsidise a lot of our kids, it puts quite a bit of financial pressure on the club doing that. Any program that helps us do that, getting kids down there, is something that we are very interested in being involved in' (CLUBM).

'Well the biggest step for us is funding. Transport- we would love a bus more than anything. We supply their uniforms, their affiliation, and their registration. We have 53 girls both of Indigenous and CaLD backgrounds. We have to get funding, funding is crucial and transport is an issue' (CLUBM).

In summary, using the Brokerage System and targeting clubs was successful, albeit a small number of clubs were 'brokered', but this is one of the most important lessons learned in the research process, small steps are critical, large interventions with wide ranging terms of reference did not work, government agencies or policy-makers, clubs and CaLD youth themselves do not respond in macro-environs, it requires hands on small scale interactions that are 'humanising' and based on perceptions, beliefs, experiences and dream, all the realm of the narrative.

Findings and Recommendations

The project used a range of strategies to encourage utilisation of sporting clubs by young people from CaLD backgrounds, including awareness programs, engagement programs, skill development programs, holiday programs, leadership programs, programs for girls only, and a Brokerage System. The following barriers to participation were identified and remain important:

- Cost of participation in regular sport and recreation activities;
- Time constraints;

- Transport;
- Unfamiliarity with game rules;
- Lack of knowledge about sports and recreation clubs;
- Lack of interest;
- Attitudes towards physical activity;
- Confidence and self esteem issues; and
- Privacy concerns.

The evaluation found that the project had achieved the first objective, which was to increase the participation rate of the target group in sport, recreation and leisure. In particular, the Herb Graham Centre has become a hub for young people from CaLD backgrounds. Culturally, sport and recreation is slowly becoming valued as part of a healthy lifestyle but this has not yet extended into young women from CaLD backgrounds joining mainstream sport and recreation clubs. Lack of availability of child minding facilities and fewer gender specific sporting programs inhibit participation by young women.

The evaluation found an increase in the number of club memberships and in utilisation of facilities. This was achieved through a 'Brokerage' system. At the time of writing, six sport and recreation clubs in the City of Stirling are using the Brokerage System and a small number of the target group have joined clubs as a result of this initiative. This is a marked improvement in 2007 when none of the registered clubs were proactive.

However, many clubs within the CoS require further assistance to develop CaLD inclusive practices and we recommended that government agencies, sports clubs and associations and policy-makers adopt the following.

1.

- Aim to consolidate and extend the reach of the Brokerage System. The clubs involved with the Brokerage System reported success in integrating young people from CaLD backgrounds into mainstream sport and recreation clubs;

- Further educate clubs about barriers to participation. The initial survey of clubs revealed that most clubs within the City of Stirling lacked awareness of the special needs of the target group.
- Maintain a 'dual support' process for young people simultaneously, working with young people in the target group to develop knowledge and skills, and mainstream sports clubs to help them recognise when additional support and encouragement may be required;
- Respond constructively to ethnic-specific clubs that have formed and enable young people who join these clubs to make the transition to participation in mainstream sport if they wish (ethno-specific clubs are generally not supported by government agencies in Western Australia);
- Develop proactive gender-specific strategies for young women from CaLD backgrounds who face more barriers to participation than other groups;
- Review training and support for young leaders and extend or intensify the training and support if necessary; and
- There is some evidence from interviews and the literature that sports clubs provide a stepping-stone to participation in mainstream sport, but there is little support for policy to perpetuate long-term ethnic separation in sport. Additional strategies need to be developed to help players make the transition between ethnic-specific teams and mainstream sports clubs.

Conclusion

Using a sports program to facilitate the integration of refugee young people into Western host nations is relatively innovative program intervention. The CoS project discussed in this paper provides unique insights into the specific challenges and experiences faced by the target group, service providers and policy-

makers when implementing such a program. In the course of what seemed a straightforward evaluation, the authors of this paper discovered that a simple and novel idea (to use sport to reach out to refugee youth and the wider community) was indeed quite the opposite. Implementing the program proved quite complex and required constant changes and fine tuning, as well as problems that centred around structural disadvantage, socio-economic issues and cultural ideologies that all surfaced in the research, as did some positive findings. Another important finding was that sports programs for refugee young people should consider using a Brokerage approach rather than an interventionist approach, and that while the 'host community', sports clubs and associations may feel that they have adopted inclusive policies and strategies, more research is required to determine if this is the case. Such research should focus on a lack of education, awareness, resources and subconscious ethnocentrism for example. Finally, the original methodology chosen was quantitatively dominant, when instead it should have been the opposite, a qualitatively dominant approach relying on narratives to help policy-makers and program staff understand what was happening (and not happening) at the ground level. Thankfully, after some consultation, the data narrative 'spoke for itself', and the research and the project moved on to be successful.

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