



**FOOTBALL
INTERCULTURAL
PROGRAMME**

Useful Terminology for Football



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Many Voices... One Goal

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Introduction

This booklet has been adapted with permission from The NCCRI, who originally produced this booklet as part of its materials designed to respond to the growing ethnic and cultural diversity in Ireland. The booklet seeks to provide guidance on appropriate use of language and terminologies in a football environment.

Terminology in this area is constantly changing. It is also the case that what is acceptable and widely used in one country is not acceptable in another. The NCCRI acknowledges that any attempt to discuss and interpret terminology in this sensitive and sometimes contested area is sometimes seen as mere 'political correctness'. The NCCRI seek to avoid this by offering the current publication as a contribution to the debate, rather than a static glossary set in stone; and have limited ourselves to terms related to the specific objective of this publication, namely to help inform service providers

Language written or spoken is important, what we say and how we say things can impact positively or negatively on people. Language is also the way Clubs and Organisations communicate their ethos, facts, information, opinions and attitudes to the general public. Words used demonstrate attitudes to and opinions about different people; whether intentionally or unintentionally the words we use have the capacity to raise people up or put them down.

Most people now recognise that discrimination & abuse is unacceptable and may be unlawful. Most people are astute enough not to do things that are blatantly discriminatory.

However words, phrases or behaviours that are judgemental, outdated inaccurate or inappropriate and which may not seem hurtful or discriminatory by themselves or to the person responsible, can add up to a discriminatory environment and should be stopped.

Many terms that might be considered abusive, originate from prejudice about particular groups in society. They are often hurtful, degrading, strip self-esteem, dignity and devalue human life. Making sweeping statements or generalisations is dangerous. The moment generalisations are made, they are likely to cause offence and to be challenged. Generalisations are rarely if ever true!

The bottom line is to be respectful. You may be unsure for example what name to call someone or how to pronounce it. Don't use a 'nickname' or call them a name they find offensive. Ask the person or people what their name is and how they want to be known. People from all groups have a right to decide the terms they choose to describe themselves and this is why there is not always universal agreement about the correct use of language and terms. It also explains why language changes over time, words that were in common usage 50 years ago may now be seen as out of date and offensive and have been changed by the people they affect.

Be Respectful!

References:

Improving Government Service Delivery to Minority Ethnic Groups 'Watt, P. & F. McGaughey (ed.s) (2006). Available at: www.nccri.ie

Fiona McGaughey NCCRI Research and Policy Officer March 2007

The Commission on Itinerancy 1963

United Nations Convention Relating to the Status of Refugees 1951

²Commission for Racial Equality, www.cre.gov.uk/duty/grr/glossary.html

Article 14(1) of the Universal Declaration on Human Rights.

The Stephen Lawrence Inquiry: Report of an inquiry by Sir William Macpherson of Cluny, (1999) Cmd 4262-1, London: HMSO

⁷Department of Justice, Equality and Law Reform, (2005) *Planning for Diversity, the National Action Plan Against Racism*, p.38

⁸Article 2, United Nations International Convention on the Protection of the Rights of All Migrant Workers and Member of their Families.

The FA Football For All 2006 Ethics and Sports Equity (Adapted with permission)

Key principles in the use of diversity-sensitive language:

- Find out which words and terms are being used. Ask other people or contact relevant organisations and use them consistently. If you do say something inappropriate then apologise immediately and learn from this.
- Make sure the language you use is sensitive and appropriate. Make sure the context and intent is sensitive and relevant.
- Acknowledge to yourself that, on occasions, you may use words that cause offence. Learn from this and seek to use language that is equitable for all people.

Useful Terminology

A

Anti-Racism and Intercultural Training

Anti-racism and intercultural training seeks to challenge racism and contribute to creating the conditions for a positive and inclusive sporting and working environment for everyone within an organisation (association, league, club or affiliate).

Assimilation

Assimilation was an unsuccessful policy aimed at absorbing minority ethnic groups into the majority community, with an expectation that communities, their needs and their culture would become invisible or would expire. It was applied in countries with a longer history of migration (for example the UK and Australia), but also in Ireland in relation to members of the travelling community. The 1963 Commission on Itinerancy referred to the “absorption” of members of the travelling community into the general community. Assimilation has been largely discredited and has been superseded by concepts of integration, multiculturalism and interculturalism. *(See also Integration).*

Asylum Seeker

An asylum seeker is a person seeking to be recognised as a refugee under the 1951 United Nations Convention Relating to the Status of Refugees, to which Ireland is a signatory. If someone is granted this recognition, they are granted refugee status and are no longer considered to be an asylum seeker. *(See also Refugee).*

Acceptable terms

Before reading this section it is important to be conscious of the use of language in terms of its potential to pigeon-hole groups and reinforce specific stereotypes. Not everyone accepts being defined by these terms; many people from minority ethnic backgrounds prefer to describe themselves in relation to their particular cultural or national origin, but not everybody. It is therefore important to ask people how they want their ethnic or cultural background to be referred to or described. **Asian generally relates to people who originating from the Indian sub-continent**; these include people from specific nationalities including India, Pakistan and Bangladesh.

B

Black

People can describe themselves as Black for a number of reasons for example, in relation to their physical appearance, their ancestry, as a political term, or all of the above. Some people use the word Black to mean 'of African origin'; whereas others mean 'non-white' and would include people from Asia for example. Black is not generally considered to be a derogatory term and in Ireland, the term 'Black and minority ethnic group(s)' is often used.

C

Chinese

Viewed a preferred term to describe people from China. Use of the term oriental should be avoided.

Coloured

The word 'coloured' is now considered to be a derogatory term in Ireland and many other countries. It was frequently used in the US in the past and was enshrined in law in South Africa during the apartheid era when the term Coloureds was one of the four main racial groups identified by law (Blacks, Whites, Coloureds and Indians). 'People of Colour' is an accepted term in some countries but it is not commonly used or understood in Ireland.

In general, 'Black' is preferred as a term; in Ireland, it is generally used in the context of 'Black and minority ethnic groups'. (*See also Black*).

E

Ethnic Group

In the UK an ethnic group was defined as a group that regards itself or is regarded by others as a distinct community by virtue of certain characteristics that will help to distinguish the group from the surrounding community.² (*See also ethnicity and minority ethnic group*).

Ethnicity

Shared characteristics such as culture, language, religion, and traditions, which contribute to a person or group's identity. Ethnicity has been described as residing in: the belief by members of a social group that they are culturally distinctive and different to outsiders; their willingness to find symbolic markers of that difference (food habits, religion, forms of dress, language) and to emphasise their significance; and their willingness to organise relationships with outsiders so that a kind of 'group boundary' is preserved and reproduced.

Eastern and Central European

Often used as an umbrella term for people from the eastern part of mainland Europe. However it is problematic as many people from Eastern Europe often prefer to be referred to by their country of origin. The UN definition considers the following countries as Eastern European: Belarus, Bulgaria, Czech Republic, Hungary, Moldova, Poland, Romania, Russia (the continental part), Slovakia, Ukraine.

F

Foreign National/Non-Irish National/Non-National

These terms are increasingly used in Ireland, particularly in a legislative context. However, such terminology can be limited in other contexts. Terminology that solely focuses on nationality will become obsolete for most second and third-generation migrants living in Ireland.

The term 'non-national' should be avoided altogether as it is both inaccurate (most people have a nationality from their country of origin) and has negative connotations. 'Foreign national' has most recently been used in draft immigration legislation to refer only to people who are not EU citizens and so using the term to refer to all migrants to Ireland may also cause confusion. 'Non-Irish national' may be the least problematic.

However, outside of a legislative context where nationality is relevant, it is useful to ask why the word 'national' is required. For example, would I describe myself as Irish or 'an Irish national'? Or, as an Irish person living in France, would I describe myself as 'a non-national/non-French national'? Also, would I describe people from the UK or America as 'non-nationals'? Where possible, the NCCRI prefers the term 'minority ethnic groups'.

I

'Illegal'

Migrants who do not have a valid work permit or visa in Ireland are sometimes described as 'illegal'. There are a number of reasons why someone could find themselves in such a situation, sometimes through no fault of their own, for example people who have been trafficked or workers whose employer did not renew their work permit. In this context, an alternative to the use of the term 'illegal' is 'undocumented'.

Asylum seekers are sometimes described as 'illegal'. This is a misnomer. Asylum seekers cannot be illegal as everyone has a recognised human right to seek asylum. There are then processes in place to decide whether an asylum seeker has met the definition of refugee.

Institutional Racism

"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin which can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people."

Integration

The concept of integration is a complex one and while there are many different views as to what constitutes integration, it is still part of an ongoing debate in Ireland. In the most simplistic terms integration can be a one-way process (in effect assimilation) where minority communities are expected to adapt or change without any expectation of change from the state or majority communities. On the other hand, integration can be a multi-faceted, intercultural process that requires the state, majority and minority ethnic communities to work together and to make accommodation of diversity, without glossing over challenges and barriers such as extremism or racism. *(See also Assimilation and Interculturalism).*

Interculturalism

Interculturalism is essentially about interaction between majority and minority cultures to foster understanding and respect. It is about ensuring that cultural diversity is acknowledged and catered for. "Developing a more inclusive and intercultural society is about inclusion by design, not as an add-on or afterthought. It is essentially about creating the conditions for interaction, equality of opportunity, understanding and respect."⁷

Irish Born Child

'Irish born child', sometimes referred to as IBC, usually refers to a child born in Ireland whose parents are not Irish or EEA citizens. Prior to January 2005, Irish born children were entitled to Irish citizenship. Following the Citizenship Referendum in 2004, legislation was passed so that it was no longer possible for persons born in Ireland to obtain automatic Irish citizenship.

L

Leave to Remain

Also known as 'permission to remain'. This is a statement of the conditions and duration on which a non-EEA citizen is permitted to remain in Ireland. It is given on behalf of the Minister for Justice, Equality and Law Reform in the form of a stamp in the person's passport. The main grounds upon which further permission to remain can be obtained are: for the purposes of employment, to study, to operate a business or as a dependant family member of an Irish or EEA citizen residing in the State.

Another type of leave to remain is humanitarian leave to remain, typically granted to an asylum seeker who does not succeed in being recognised as a refugee through the asylum process but who is recognised as having humanitarian grounds on which to stay in Ireland.

M

Mixed Ethnicity or Ethnic Background

Often used to describe people whose parents are from different ethnic, cultural or national origins. The term mixed race or half case should be avoided.

Migrant Worker

The term migrant worker refers to a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.⁸

Minority Ethnic Group(s)

Sometimes also described as 'Black and minority ethnic group(s)', this means a group whose ethnicity is distinct from that of the majority of the population. The term 'ethnic minority' is sometimes used, but the term 'minority ethnic' draws attention to the fact that there are majorities and minorities, all with their own ethnicity – white Irish people are the majority ethnic group. Although this is the NCCRI's preferred term, one limitation of the term 'minority ethnic group' is that it can infer that people from a minority ethnic background are immediately identifiable with, or would wish to be identifiable with, a particular group. Service providers should be aware that this is not always the case. *(See also Ethnic Group and Ethnicity).*

Multiculturalism

Multiculturalism acknowledges the need for recognition and celebration of different cultures in a society. Multiculturalism differs from one country to another and has had varied success. One criticism has been that it allowed the growth of parallel communities with little interaction between them, whilst glossing over issues such as racism and economic deprivation. *(See also Interculturalism).*

N

National Action Plan Against Racism (NPAR)

Ireland's National Action Plan Against Racism: Planning for Diversity covers the period 2005–2008. It originates from commitments given by Governments at the United Nations World Conference Against Racism in South Africa in 2001. The decision to develop the NPAR was further reaffirmed in Sustaining Progress, the Social Partnership Agreement 2003–2005. The NPAR sets out a plan of action for key areas of public life in order to develop measures to accommodate cultural diversity in Ireland.

P

Prejudice

Prejudice involves 'pre-judging' someone and is frequently used to describe the negative attitudes some people have towards certain groups, such as religious or ethnic groups.

R

'Race'

The term 'race' is a social construct used to classify people. Originally race was based on a false belief that biologically there were different species of humans, with the implication that some 'races' were superior to others. However, research has proved that there is no single race-defining gene and therefore no biological basis for dividing the human population into different 'races'.

The term race is still widely used in legislation. In Irish equality legislation, the 'race' ground is described as "race, colour, nationality, or ethnic or national origins." The NCCRI encourages the use of inverted commas when use of the word 'race' is unavoidable.

Racial Discrimination

Racial discrimination can be direct or indirect.

Direct racial discrimination occurs when a person receives less favourable treatment or a less favourable outcome than another person in the same situation would have received on the grounds of their 'race'. In Irish equality legislation, the 'race' ground is described as "race, colour, nationality, or ethnic or national origins."

Indirect racial discrimination occurs when a seemingly neutral policy or requirement actually has an adverse impact on a person from a minority ethnic background. Indirect discrimination can be unintentional.

Racism

Racism is a specific form of discrimination and exclusion faced by minority ethnic groups. It is based on the false belief that some 'races' are inherently superior to others because of different skin colour, nationality, ethnic or cultural background.

The United Nations International Convention on the Elimination of All Forms of Racial Discrimination defines racial discrimination as "Any distinction, exclusion, restriction or preference based on 'race', colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life".

Refugee

A refugee is a person who has left his/her country and cannot return due to a well-founded fear of persecution on the basis of their race, religion, nationality, membership of a particular social group or political opinion.*

In Ireland, membership of a social group includes "...membership of a trade union... membership of a group of persons whose defining characteristic is their belonging to the female or male sex or having a particular sexual orientation."***

(See also Asylum Seeker, Leave to Remain and Subsidiary Protection).

*According to the 1951 United Nations Convention Relating to the Status of Refugees, to which Ireland is a signatory. **Section 1 Refugee Act 1996 (as amended).

S

Stereotyping

Generalising about particular minority ethnic groups and labelling them, thus creating false expectations that individual members of the group will conform to certain (often negative) traits or characteristics which have been attributed to the wider group or community.

T

Third-Country National

This term is often used to describe people who are not citizens of the EU. It is problematic for some of the same reasons as described above in relation to foreign national/non-Irish national/non-national.



Tolerance

Tolerance was once a commonly used term in relation to inter-ethnic and inter-faith relations. However, it is now considered inadequate as it assumes superiority of the person who tolerates towards the supposedly inferior group/person to be tolerated. Tolerance is most often used in connection to something people do not like; as such, to tolerate another person or persons is a minimum standard, not an ideal such as interculturalism (see above).

Traveller

“Travellers are an indigenous minority, documented as being part of Irish society for centuries. Travellers have a long shared history and value system which make them a distinct group. They have their own language, customs and traditions.” Travellers may or may not live a nomadic lifestyle.

The recognition of Travellers as an ethnic group is a contested issue. To date the Irish Government has not recognised Travellers as an ethnic group whereas many NGOs, expert and specialised bodies do recognise Travellers as an ethnic group, as is the case in Northern Ireland.

Irish Travellers are recognised as an ethnic group. Until this issue is resolved, the compromise achieved in the National Action Plan Against Racism is to refer to ‘Cultural and Ethnic Minorities in Ireland’, a term which is inclusive of Travellers, without necessarily recognising Travellers as an ethnic group.

X

Xenophobia

Fear or hatred of foreigners or people perceived to be from a different ethnic or cultural background.