

Building Bridges:

Survey Insights on Combating Antisemitism Through Football

**BUILDING
BRIDGES**
COMBATING ANTISEMITISM TOGETHER

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what matters.



Together Through Sport.  | what matters.

Foreword

Sport is one of the most visible and influential global platforms, uniting people of all ages, faiths, nationalities, and backgrounds. This makes it a powerful tool for addressing social issues through campaigns and educational initiatives.

For many years, the fight against antisemitism was an underrepresented topic within the sporting community. Significant progress has been made in the past decade, particularly in football, where stakeholders in various countries have become increasingly active. It started with educational projects to remember the Holocaust, followed by activities that specifically highlighted Jewish perspectives and contemporary antisemitism. Football clubs and national bodies then adopted the IHRA definition of antisemitism, an important milestone.

Since 2020, the IHRA definition has been adopted by football leagues and associations in England, Germany, Italy, Austria, and Argentina. It has also been cited as a cornerstone of anti-discrimination efforts by numerous professional clubs across Europe.

Despite this progress in combating antisemitism, there still exists a gap regarding collaborative contact between sporting bodies and the Jewish community. Helping to closing this gap is one of the goals of the EU-funded project BRIDGES: Combating Antisemitism Together. The project is built on three key pillars: coalition building, capacity building, and data-based gap analysis.

To better conceptualize future measures and improve understanding of each other's perspectives, we developed a self-reporting survey of stakeholders in both fields and are now pleased to present the results in this report. We hope to make a constructive contribution in both regards: not only in further addressing antisemitism in sports, but also in lowering thresholds for Jewish stakeholders to get involved in the sports world. Our future work will take place within the framework of "Together through Sport," a collaboration between the World Jewish Congress and our NGO What Matters.



BRIDGES is a cooperative project between the World Jewish Congress, CEJI, and What Matters. On behalf of the consortium, we would like to thank the European Commission for their financial support.

Two handwritten signatures in black ink. The first signature is 'A Kahrs' and the second is 'D Lörcher'. They are positioned to the left of the text below.

Dr. Andreas Kahrs & Daniel Lörcher,
Managing Directors of What Matters.

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Introduction:

Why do a Survey on Combating Antisemitism Through Football?

Football serves as a powerful platform for addressing societal issues through campaigns and education. Hundreds of thousand of matches take place each weekend with millions of fans attending games at European stadiums. Football's unique ability to engage a diverse audience presents an unparalleled opportunity to combat racism, discrimination, and antisemitism. Leveraging football's influence not only impacts the sport itself but also extends to people's everyday lives and broader society.

This booklet aims to inform and guide further efforts to combat antisemitism in football. It presents findings from the "Building Bridges: Survey on Combating Antisemitism Through Football," conducted as part of the EU-funded BRIDGES project. Over 100 stakeholders in professional football, representing 14 European countries, participated in an online survey during the summer of 2023. Topics included Holocaust remembrance, strategies for combating antisemitism, and the promotion of respect for Jewish culture in football. The insights from this research aim to understand stakeholders' perceptions of antisemitism. They also seek to glean from existing activities and best practices. Lastly, they identify potentials and needs for impactful initiatives that commemorate the Holocaust, combat antisemitism, and foster Jewish life.

The aim of this report is to understand not only how football stakeholders perceive initiatives that fight antisemitism and foster Jewish life in sports, but also how Jewish organizations view football antisemitism and counter-initiatives. The survey involving Jewish organizations was delayed to early 2024 due to the surge in antisemitism following October 7, reflecting a significant shift in the European landscape, including sports.

The BRIDGES project was undertaken in collaboration with three esteemed partners: the WORLD JEWISH CONGRESS, an international umbrella organization of national Jewish communities that connects and defends Jewish communities in more than 100 countries; CEJI, an NGO that makes a Jewish contribution to an inclusive Europe by promoting social cohesion through training, educational dialogue, and advocacy; and WHAT MATTERS, an NGO that empowers sports organizations in addressing antisemitism. The survey shows that football organizations have made important steps in creating a more inclusive environment but also sheds light on unexplored potentials and what they need for more successful initiatives. It showcases existing initiatives while laying out the need for more successful attempts at countering antisemitism and fostering Jewish life in football.

Part of a Longer Process

This booklet presents the survey results as part of a longer process. In the development of relevant activities in European football, it was the fans who provided the initial spark, thereby shaping the trajectory of anti-discrimination efforts. From the grassroots level, various projects emerged. Among these endeavors, several initiatives exemplify the ongoing evolution of football culture and its potential for initiatives that fight antisemitism and foster Jewish life.

Grassroots initiatives emerged as early as the 1990s. Kick it Out, founded in 1993 with the slogan “Let’s Kick Racism Out of Football” was a pioneering campaign that expanded its focus in 1997 to combat all forms of discrimination. That same year, BAFF was founded as a network of football fans in Germany who are actively fighting discrimination, for example by curating two exhibitions. Both these initiatives are involved in the organization Football Against Racism in Europe (FARE), founded in 1999. FARE emerged as a network spanning 13 European countries, and is dedicated to combating racism and xenophobia in football.

Founded in 2008 at the inaugural European Football Fans Congress, Football Supporters Europe (FSE) stands as the preeminent democratic voice for football supporters across the continent. As an independent non-profit association, FSE is active in all 55 UEFA nations. Upholding core values of anti-discrimination, non-violence, and grassroots empowerment, FSE members—comprising individuals, local fan groups, and national organizations—work collectively to shape a positive football culture.

The momentum generated by these grassroots initiatives in tackling all kinds of discrimination has catalyzed broader discussions on antisemitism within football. A significant international event dedicated solely to addressing antisemitism in European football took place in 2015 at the Amsterdam Arena. Organized by the renowned Anne Frank House, this event brought together stakeholders from the Netherlands, Germany, England, and Poland for comparative discussions on the prevalence and nuances of antisemitism within football.

In 2018, another influential international conference was hosted by the Center for Research on Antisemitism at the Technical University of Berlin, entitled “The Beautiful Game: Identity, Resentment, and Discrimination in Football and Fan Cultures.” This three-day academic gathering built upon the momentum of the Amsterdam conference by delving deeper into issues of antisemitism and related topics within football. The event culminated in the publication of the first book-length work dedicated to the subject, further amplifying the discourse and advancing scholarly understanding of antisemitism in football.

In the meantime, football clubs and associations have also begun to actively engage in anti-discrimination efforts, helping to amplify the impact of grassroots initiatives. Programs like Chelsea FC’s “Say No To Antisemitism,” as well as Germany’s “!Nie Wieder” which established an annual memorial match day to mark Holocaust Remembrance Day, have underscored a growing commitment to confronting antisemitism within football culture.

In 2021, the collaborative initiative “Changing the Chants” emerged as a significant effort to combat racist and antisemitic chants during football matches across Europe. Spearheaded by Borussia Dortmund, Feyenoord Rotterdam, the FARE network, and the Anne Frank House, this international project developed educational strategies aimed at addressing discriminatory behavior within football stadiums. Through a combination of publications, multiplier events held across Europe, and a culminating conference at the Auschwitz-Birkenau State Museum, “Changing the Chants” raised awareness, established network, and led to further initiatives. As these efforts gained traction, collaborations between football organizations and other groups also intensified. In Germany, the German Football League (DFL), the World Jewish Congress, and the Central Council of Jews in Germany came together for a conference entitled “Antisemitism and Professional Football: Challenges, Opportunities, Network,” held in 2022 at Borussia Dortmund’s stadium.

Together Through Sport Since 2023

One of the most recent developments in this ongoing journey is the “Together Through Sport” initiative, launched at a 2023 United Nations Human Rights Council side event in Geneva. Operating under the auspices of the World Jewish Congress, this initiative mobilizes a diverse network of stakeholders to implement activities focused on sports, antisemitism, and Holocaust remembrance. Through partnerships with organizations like What Matters and collaborations with sports leagues and stakeholders across Europe, “Together Through Sport” represents a significant effort to combat antisemitism within football and beyond.

Today, the landscape of football presents a complex terrain for addressing antisemitism. Antisemitism may not always manifest overtly within the sport, making it challenging to identify and combat. However, it is imperative to recognize the interconnectedness of individuals within the sporting realm and wider society, acknowledging the potential influence of sports in shaping societal attitudes and behaviors.

As discussions around antisemitism in football continue to evolve, there is a growing emphasis on the need for understanding the unique conditions within the sport that may contribute to the perpetuation of antisemitic attitudes, as well as the specifics of antisemitism and other forms of discrimination. In recent years, a growing number of sport organizations have adopted the IHRA definition of antisemitism as a basis for ongoing initiatives and actions.

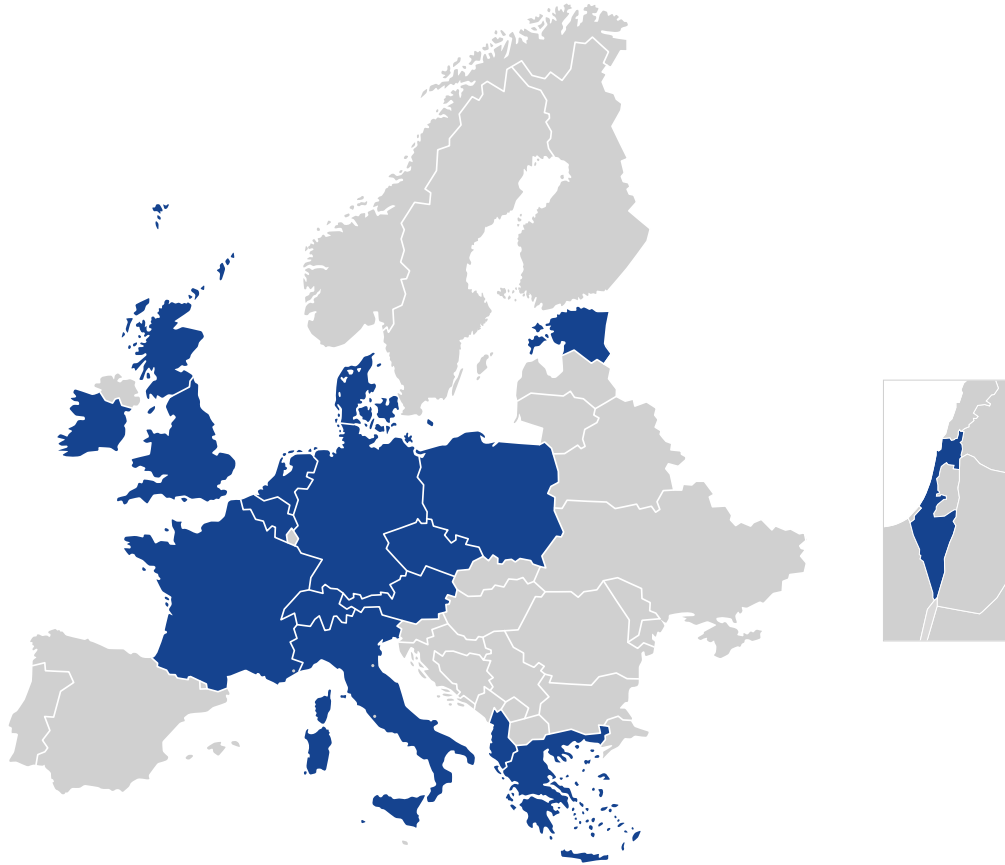
Football’s inherent binary structure pitting “us against them” underscores the complexities of collective identities and rivalries, presenting opportunities for inclusion alongside risks of exclusion. While football remains a space for camaraderie and belonging, it also serves as a platform where discrimination can persist, reflecting the broader societal dynamics at play. The survey’s results underscore the importance of navigating these complexities in combating antisemitism in football. Leveraging the sport’s social influence can help fight against discrimination and foster a more inclusive environment in and beyond the stadium gates.

Outline

This booklet is organized around three key areas derived from the survey analysis. To offer a quick overview and capture the essence of each section, we begin with a brief overview that outlines the key themes and findings. This introduction is followed by a detailed analysis, supported by data and examples drawn from the survey responses.

The first section begins by exploring the perception of antisemitism, examining how European sport stakeholders and Jewish organizations see antisemitism in football. Following this, the activities against antisemitism section highlights current efforts to combat antisemitism. Lastly, the section on the potential for activities against antisemitism discusses stakeholders’ views on the feasibility of such campaigns in football, examining motivating factors and potential obstacles.

Together, these sections offer a comprehensive view of the challenges and opportunities in striving to combat antisemitism and foster Jewish life in football. Our goal is to not only raise awareness about this pressing issue but also to inspire impactful initiatives within the football community and beyond.



The Participants

Respondents of the two surveys represent a diverse range of stakeholders within the realms of football and Jewish organizing. In the Football Survey, the participants come from professional football backgrounds, including football clubs, leagues, and associations, with roles spanning advisors, board members, CEOs, consultants, vice presidents, secretaries, corporate social responsibility (CSR) managers, educators, fan representatives, marketing managers, board members, museum managers, and supporter liaison officers (SLO, meaning a mediator between a club and its supporters). While the respondents are predominantly from Germany, there are also contributions from other countries like Austria, England, and Israel.

On the other hand, the Jewish Organizations Survey draws its participants primarily from national Jewish organizations, Jewish NGOs, and Jewish sports organizations, including individuals in various official roles. Respondents are dispersed across various countries, including the Czech Republic, the Netherlands, and Sweden, reflecting a broad geographic representation.

Football Survey Participant Affiliations	
Football clubs	69
Football leagues	6
Football associations	11
13 Countries (21 respondents)	
Austria	6
Belgium	2
Czech Republic	1
England	3
Estonia	1
France	2
Germany	48
Greece	1
Ireland	1
Israel	5
Italy	2
Netherlands	8
Poland	1
Scotland	1

Jewish Organizations Survey Participant Affiliations	
Jewish community associations	13
Jewish NGOs	7
Jewish sports organizations	2
13 Countries (21 respondents)	
Albania	1
Austria	1
Belgium	2
Czech Republic	5
Denmark	1
Estonia	1
France	1
Germany	2
Italy	1
Netherlands	2
Poland	1
Sweden	2
Switzerland	1

Perception of Antisemitism

Introduction

In examining the perception of antisemitism in football, we aimed to uncover the depth of understanding and recognition of antisemitism and other forms of discrimination among football stakeholders and Jewish organizations. We asked about understanding levels, perceived severity, and the specific challenges posed by antisemitism in football. This analysis not only reveals the varying perceptions between football stakeholders and Jewish organizations but also highlights the areas where proactive efforts and education are critically needed.

Summary

The findings from our exploration into the perception of antisemitism in football show significant discrepancies between football stakeholders and Jewish organizations in their views. While football stakeholders predominantly see sexism and queerphobia as pressing issues, Jewish organizations identify antisemitism as their primary concern. This divergence points to a need for increased awareness and sensitivity towards antisemitism among football stakeholders. Furthermore, the prevalence of antisemitism online and in stadiums calls for robust strategies to combat such behavior and ensure a safe environment for all participants. Moving forward, it is essential to foster a proactive stance and genuine commitment to addressing antisemitism in football.

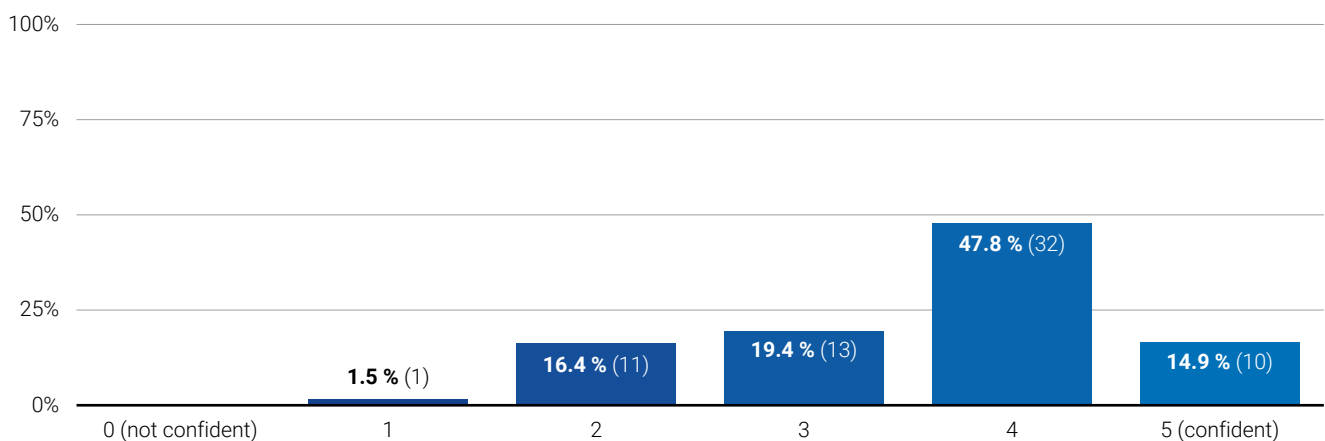
Key Takeaways

- 1. High Confidence in Understanding Antisemitism:** 74% of football community respondents rated their confidence as 4 or 5, indicating a strong self-assessed understanding of antisemitism.
- 2. Sexism and Queerphobia as Major Concerns:** Football stakeholders perceive sexism and queerphobia as more significant issues compared to antisemitism.
- 3. Antisemitism as a Primary Concern for Jewish Organizations:** Jewish organizations highlight antisemitism as the most pressing issue in football.
- 4. Divergent Perceptions:** There is a notable difference between the perceptions of football stakeholders and Jewish organizations regarding the severity of different discriminations.
- 5. Significant Challenge of Online Antisemitism:** Antisemitism online and from fans are seen as the most significant challenges by both football stakeholders and Jewish organizations.
- 6. Incidents in Professional and Amateur Settings:** Antisemitism is encountered both in professional stadiums and in amateur sports.
- 7. Security Concerns at Matches:** Jewish representatives express high levels of concern about the potential for antisemitism during football matches.
- 8. Need for Proactive Measures:** There is a clear call for genuine commitment from football organizations to combat antisemitism, with proactive outreach instead of reactive statements after the fact.

Understanding Antisemitism

To evaluate the level of comprehension within the football community regarding the definition and manifestations of antisemitism in the context of football, respondents were asked to self-assess their confidence using a rating scale ranging from 0 (not confident) to 5 (confident). Notably, 74% of the 67 participants who provided responses exhibited high confidence, as evidenced by their selection of ratings 4 or 5. This tendency may suggest that individuals who feel secure in their understanding are more inclined to participate in such self-assessments, while those who harbor uncertainties or perceive a gray area in defining antisemitism might opt not to engage with the rating scale.¹

“How confident do you feel about your understanding of what constitutes antisemitism and how it can manifest in football?”



Perception of Antisemitism

In this section, we explored the perceptions of European football stakeholders regarding the presence of discrimination in football within their respective countries or contexts. Insights were gathered from 69 respondents, who were asked to assess the extent to which they perceive various forms of discrimination as problems within the world of football. The findings show that football stakeholders perceive sexism as the most prominent concern within football, followed by queerphobia, anti-Muslim racism, anti-Black racism, antisemitism, and antigypsyism (anti-Roma racism). Importantly, these perceived discriminations are recognized as reflections of broader societal issues, extending beyond the boundaries of sports.

Additionally, we gathered feedback from 14 respondents representing Jewish organizations to understand their perspectives on discrimination within football. The findings highlight antisemitism as their primary concern in football, followed by queerphobia, sexism, antigypsyism, and anti-Muslim racism. Moreover, respondents were asked to rate the perceived severity of antisemitism in different sports, with almost three-quarters indicating that antisemitism is a significant issue in football, including 53.85% considering it “a very big problem” and 15.38% describing it as “a fairly big problem.” In contrast, antisemitism in tennis and basketball received “fairly big problem” ratings

¹ The inherent ambiguity and complexity surrounding the understanding of antisemitism, particularly within the context of football, may deter some individuals from answering with a lower rating. Research supports this observation, indicating that self-assessment scales often elicit a higher response rate from those who possess a stronger grasp of the subject matter, thus potentially contributing to a self-selection bias. This tendency underscores the multifaceted nature of antisemitism and the challenges associated with gauging individuals’ self-perceived confidence in navigating its nuances within the realm of football.

from only one respondent each, while antisemitism in baseball, swimming, athletics, and other sports was generally perceived as “not a very big problem” or “not a problem at all.”

The comparison between football stakeholders and Jewish organizations reveals a discrepancy in their perception of discrimination within football. While football stakeholders predominantly perceive sexism as the most pressing issue, Jewish organizations highlight antisemitism as their primary concern. This contrast underscores differing perspectives, reflecting varied experiences and sensitivities among stakeholders.

Football Stakeholders:

“To what extent do you think the following are a problem in football in the country you work in?”

	A very big problem		A fairly big problem		Very and fairly big		Not a very big problem		Not a problem at all		Don't know		∅	# Responses
Sexism	36.23%	25	33.33%	23	69.56%	23.19%	16	5.80%	4	1.45%	1	1.99	69	
Queerphobia	21.74%	15	42.03%	29	63.77%	24.64%	17	7.25%	5	4.35%	3	2.18	69	
Anti-Muslim racism	15.94%	11	43.48%	30	59.42%	27.54%	19	8.70%	6	4.35%	3	2.3	69	
Anti-Black racism	13.04%	9	39.13%	27	52.17%	40.58%	28	7.25%	5	0.00%	0	2.42	69	
Antisemitism	8.70%	6	43.48%	30	52.18%	26.09%	18	17.39%	12	4.35%	3	2.55	69	
Antigypsyism (Anti-Roma racism)	10.14%	7	27.54%	19	37.68%	30.43%	21	23.19%	16	8.70%	6	2.73	69	
												2.36		

Jewish Organizations:

“To what extent do you think the following are a problem in sport in the context of your country or region?”

	A very big problem		A fairly big problem		Not a very big problem		Not a problem at all		Don't know		∅	# Responses
Antisemitism	42.86%	6	35.71%	5	21.43%	3	0.00%	0	0.00%	0	1.79	14
Anti-Black racism	35.71%	5	42.86%	6	21.43%	3	0.00%	0	0.00%	0	1.86	14
Queerphobia	42.86%	6	21.43%	3	14.29%	2	14.29%	2	7.14%	1	2	14
Sexism	28.57%	4	35.71%	5	14.29%	2	14.29%	2	7.14%	1	2.15	14
Antigypsyism (Anti-Roma racism)	21.43%	3	14.29%	2	35.71%	5	21.43%	3	7.14%	1	2.62	14
Anti-Muslim racism	7.14%	1	35.71%	5	21.43%	3	21.43%	3	14.29%	2	2.67	14
											2.16	

Jewish Organizations:

“Please rate the perceived severity of antisemitism in each of the following sports using the scale provided.”

	A very big problem		A fairly big problem		Not a very big problem		Not a problem at all		Don't know		∅	# Responses
Football	53.85%	7	15.38%	2	15.38%	2	0.00%	0	15.38%	2	1.55	13
Basketball	0.00%	0	7.69%	1	15.38%	2	46.15%	6	30.77%	4	3.56	13
Tennis	0.00%	0	7.69%	1	15.38%	2	46.15%	6	30.77%	4	3.56	13
Baseball	0.00%	0	0.00%	0	7.69%	1	46.15%	6	46.15%	6	3.86	13
Swimming	0.00%	0	0.00%	0	23.08%	3	53.85%	7	23.08%	3	3.7	13
Athletics/Track and Field	0.00%	0	0.00%	0	15.38%	2	38.46%	5	46.15%	6	3.71	13
Other (please specify in the text box below)	0.00%	0	7.69%	1	15.38%	2	23.08%	3	53.85%	7	3.33	13
											3.24	

Perception of Antisemitism Challenges

Further, we sought to understand how European football stakeholders perceive the most significant challenges posed by different groups within the local or national context of their respective organizations. Respondents were asked to rank up to four groups according to the degree to which their antisemitic behavior poses a challenge for their organizations. These groups included “Antisemitism online, including social media in relation to your organization,” “antisemitic fans,” “antisemitic players,” and “antisemitic officials, e.g. managers.”

From the 60 respondents to this question, a clear pattern emerged, with a pronounced focus on antisemitism online and its ramifications caused by fans. A striking 45 respondents identified antisemitism online as the most significant or second most significant challenge in football, closely followed by antisemitic fans, which garnered the attention of 43 respondents. In contrast, very few respondents, merely eight and four individuals respectively, cited antisemitism by players and officials (such as managers) as a significant challenge.

Notably, over half of the participants excluded these groups from their rankings, indicating that players and officials are often not perceived as key challenges. This underscores the predominant concern with online platforms and fan behavior, possibly leading to an underestimation of the roles played by players and officials in the context of antisemitism within football. The responses from the stakeholders of Jewish organizations underscore these results. They perceive antisemitic fans and online antisemitism as the most critical issues.

Football Stakeholders:

“In your opinion, which of the following groups poses the most significant challenges in the local or national context of your organization?”

	Rank	∅	1		2		3		4		# Responses
Antisemitism online, including social media in relation to your organization	1	3.47	61.22%	30	30.61%	15	2.04%	1	6.12%	3	49
Antisemitic fans	2	3.40	53.19%	25	38.30%	18	4.26%	2	4.26%	2	47
Antisemitic players	3	2.19	11.11%	3	18.52%	5	48.15%	13	22.22%	6	27
Antisemitic officials, e.g. managers	4	1.78	8.70%	2	8.70%	2	34.78%	8	47.83%	11	23

Jewish Organizations:

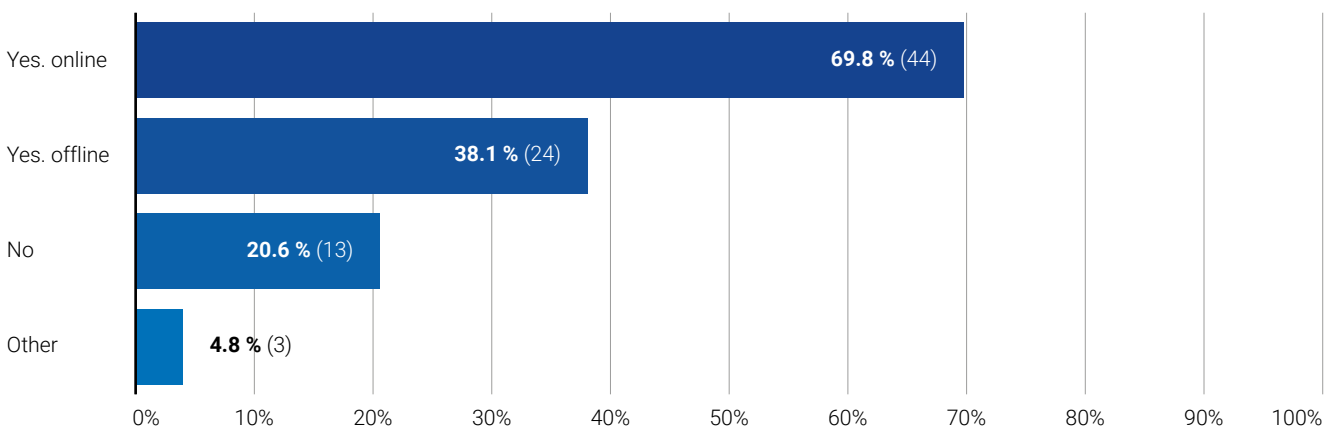
“In your opinion, which of the following groups poses the most significant challenges in the context of antisemitism in sport?”

	Rank	Ø	1	2	3	4	# Responses
Antisemitic fans	1	3.5	50.00% 6	50.00% 6	0.00% 0	0.00% 0	12
Antisemitism online, including social media in relation to your organization	2	3.17	41.67% 5	33.33% 4	25.00% 3	0.00% 0	12
Antisemitic players	3	2.25	8.33% 1	16.67% 2	66.67% 8	8.33% 1	12
Antisemitic officials, e.g. managers	4	1.08	0.00% 0	0.00% 0	8.33% 1	91.67% 11	12

Encounters with Antisemitism

We inquired whether the respondents had encountered antisemitism either online or in person within the context of football over the past three years. The responses by football representatives revealed that 44 individuals had experienced antisemitism online, while 25 reported encountering it in offline settings, such as in stadiums. Furthermore, 13 respondents stated that they had not encountered antisemitism in football during this period. Some respondents made distinctions between their experiences in the stadium, where antisemitism manifested through banners and chants, and the online sphere, where they encountered antisemitic comments directed at players or fans. Several participants also noted that public statements against discrimination, as well as reports about related activities, triggered antisemitic posts and comments on social media platforms. This finding underscores the need for effective strategies in responding to and monitoring antisemitic content after it goes online, particularly in comment sections and in discussions related to public statements against discrimination.

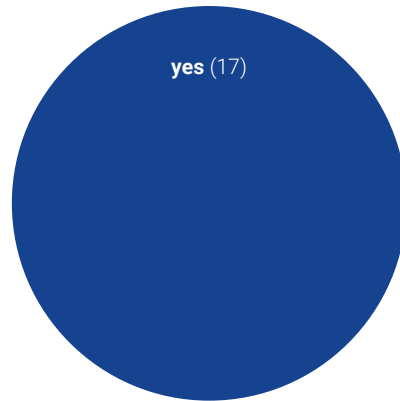
“In the past three years (since January 2020), did you encounter antisemitism online or in person in the context of football?” - multiple answers possible



Furthermore, we queried Jewish organization representatives regarding their perceptions of antisemitism within sport, with 100% of respondents (total: 17) affirming its existence. Thirteen representatives recounted specific incidents of antisemitism within the sporting context, including insults, slurs, and fan chants such as “JUDE Slavia” against Slavia Prague. Instances of antisemitic graffiti and refusal to compete against Israeli players were also cited, with many occurrences observed in large professional sport stadiums. Notably, antisemitism was not

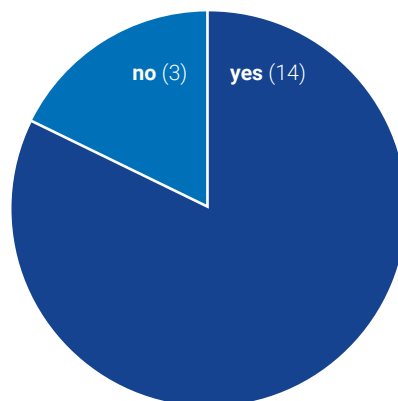
confined to professional football settings, as school and amateur sports were also identified as problematic areas. One respondent reported a significant number of incidents recorded by their antisemitism hotline since 2012. Additionally, trivialization of the Shoah was highlighted, exemplified by stickers depicting Anne Frank adorned with rival team logos.

“Does your Jewish community or organization perceive the existence of antisemitism in sport?”



Over 80% of Jewish representatives expressed concerns within their communities in the run-up to football events, perceiving matches as potential situations of danger due to antisemitism. A respondent from Belgium emphasized that “every match is an opportunity to hear some antisemitic chants,” while another from the Czech Republic highlighted matches as “potential security threats.” Additionally, a representative from Italy noted that “stadiums tend to create a hostile environment to Jews and other minorities.” These testimonies underscore the urgent need for proactive measures to ensure safety and a more welcoming atmosphere towards minorities.

“Is the anticipation of football (soccer) events a topic of concern within your community? Do you perceive football matches as potential situations of danger due to antisemitism?”



Activities Against Antisemitism

Introduction

The second part of this booklet delves into the specific activities and policies that football organizations have implemented to counter antisemitism and other forms of discrimination. With a detailed analysis of policy adoption, targeted actions, and the identification of primary target groups, this section provides a comprehensive overview of the steps taken by football clubs and organizations. This exploration underscores the importance of these initiatives in creating a more inclusive environment within football, and by extension, society at large.

Summary

The findings from our surveys provide an overview of existing anti-discrimination policies and initiatives. Activities such as workshops, commemorative events, and community outreach programs exemplify the multifaceted approaches employed to tackle discrimination. However, there remains a need for greater internal attention within organizations to ensure that the ethos of inclusion permeates all levels, from fans to employees. The dedication of football organizations to Holocaust remembrance and the fostering of Jewish life, although commendable, indicates that there is room for more initiatives specifically targeting contemporary forms of antisemitism. By fostering stronger collaborations with Jewish communities and continuously developing internal structures that support diversity, football organizations can enhance their impact.

Key Takeaways

- 1. High Adoption of Anti-Discrimination Policies:** 61 out of 62 football organizations surveyed have anti-discrimination policies in place, demonstrating a widespread commitment to tackling discrimination.
- 2. Explicit Mention of Antisemitism:** Several organizations explicitly mention antisemitism in their policies, often referencing the International Holocaust Remembrance Alliance (IHRA) definition.
- 3. Diverse Range of Initiatives:** Activities include workshops, public events, educational trips, and participation in broader campaigns such as the #WeRemember campaign.
- 4. Holocaust Remembrance Focus:** Many initiatives focus on Holocaust remembrance, with fewer projects directly addressing contemporary antisemitism or fostering Jewish life in general.
- 5. Primary Target Groups:** Fans are the primary target group for anti-discrimination activities, followed by schools and children.
- 6. Internal Measures Needed:** There is a notable lack of internal measures targeting employees, youth football, players, and officials within organizations.
- 7. Community Outreach Efforts:** Football organizations engage in community outreach through football tournaments, collaborations with memorial sites, and educational projects.
- 8. Collaborations with Jewish Communities:** Although some efforts exist, there is potential for stronger collaborations with Jewish sports clubs and communities to foster Jewish life within football.

Policies Against Discrimination

In our survey, we asked about the presence of anti-discrimination policies within the football organizations of our participants, of which there were 62 respondents. Notably, 61 of them affirmed the existence of such policies, while only one respondent reported not having a policy in place. This high rate of existing policies underscores the active engagement of participants in our study. Furthermore, almost fifty participants shared documents or links related to their policies. These policies often manifest as a paragraph within stadium regulations or a description of the club's values, which includes an explicit commitment to diversity, inclusion, and anti-discrimination. In this section, we will provide two illustrative examples that showcase the proactive measures taken by football organizations to combat discrimination.

Example 1

In its Disciplinary Regulations (Rechtspflegeordnung), the Austrian Football Federation (ÖFB) specifies penalties for violations of fair play and for discrimination. Section 111 addresses "Violation of the Spirit of Fair Play," while section 112 focuses on "Discrimination." A notable provision of this section is highlighted in subsection 1, where it states: "Anyone who violates the dignity or integrity of a person or group of persons through derogatory, discriminatory, or defamatory statements or actions (in any form) regarding race, skin color, language, religion, gender, disability, sexual orientation, ethnic origin, national origin, social origin, political opinion, or any other reason, will be suspended for at least 5 official matches or will receive a corresponding ban from participating in official functions. In addition, a stadium ban and/or a fine of at least €1,000 may be imposed. For an official found guilty of this offense, the fine is at least €1,500."

<https://www.oefb.at/oefb/Verband/Oesterreichischer-Fussball-Bund/Bestimmungen-Regulativ>
(in German only)



Example 2

Werder Bremen's stadium regulations, specifically section 7, unequivocally condemn expressions of racism, violence, antisemitism, nationalism, xenophobia, and sentiments contrary to democracy and the constitution. Prohibited within the stadium premises are any expressions or gestures objectively capable of defaming others based on characteristics such as race, religion, gender, sexual orientation, or ethnicity. This includes spreading racist, xenophobic, violent, discriminatory, or anti-democratic sentiments. Additionally, the regulations extend to external adornments that objectively convey racist, xenophobic, violent, discriminatory, anti-democratic, or anti-constitutional attitudes, such as clothing associated with such ideologies, as well as visibly displayed tattoos or jewelry bearing such messages. The stadium management reserves the right to deny entry or eject individuals affiliated with anti-democratic or anti-constitutional organizations and those known for past expressions of racism, nationalism, antisemitism, discrimination, violence, defamation, or contempt for humanity.

<https://www.werder.de/stadion/wohninvest-weserstadion/stadionordnung/>
(in German only)



Addressing Antisemitism in Discrimination Policies

We also explored the extent to which discrimination policies within organizations specifically address antisemitism. Eighteen respondents provided feedback on this aspect, with some mentioning antisemitism explicitly in their policies. A few organizations have adopted the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism as a key element in their efforts. Others have more general statements against discrimination without an explicit mention of antisemitism specifically. There were notable mentions of the need to cultivate remembrance, and a reference to the role of the police in tackling antisemitism.

Adopting the IHRA definition of antisemitism

Football leagues, clubs, and associations across Europe have adopted the IHRA's working definition of antisemitism. The IHRA, or International Holocaust Remembrance Alliance, is an intergovernmental organization founded in 1998. This adoption is intended to signify a firm commitment to fostering a welcoming and inclusive environment for Jewish communities while adopting a zero-tolerance stance against antisemitism, whether it occurs in stadiums, on social media, or elsewhere in football culture. By employing this definition, organizations aim to ensure a consistent approach to identifying and addressing antisemitism in all its manifestations, with the goal of preventing its recurrence. The IHRA definition describes antisemitism as a certain perception of Jews that may manifest as hatred directed toward individuals, their property, or Jewish community institutions, including both rhetorical and physical manifestations of hostility

<https://www.holocaustremembrance.com/>



Activities Against Discrimination in Football

We inquired whether organizations have been actively engaged in activities against discrimination in football over the last three years. The overwhelmingly positive response revealed that 52 out of 55 respondents, amounting to 94.55%, have been involved in such initiatives.

Some of the activities include the establishment of guidelines for inclusion, diversity, and equity in the workplace, the organization of in-house and public workshops against racism, participation in events such as the Week of Democracy and Tolerance, and the observance of an Annual Day of Commemoration in German football. Many organizations have shown their support for broader campaigns, such as the World Jewish Congress's #WeRemember campaign.

Furthermore, some organizations have facilitated educational visits to local synagogues and Jewish community associations for their employees, supported initiatives and projects through funding, and hosted annual anti-discrimination and diversity conferences. Memorials and remembrance events reflect how deeply committed respondents are in combating discrimination.

Additionally, many organizations have engaged in community outreach activities: besides dedicated football tournaments, these include cooperative projects with memorial sites and educational bodies. They have also participated in events marking Sinti and Roma Holocaust Memorial Day and collaborated with schools on projects like "Lernort Stadion" in Germany and "Lernkurve Stadion" in Austria. These multifaceted initiatives reveal the deep potential of football organizations in further promoting equality and diversity in the sport.

Chelsea FC: No To Hate

The “Say No To Antisemitism” campaign launched by Chelsea FC encompasses a multifaceted approach aimed at education, support, and awareness. Promoted by players, club staff, fans, and the wider community, the initiative encompasses various impactful activities. These include educational visits to the former concentration camp at Auschwitz, participation in the annual March of the Living, and encounters where Holocaust survivors share their experiences with players and coaching staff. The campaign also involves training sessions for matchday stewards on identifying and addressing antisemitic behavior in the stands, workshops on Jewish faith and culture for primary school children and Academy players, and the creation of campaign videos to highlight the impact of antisemitism. Moreover, the club introduced an innovative education opportunity for fans who committed acts of discrimination, inviting them to engage in dialogue, reflect on their actions, and help foster a more inclusive club and sport.

<https://www.chelseafc.com/en/no-to-hate>



“!NieWieder” (!Never Again)

The “Nie Wieder” network is dedicated to commemorating Holocaust victims, raising awareness about antisemitism, and challenging various forms of discrimination. It fosters collaboration and inspiration among its diverse membership, which includes clubs from different German football leagues, the German Football Association (DFB), anti-discrimination organizations, and a branch in Poland. Initially focused on combating antisemitism, the network has expanded its mission to addressing all forms of discrimination, including racism, sexism, and homophobia. A key annual initiative organized by “Nie Wieder” takes place every January on International Holocaust Memorial Day, when German clubs dedicate a game to the commemoration of Holocaust victims. Each year’s program focuses on a specific theme, such as the Sinti and Roma in 2020, with various activities like film screenings, panel discussions, memorial site visits, and articles in fan magazines, thereby demonstrating a multifaceted approach to remembrance and education.

<https://www.erinnerungstag.de> (in German only)



Primary Target Groups in Anti-Discrimination Activities

Our exploration of currently existing anti-discrimination activities in football revealed a diverse range of primary target groups. The most prominent focus is on fans, with 44 respondents (79.55%) highlighting initiatives aimed at this vital segment of the football community. In addition, 22 organizations (39.64%) prioritize schools and children, while 10 respondents (18.18%) mainly target the general public, seeking to raise awareness and instill positive values within the broader community.

However, while such external engagement is crucial, internal organizational measures are notably lacking. Only a fraction of respondents prioritized actions within their own organizations, such as staff (7x), youth team members (7x), players (5x), and officials (2x). This discrepancy underscores the need for greater emphasis on cultivating an inclusive ethos within the institutions themselves. Establishing a collective institutional stance against discrimination is paramount, reducing dependency on one-off efforts and laying the groundwork for sustained action. Moreover, fostering collaboration with Jewish communities necessitates not just outward-facing initiatives but also structural development within football clubs and organizations.

“Who are the primary target groups of your existing activities addressing discrimination in football?”

Target Group	# Responses
Fans	44
School (classes) and children	22
Public, society, and community	10
Employees, colleagues, members	7
Youth football	7
Players	5
Club(s)	4
Officials	2
Coaches	2
Educators	1
Parents	1
Sponsors	1
Those affected by discrimination	1

Activities Against Antisemitism and For Holocaust Remembrance

In response to our query about activities against antisemitism and for Holocaust remembrance, 36 football representatives provided valuable insights into their efforts. The overwhelming majority of these initiatives center on Holocaust remembrance. Projects explicitly addressing contemporary antisemitism or the fostering of Jewish life, e.g. through collaborations with Jewish sports clubs, remained the exception.

Commemoration projects encompass a range of activities, including testimonial encounters, educational trips to Holocaust memorial sites, and active participation in Holocaust Remembrance Day. Examples of these initiatives include the partnership in Belgium between KAA Gent and the Kazerne Dossin Memorial, the friendly match hosted by Aris FC in Greece with donations to the Holocaust Museum of Thessaloniki, and the annual commemoration of Holocaust Remembrance Day on January 27th by teams across Italy, German, and across Europe.

#WeRemember Campaign

Each year, under the hashtag #WeRemember, coordinated by the World Jewish Congress and UNESCO, various European sports clubs actively participate in social media campaigns to commemorate International Holocaust Remembrance Day. Between the 20th and 27th of January, organizations and individuals alike engage in simple yet impactful acts. They utilize the hashtag #WeRemember on social media platforms, sharing content dedicated to preserving the legacy of the Holocaust. Additionally, participants post photos of themselves holding #WeRemember signs, encouraging others to join in. Notably, football teams themselves take part in this initiative, often displaying solidarity on the field alongside their opponents before kick-off.

<https://weremember.worldjewishcongress.org/>



“Jenö Konrad Cup: Football Meets History”

Since 2018, 1. FC Nürnberg has collaborated with Maccabi Nürnberg on the “Jenö Konrad Cup” project, a football tournament combining historical education with sportsmanship. Its aim is to promote respect and understanding, combat prejudice, and generate a united stance against racism, antisemitism, and xenophobia. A key aspect involves partnering with teachers at Nuremberg schools to establish a project against “Racism, Antisemitism, and Xenophobia in Sports.” The project draws inspiration from the biography of former Jewish 1. FCN coach Jenö Konrad (1930 to 1932), who fled Nuremberg in August 1932 due to antisemitic persecution.

<https://www.fcn.de/der-club/unserclub/projekte/uebersicht/jenoe-konrad-cup/>
(in German only)



Potential for Activities Against Antisemitism

Introduction

In this third part, we explore the potential for activities against antisemitism within football, emphasizing the critical role of partnerships and collaborations with Jewish communities. This section examines the current state of these collaborations along with the various challenges and opportunities in addressing antisemitism in football. Through this exploration, we aim to identify gaps, highlight successful strategies, and propose actionable solutions to enhance the impact of initiatives that target antisemitism, promote commemoration, and foster Jewish life.

Summary

The findings from our surveys reveal both progress and unexploited potential within football organizations in combating antisemitism effectively. While many organizations have established anti-discrimination policies and engaged in communication with Jewish communities, there remains a need for deeper and more sustained partnerships. The involvement of Jewish organizations is pivotal yet currently limited, indicating significant room for growth in fostering more sustainable initiatives. Addressing the challenges and leveraging the potential identified in the surveys can lead to a more inclusive and respectful football environment. Football organizations must prioritize long-term strategies, proactive outreach, and genuine commitment to combating antisemitism. By building stronger connections with Jewish communities and other partners, football organizations can play a crucial role in promoting equality on and off the pitch.

Key Takeaways

- 1. Partnerships with Jewish Communities:** Only half of the surveyed football organizations have engaged with Jewish communities in their efforts against antisemitism, highlighting the potential for expanded collaborations.
- 2. Comfort Levels in Outreach:** A mixed level of comfort among football organizations in reaching out to local Jewish communities reveals opportunities for improved guidance and support in building bridges.
- 3. Desire for More Engagement:** Jewish representatives express a strong desire for increased collaboration with sports organizations in order to combat antisemitism effectively.
- 4. Proactive Stance Needed:** Football organizations need to adopt proactive approaches, including dedicated budgets and genuine outreach efforts, to effectively address antisemitism.
- 5. Need for Long-Term Strategies:** There is a significant gap as regards to long-term projects and strategies, highlighting the need for more sustained efforts in the fight against antisemitism.
- 6. Enhancing Support Networks:** Organizations express a need for clearer access to support resources in order to effectively address discrimination in football.
- 7. Importance of Internal Measures:** Internal organizational measures, such as employee education and youth engagement, are crucial for fostering an inclusive ethos.
- 8. Expanding Target Groups:** Extending initiatives against antisemitism beyond professional football to include amateur and grassroots levels can broaden the impact and reach of these efforts.

Involvement of Jewish Communities in Activities Against Antisemitism

Our surveys highlighted the critical role of building bridges between sports and Jewish organizations in combating antisemitism.

In our measurement of the involvement of Jewish communities and organizations in these activities, we collected the feedback of 49 respondents from football organizations. Of these, half (25 organizations) affirmed that Jewish organizations are involved, while the other half (24 organizations) indicated no such participation.

Football organizations in countries such as Austria, Belgium, England, Germany, Greece, and Italy have actively engaged with Jewish communities and organizations in their efforts against antisemitism. These collaborations often result in joint activities like commemorations and educational programs, underscoring the value of partnerships in addressing discrimination.

Despite the range of approaches, the involvement of Jewish communities and organizations remains limited. The greatest number of joint activities and collaborations are seen in Germany, primarily with Jewish Makkabi sports clubs. This indicates significant potential for a further expansion of these partnerships and a more concerted involvement of Jewish community groups in initiatives.

Our survey with Jewish representatives revealed that out of 14 respondents, 10 reported some interaction between their Jewish organization and sports organizations, while 4 did not. The networking participants included sports federations, football clubs, policymakers, fan representatives, the World Jewish Congress, What Matters, sports ministers, and national coordinators against antisemitism. Contacts were most often limited to communications, for example personal meetings, letter exchanges, survey invitations, and interview requests. Some initiatives ended during the pandemic or due to other pressures on Jewish organizations, which were exacerbated by increased antisemitism after October 7.

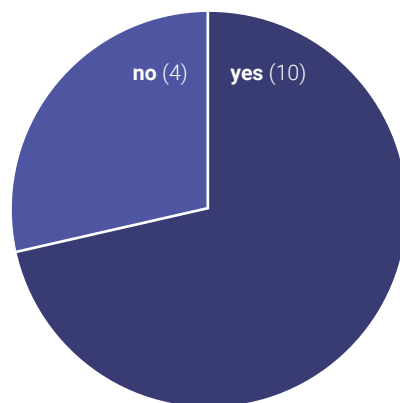
Additionally, 10 out of the 14 Jewish representatives expressed a desire for more engagement with sports organizations. Their envisioned collaborations included asking athletes to participate as ambassadors in the fight against antisemitism, increasing awareness through campaigns and workshops, building networks, conducting concrete actions, holding regular consultations, incorporating input from NGOs on anti-discrimination, and sanctioning individual ultras and clubs after relevant incidents. Funding research was also emphasized as a key area for development.

In addition, Jewish representatives highlighted the need for genuine commitment and proactive outreach. They emphasized the need for a real interest in rooting out antisemitism, going beyond mere photo opportunities and public statements following antisemitic incidents. Key factors included:

- proactive outreach by sports organizations,
- a dedicated CSR (Corporate Social Responsibility) budget,
- involvement of local/state authorities and law enforcement, and
- a real desire to create a positive impact throughout the organization.

The lack of long-term projects or strategies highlights the significant untapped potential for sustainable and enduring partnerships. Establishing these collaborations in the future will be crucial for creating a robust and inclusive framework for effectively combating antisemitism in sports.

“Do you wish for more engagement with sports organizations?”



“Zusammen1”: Enhancing Antisemitism Awareness in Sports

“Zusammen1” is a prevention project initiated by Makkabi Germany, funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, in collaboration with the Central Council of Jews in Germany and the Jewish Community of Düsseldorf. The project conducted an empirical study, “Between Acceptance and Hostility: Experiences of Antisemitism Among Jewish Sports Clubs in Germany,” involving Makkabi members nationwide. This study was the foundation for implementing new educational measures across Germany, whether on sports fields, in seminars, or online. Additionally, “Zusammen1” collaborates with key stakeholders in sports to strengthen the documentation of antisemitic incidents and the promotion of organizational prevention efforts against antisemitism.

<https://zusammen1.de/> (in German only)



Comfort in Reaching Out to Local Jewish Communities: Uncovering Potential

Our survey revealed varying levels of comfort among football organizations when it comes to reaching out to their local Jewish community. While the numerical responses indicated a generally positive sentiment, with 17 respondents feeling “mostly comfortable” and 11 reporting being “almost comfortable,” the real potential lies in the unexploited opportunities and room for growth.

The relatively low number of responses to this question suggests that, for some, the topic may evoke uncertainty or hesitation, possibly reflecting a certain sensitivity concerning interactions with local Jewish communities.

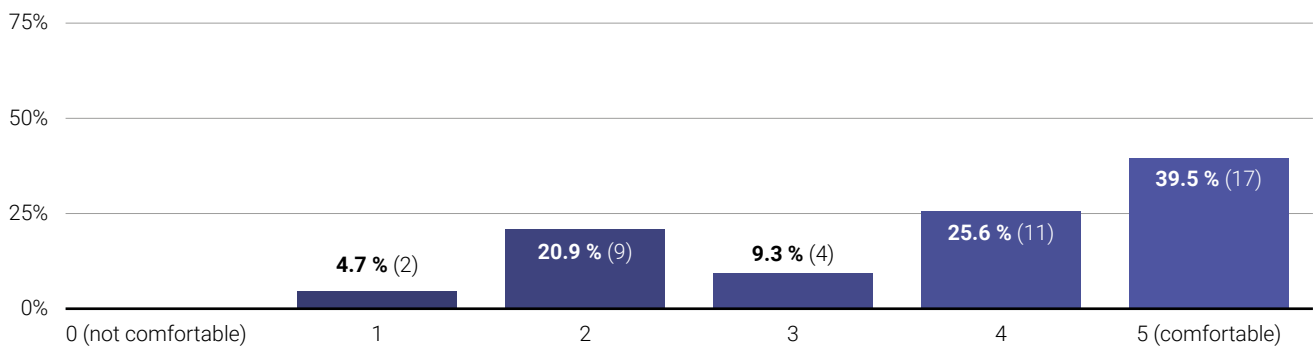
The comments we received highlight the need for more guidance on how to build bridges and foster connections with local Jewish communities. While some organizations have established successful collaborations, others have not had the chance to engage, revealing a potential gap in understanding and outreach.

Similarly, there exists among Jewish organizations a varying level of comfort in reaching out to sport representatives, indicating a mutual need for enhanced communication and understanding.

By leveraging the potential for creating stronger connections and partnerships, the football community can cultivate a more inclusive environment where antisemitism finds no foothold.

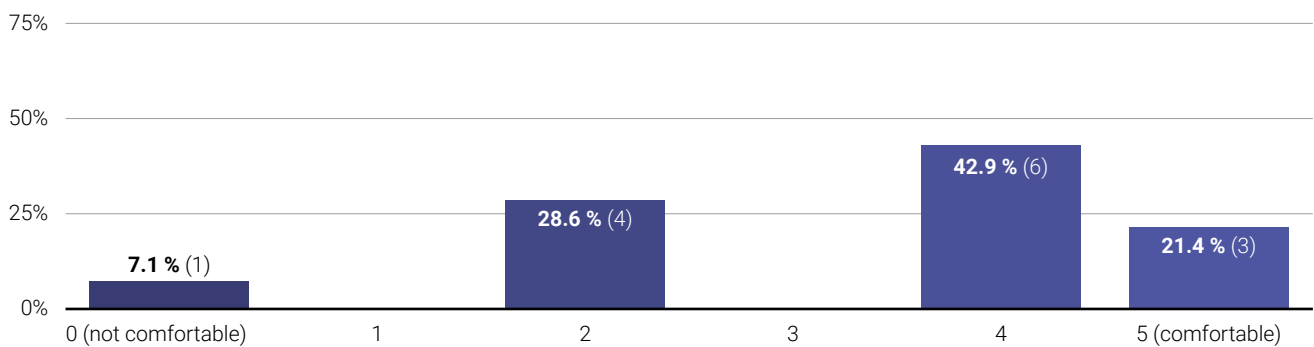
“Do you feel comfortable reaching out to the local Jewish community?”

Survey among stakeholders in professional football, 2023



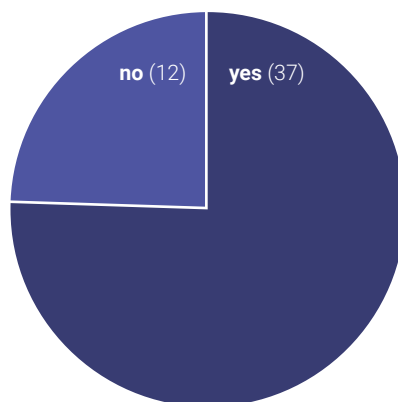
“Do you feel comfortable reaching out to the local sport organizations?”

Survey among Jewish organizations, 2024



Exploring Partnerships and Collaborations in Football: A Proactive Stance Against Discrimination

“Do you currently have any partnerships or collaborations with organizations or initiatives that focus on combating discrimination or promoting inclusivity in football? If yes, please describe them.”

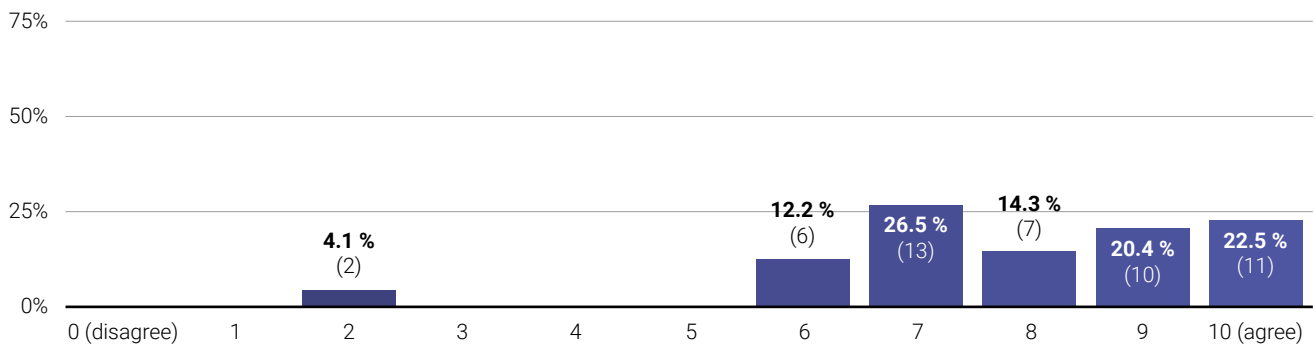


Our exploration of partnerships and collaborations within the football community underscores the importance of organizations taking a proactive stance in the fight against discrimination. Out of the 49 responses we received, 37 organizations provided feedback on their partnerships or collaborations. These partnerships are not only diverse in character but also essential in helping to shape the football landscape. These diverse collaborations demonstrate the potential positive effects of network connections. The collaborations fall into four categories:

1. **Awareness and Commemoration:** Collaborations with organizations like “!Nie Wieder” and club participation in events such as the Day of Remembrance aim to raise awareness and commemorate historical events.
2. **Academic Engagement:** Partnerships with academic institutions like the Fritz Bauer Institute promote research and educational initiatives, including school programs targeting younger generations.
3. **Cultural and Educational Connections:** Collaborations with museums, schools, and cultural institutions, including Jewish museums, offer great educational potential in immersively communicating the cultural history of football within broader societal contexts.
4. **International Exchanges:** Collaborations with projects like “Changing the Chants” promote global learning and the exchange of best practices in combating discrimination. These international partnerships facilitate the sharing of successful strategies and innovations, thereby strengthening the fight against antisemitism and other forms of discrimination on a local and international level.

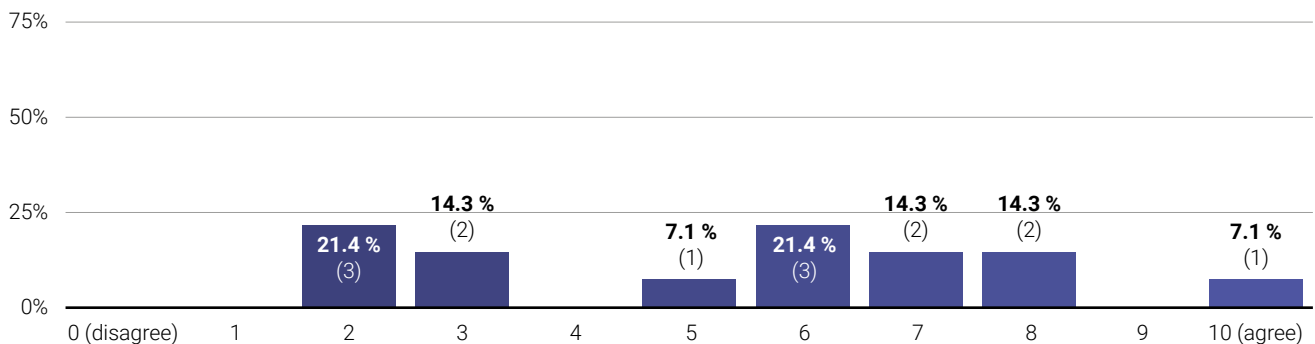
Football Stakeholders:

“To what extent do you agree with the following statement? I know where to get support to take action against discrimination in football.”



Jewish Organizations:

“To what extent do you agree with the following statement? I know where to get support to take action against discrimination in football.”



Challenges and Potentials in Addressing Antisemitism in Football Initiatives

When examining the challenges that football organizations report in undertaking initiatives against antisemitism in football, 35 survey participants shared a total of 73 insightful comments. These responses can be categorized into nine overarching topics.

- **Collaboration:** Respondents emphasized the need for finding partners, gaining support from other clubs and leagues, and fostering interdepartmental engagement.
- **Commitment:** There's a recognition that slogans alone may not suffice, and that engagement could benefit from long-term strategies. Furthermore, the challenge of stimulating fan interest underscores the potential for more fan engagement in these initiatives.
- **Context:** Challenges related to the political atmosphere and the escalation of racism and antisemitism in society point to the effect of the environment around these initiatives, for example the worsening antisemitism arising from the Middle East conflict.
- **Awareness:** The identified hurdles include the reluctance within organizations to take responsibility for this issue and the need to put anti-discrimination on the agenda. Recognizing a lack of diversity as a challenge represents another potential avenue for growth.
- **Methods:** Respondents call for more innovative approaches and actionable concrete methodologies.
- **Obstacles:** Fan resistance, particularly with campaigns seen as contravening the club's own "no politics" guidelines, is a significant challenge.
- **Outreach:** The challenge of building bridges between different cultures and convincing people outside of one's immediate circle points to the potential for broadening the impact and reach of these initiatives.
- **Resources:** The respondents frequently cited resource constraints, including time, finances, and personnel.
- **Understanding:** The need for a deeper understanding of antisemitism and other forms of discrimination was identified as a prerequisite for successful initiatives.

These nine thematic areas collectively represent the challenges and potentials of initiatives against antisemitism in football.

Building a Comprehensive Response: Addressing Antisemitism in Football

Having explored the challenges and potentials in initiatives against antisemitism in football, we now turn to the solutions suggested by survey participants. In response to the identified challenges, they offered various ideas for fostering a more inclusive and discrimination-free football. This section considers the responses provided by 32 individuals from the football stakeholder survey who shared their insights into the necessary steps for better responding to and preventing antisemitism in football. These diverse responses are grouped into nine categories:

1. **Collaboration:** Respondents emphasized the importance of collaboration among football stakeholders, advocating for the formation of alliances and close cooperation among clubs, leagues, and football associations.
2. **Education:** Many participants highlighted the role of education in raising awareness and promoting understanding. Their recommendations included workshops for employees, supporters, school classes, and various relevant groups.
3. **Fostering Dialogue:** Enhancing cultural and social exchanges was a common theme. Some suggested partnering with programs like "Meet a Jew" (organized by the Central Council of Jews in Germany) to facilitate dialogue and bridge gaps within football communities.
4. **Social Work:** The importance of social initiatives in and around clubs emerged as a recurring theme. Here, social workers play a crucial role in engaging with fans and promoting positive behavior.
5. **Policies:** The establishment of clear regulations and the incorporation of anti-discrimination measures as a

licensing condition were emphasized as key steps in creating a robust framework against antisemitism.

6. **Raising Awareness:** Participants urged greater prioritization of the problem, for example through social media campaigns to share knowledge, along with collaborative projects between European football stakeholders.
7. **Stamping Out:** While the majority of comments focused on prevention, some respondents advocated a zero-tolerance policy as a way to effectively combat antisemitic abuse.
8. **Sustainability:** A long-term planning approach, including annual focus days as well as sustained efforts, was recommended to maintain momentum in tackling antisemitism.
9. **Target Groups:** Expanding the focus beyond professional football to include amateur, youth, and grassroots football clubs, especially in rural areas, was emphasized as a way to reach a broader and more diverse audience.

These comprehensive solutions offer a roadmap for better responding to and preventing antisemitism in football, and for fostering Jewish life. By addressing the identified challenges and embracing these potentials, the football community can take significant steps against antisemitism in football.

“What steps do you believe should be taken to improve the response to and prevention of antisemitism in football?”

Answer	# Responses (32 respondents)
Collaboration	3
Education	10
Foster dialogue	4
More social work	2
Other	1
Policies	4
Raise awareness	12
Repression	4
Sustainability	2
Target groups	4

Conclusion

The “Building Bridges: Survey on Combating Antisemitism Through Football” highlights the remarkable potential of football as a force for social change. By analyzing feedback from over 100 football stakeholders and Jewish representatives in 14 European countries, this booklet has explored perceptions, current activities, and future possibilities, in regards to tackling antisemitism, cultivating remembrance, and fostering Jewish life in football. While there has been significant progress, there is still much potential for creating a more inclusive and respectful football environment. Our analysis shows that a huge undiscovered potential lies in football organizations adopting proactive strategies and building sustained partnerships with Jewish communities in order to effectively combat antisemitism and promote respect for Jewish life in sports.

Perception of Antisemitism

Our surveys revealed a difference in how football stakeholders and Jewish organizations perceive antisemitism. Football stakeholders often see sexism and queerphobia as more urgent issues, whereas Jewish organizations highlight antisemitism as their primary concern. The persistent issue of antisemitism, both online and in stadiums, calls for comprehensive strategies to ensure a safe and inclusive environment for all. Proactive measures and a genuine commitment from football organizations are crucial to addressing this gap. For example, workshops discussing the history and impact of antisemitism can help improve the level of understanding.

Activities Against Antisemitism

Football organizations have shown a strong commitment to anti-discrimination through various policies and initiatives. Activities such as workshops, commemorative events, and community outreach programs reflect a multifaceted approach to addressing discrimination. However, many initiatives focus primarily on Holocaust remembrance, with fewer directly tackling contemporary antisemitism or promoting respect for Jewish life. To enhance the impact, football organizations should look inward and ensure inclusion at all institutional levels, from fans to employees. For instance, internal training sessions on antisemitism for players and staff can help reinforce a culture of inclusivity. Strengthening collaborations with Jewish communities can also amplify these efforts.

Potential for Activities Against Antisemitism

The potential for impactful activities against antisemitism activities within football is vast but not fully realized. While many organizations have made first steps in collaborating with Jewish communities, there is still a need for deeper, more sustained partnerships. Building stronger connections can significantly enhance the effectiveness of initiatives against antisemitism. Football organizations must adopt proactive approaches, including dedicated budgets and outreach efforts, to address antisemitism effectively. For instance, creating long-term partnerships with Jewish organizations can facilitate ongoing education and community engagement efforts. Expanding activities against antisemitism to include amateur and grassroots football can also broaden their impact and reach.

Looking Ahead

The findings from this survey highlight both progress and potential in combating antisemitism in football. Significant developments have been made in policy adoption, but there is still room for progress. Football organizations must prioritize long-term strategies, proactive outreach, and genuine commitment to addressing antisemitism. Building stronger, sustained partnerships with Jewish communities and other stakeholders will be essential.

Key Takeaways from the Study

- 1. Persistent Antisemitism:** Antisemitism continues to be a significant issue in both professional and amateur football settings. Jewish representatives express high levels of concern about potential antisemitism at matches.
- 2. Widespread Adoption of Anti-Discrimination Policies:** Most football organizations have anti-discrimination policies in place, with several explicitly mentioning antisemitism and referencing the International Holocaust Remembrance Alliance (IHRA) definition.
- 3. Diverse Range of Initiatives:** Football organizations are engaging in various activities such as workshops, public events, educational trips, and participation in broader campaigns like the #WeRemember campaign to tackle discrimination.
- 4. Holocaust Remembrance Focus:** Many initiatives focus on Holocaust remembrance, but there are fewer projects directly addressing contemporary antisemitism or fostering Jewish life.
- 5. Need for Proactive Measures:** There is a strong call for football organizations to adopt proactive outreach measures and demonstrate a genuine commitment to combating antisemitism, rather than relying on reactive statements after incidents occur.
- 6. Internal Measures Needed:** Within organizations, there is a notable lack of internal measures targeting employees, youth football academies, players, and officials. Implementing internal education and encouraging stronger engagement are crucial for fostering an inclusive culture.
- 7. Desire for Increased Engagement:** While some partnerships exist, Jewish representatives express a strong desire for more collaboration with sports organizations.
- 8. Expanding Target Groups:** Extending initiatives against antisemitism beyond professional football to include amateur and grassroots levels can broaden the impact and reach of these efforts.
- 9. Need for Long-term Strategies:** There is a significant gap in long-term projects and strategies, underscoring the need for sustained efforts to combat antisemitism.
- 10. Enhancing Support Networks:** Football organizations express a need for clearer access to support resources that can help with effectively addressing discrimination within the sport.

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Publishers:

Dr. Andreas Kahrs and Daniel Lörcher,
Directors of what matters gGmbH, Hafenpromenade 1-2, 44263 Dortmund, Germany

Author:

Dr. Pavel Brunssen

Proofreading:

Wayne Yung

Layout, Typesetting, Artwork:

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Andreas Kahrs, Hafenpromenade 1-2, 44263 Dortmund

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