

IGR Racism Survey

Results and Commentary

Survey Conducted:

May 4th, 2020

Access to raw data:

https://docs.google.com/spreadsheets/d/11EaVGdYe5Z-KHcC-7yO6l43pM7pv9St9GunC_e2Mh0k/edit?usp=sharing

Responses to questions 21-23 have been left unedited with the exception of censoring identity sensitive information.

Completion Data

Raw Numbers	Percentages
1/397 completed 0% of the survey	0.25%
50/397 completed 26% of the survey	12.53%
23/397 completed 57% of the survey	5.79%
14/397 completed 87% of the survey	3.52%
306/397 completed 100% of the survey	77.07%

Question 1: What is your age group?

Raw Numbers	Percentages
3/397 20 and under	0.75%
121/397 21-30	30.47%
162/397 30-40	40.8%
84/397 41-50	21.15%
23/397 51-60	5.79%
3/397 60 and up	0.75%

Question 2: With what ethnic/racial group do you identify?

Raw Numbers	Percentages
Unknown 9/397	2.26%
Ambiguous 11/397	2.77%
Caucasian/White 253/397	63.72%
Black/African American 33/397	8.31%
Mixed/Multiethnic 36/397	9.06%
Latino/a/x/Hispanic 25/397	6.29%
Asian (Central/East/Southeast) 25/397	6.29%
Jewish 1/397	0.25%
Polynesian 2/397	0.5%
Native American 2/397	0.5%

Question 3: With what gender do you identify?

Raw Numbers	Percentages
Unknown: 6/397	1.51%
Male: 337/397	84.88%
Cis Male: 23/397	1%
Transman: 4/397	1%
Man: 6/397	1.51%
Masculine: 2/397	0.5%
Male Non Binary: 2/397	0.5%
Male-Queer: 1/397	0.75%
Fluid: 1/397	0.75%
Gender Fuck AMAB: 1/397	0.75%
Unicorn: 1/397	0.75%
Female: 10/397	2.5%

Cis Woman: 1/397	0.75%
Woman: 2/397	0.5%

Question 4: What is your sexual orientation?

Raw Numbers	Percentages
Unknown: 6/397	1.51%
Asexual: 1/397	0.25%
Asexual-Homoromantic: 1/397	0.25%
Bisexual: 24/397	6.04%
Gay: 292/397	73.55%
Gay+: 1/397	0.25%
Hetero/Homoflexible: 3/397	0.75%
Homosensational: 2/397	0.5%
Homosexual: 14/397	3.52%
Lesbian: 2/397	0.5%
Pansexual: 5/397	1.25%
Polysexual: 1/397	0.25%
Queer: 7/397	1.76%
Straight: 38/397	9.57%

Question 5: What is your Nationality

Raw Numbers	Percentages
Unknown: 9/397	2.26%
American/USA: 162/397	40.80%
African American: 1/397	0.25%
American/British: 2/397	0.5%
American/Irish: 2/397	0.5%

American/Filipino: 1/397	0.25%
Argentinean: 4/397	1.0%
Australian: 10/397	2.51%
Australian/Swede: 1/397	0.25%
Australian/British: 1/397	0.25%
Belgian: 2/397	0.5%
Brazilian: 1/397	0.25%
British/UK/English: 110/397	27.70%
British/Dutch: 1/397	0.25%
British/Irish: 1/397	0.25%
British/Italian: 1/397	0.25%
British/USA: 2/397	0.5%
Canadian: 18/397	4.53%
Canadian/British: 2/397	0.5%
Chilean: 1/397	0.25%
Chinese/American: 1/397	0.25%
Columbian: 1/397	0.25%
Cypriot: 1/397	0.25%
Danish: 2/397	0.5%
Dutch: 8/397	2.01%
Ecuadorian: 1/397	0.25%
Filipino: 1/397	0.25%
French: 2/397	0.5%
German: 8/397	2.01%
Indian: 2/397	0.5%
Irish: 4/397	1.0%

Irish/Australian/British: 1/397	0.25%
Italian: 2/397	0.5%
Jamacian/American: 1/397	0.25%
Malaysian: 1/397	0.25%
Manx: 1/397	0.25%
New Zealand: 2/397	0.5%
Pakistani: 1/397	0.25%
Portugese: 1/397	0.25%
Samoan: 1/397	0.25%
Scottish: 2/397	0.5%
Scottish/British: 1/397	0.25%
South African: 2/397	0.5%
Spanish: 5/397	1.25%
Swedish: 1/397	0.25%
Swiss: 1/397	0.25%
Ukranian: 1/397	0.25%
Venezuelan: 3/397	0.75%
Welsh: 8/397	2.01%

Question 6: Capacity of membership with IGR

Raw Numbers	Percentages
21/397 Coaching/Staff	5.28%
308/397 Players	77.58%
62/397 Rep/Board/Auxiliary	15.61%
6/397 Sirs	1.51%

Question 7: Within the context of our IGR rugby community, I believe racism exists.

Raw Numbers	Percentages
103/397 Agree	25.94%
52/397 Disagree	13.09%
68/397 Neutral	17.12%
81/397 Somewhat Agree	20.40%
41/397 Somewhat Disagree	10.32%
52/397 Did not Respond	13.09%

Question 8: Within the context of our IGR rugby community, I personally have experienced interactions that were rooted in my ethnic/racial identity that made me uncomfortable.

Raw Numbers	Percentages
65/397 Yes	16.37%
258/397 No	64.98%
22/397 I am Unsure	5.54%
52/397 Did not Respond	13.09%

Question 9: Within the context of our IGR rugby community, I have personally witnessed, or have been told about, interactions experienced by a member of a minority group who was made to feel distress about their ethnic/racial identity.

Raw Numbers	Percentages
151/397 Yes	38.03%
172/397 No	43.32%
22/397 I am Unsure	5.54%
52/397 Did not Respond	13.09%

Question 10: Within the context of our IGR rugby community, I have behaved or spoken to a person who identifies with an ethnic/racial minority in a way that caused distress about that person's ethnic/racial identity.

Raw Numbers	Percentages
29/397 Yes	7.3%
246/397 No	66.49%
70/397 I am Unsure	17.63%
52/397 Did not Respond	13.09%

Question 11: Within the context of our IGR rugby community, the experiences I have had with racism have driven me away from our community.

Raw Numbers	Percentages
24/397 Yes	6.04%
281/397 No	70.78%
25/397 Maybe	6.29%
15/397 I am Unsure	3.77%
52/397 Did not Respond	13.09%

Question 12: Within the context of our IGR rugby community, I know of a person who has moved away from the sport because of their experiences with racism within our community.

Raw Numbers	Percentages
74/397 Yes	18.63%
203/397 No	51.13%
37/397 Maybe	9.31%
31/397 I am Unsure	7.8%
52/397 Did not Respond	13.09%

Question 13: Within the context of our IGR rugby community, I have been responsible for the discomfort experienced by a person who identifies with an ethnic/racial minority that resulted in their disengagement with our community.

Raw Numbers	Percentages
13/397 Yes	3.27%
283/397 No	71.28%
5/397 Maybe	1.25%
45/397 I am Unsure	11.33%
52/397 Did not Respond	13.09%

Question 14: The general experience of an LGBTQIA+ identified ethnic/racial minority is different than that of an LGBTQIA+ identified ethnic/racial majority.

Raw Numbers	Percentages
165/397 Agree	41.56%
67/397 Somewhat Agree	16.87%
55/397 Neutral	13.85%
13/397 Somewhat Disagree	3.27%
22/397 Disagree	5.54%
75/397 Did not Respond	18.89%

Question 15: Do you believe there is a fundamental difference in outcome between obvious racism and casual racism?

Raw Numbers	Percentages
88/397 Yes	22.13%
52/397 No	13.09%
55/397 Maybe	13.85%
39/397 I don't understand the difference	9.82%
88/397 I don't see a difference	22.16%
75/397 Did not Respond	18.89%

Question 16: I can easily identify a racial microaggression.

Raw Numbers	Percentages
87/397 Agree	21.91%
39/397 Somewhat Agree	9.82%
59/397 Neutral	14.86%
21/397 Somewhat Disagree	5.28%
15/397 Disagree	3.77%
76/397 Did not Respond	19.14%

Question 17: In the context of perceived racist interaction, it is the responsibility of the person experiencing distress to educate the person causing distress.

Raw Numbers	Percentages
21/397 Agree	5.28%
63/397 Somewhat Agree	15.86%
57/397 Neutral	14.35%
94/397 Somewhat Disagree	23.67%
86/397 Disagree	21.66%
76/397 Did not Respond	19.14%

Question 18: I can sum up my feelings about ethnicity/race with the idea of not "seeing" color.

Raw Numbers	Percentages
55/397 Agree	13.85%
43/397 Somewhat Agree	10.83%
46/397 Neutral	11.58%
33/397 Somewhat Disagree	8.31%
143/397 Disagree	36.02%
78/397 Did not Respond	19.64%

Question 19: Everyday I have interactions that make me aware of my ethnicity/race.

Raw Numbers	Percentages
111/397 Yes	27.95%
110/397 No	27.70%
90/397 Sometimes	22.67%
10/397 I am Unsure	2.51%
76/397 Did not Respond	19.14%

Question 20: I fully understand the dynamics of privilege and oppression.

Raw Numbers	Percentages
199/397 Yes	50.12%
24/397 No	6.04%
65/397 Maybe	16.12%
7/397 One but not the other	1.76%
25/397 I am Unsure	6.29%
77/397 Did not Respond	19.39%

Question 21: If there is a question you wish this survey had asked, please write that question below and why you feel it is important...

1. Are you pursuing a private political agenda to further a career in American politics?
2. Do you think that allegations of racism against individuals should be subject to a confidential disciplinary style process to avoid possible trial by social media without all the relevant facts being available.? This is important to protect people from false allegations / defamation which may lead to law suits against IGR.
3. No everything fine thank you for doing a great job
- 4.
5. Region of residence, and whether English is your first language
6. In the context of sports, I often hear racialized assessments of players abilities. Eg players of color are "natural" or "instinctive" competitors. White players are "smart" or "have rugby knowledge". A question about how the respondents see a relationship, if any, between race and athleticism might have been nice.
7. Are you satisfied with that a full investigation that has been carried out and this has not just been a knee-jerk reaction to some Facebook posts without significant followup?
8. Questions that narrow geography a little (without compromising on anonymity). The experiences I have had as an IGR player in Australia may well be very different to a player in the US or Europe or South America.
9. "Do you believe IGR and/or the team(s) you've participated with could/would/should take proactive steps to address racism (1) during practice (2) during matches (3) outside of practice and matches?"
10. Which of the following contexts have you experienced/witnessed covert/overt racism (1) during practice, (2) during matches from the opposing team, (3) during matches from my team, (4) outside of practice and matches?
11. How strongly do you agree with the following statement: ""I am absolutely confident I would speak up in protest if a teammate says or does something racially insensitive during a match or during practice"": strongly agree/disagree ,etc.
12. How strongly do you feel with the following statement: ""I am absolutely confident I would speak up in protest if a Coach says or does something racist insensitive during a match or practice"": strongly disagree/agree, etc.
13. "Maybe there should have been some examples of racism and ask the individual if they perceive it as racist or not.

14. I believe that minorities in America have a far worse experience with racism than minorities in Europe. Racism is still very much alive in the US society, especially with the current political climate. "
15. While I understand this survey was trying to isolate race/ racism, I wish had been questions about the intersection of racial and trans identity as well.
16. It would be helpful to identify the differences (and opportunities for improvement) between the situation within the LGBTQ rugby community, rugby community in general, LGBTQ community in general and society in general.
17. Location - (sorry if this was included and I forgot). I believe the ethnic makeup of IGR clubs varies drastically across the world. I feel that my club has a high white population (but not exclusively white) but as a member of my clubs committee, we've never had any complaints of racism, bullying, harassment or exclusion regardless of who are community are. My concern is that this without regional/location data this survey could be used to make the whole of IGR look like there is a racism problem across the whole of IGR. it would be useful to see where the 'hotspots' are. If this survey is to be used by IGR to fix the problem. Locations would help prioritise if any work is required.
18. Asking for explicit examples of racial problems within IGR.
19. Do you feel that nationality or where you live plays a part in your experience of racism? Do you think someone from another country who has a different cultural reference could have different norms to your experience? (I just feel that in my experience there's never been racism in my club - that's not to say someone's ethnicity hasn't been acknowledged in some way or another - same goes for nationality etc. I've never seen anything malicious But perhaps it's just a different culture from someone who has grown up in a more racist culture/society)
20. Not sure if this goes here, but on the positive side my club has been a forum especially for black players to express their frustration with feeling socially excluded on account of their race.
21. Do you feel represented by your club leadership? By IGR leadership? An issue my club is tackling right now is that we only have one person of color on our board but 40% of our club of color. As has been expressed to me, Allyship does not equate to shared experiences and does not replace representation.
22. I wish there had been questions asking players to what degree they had met or otherwise engaged with members outside their region. It would be useful to understand if people feel it is intraregional vs. Interregional; whether it is experienced via social media or in person; whether it occurs in tournament settings; the extent people who report feelings of discrimination are aware of or feel there are avenues to report and address issues.

23. I felt it was complete
24. Does the leadership of the club have mechanisms to address and solve issues revolving around casual/obvious racism
25. What area/region do you live in
26. Did you ever feel compelled to engage in humor that deprecated your ethnic/racial background because it was considered in "good fun"?
27. Do you define racism as an act, an institution, or a set of beliefs? I think racism is too broad of a term and there should be a more nuanced language used around the topic or racism.
28. Do you believe racial issues are commonplace within wider community? - having played in many countries, I've always felt rugby to be a great leveller of privilege.
29. "As an obvious racial minority, the survey expected us to assume an agreement with ""microaggressions"" and ""the dynamics of privilege and oppression.""
30. I'm not alone as someone, though having experienced racism in many forms, would still disagree with these constructs. I would rather if they had asked if subscribed to such concepts, and asked about whether I had experienced racism from another minority."
31. Not related to racism... I am a player from [REDACTED] who has Aspergers Syndrome (which means I am on the Autism Spectrum). My team knows and has worked amazingly with me in regards to my autism, but often times I am a bit afraid if I make that known in the wider community I would be looked at differently and have judgements spoken/thought of me based on previous questions. Granted that this is not the current issue and there are many other issues to be addressed, but if that could at a later date that would be awesome. If not (since currently the current focus and purpose of this survey is to determine if racism is prevalent and how to heal and mend amongst fellow riggers whom have had harm caused by others)
32. Do I look like the ethnic Majority, can I "pass"
33. This survey seems to predefine that there is an extensive problem across the community, I would argue that there is not. In my 12 years as a member of IGR, I have only experienced one incident of racism, I agree that one is too many, however this was closed down very fast. I would raise the question are of what are the key issues that the IGR community needs to tackle.
34. if you have seen racism in action what have you seen as correction to that behavior?
35. I think region where the respondent lives would have added a lot of insight in determining if this is a systemic problem within IGR, a regional one, etc. It has to be tackled in any case, but the way to find a solution can vary a lot.

36. It is obviously impossible to know what someone else of a different ethnicity's experience of the sport or life in generally is like. So I question why the questions are couched in terms of causing distress. Casual racist attitudes that do not rise to the level of causing distress are also harmful to all involved (obviously to the member of the minority, but to the group and members of the majority who fail to perceive the harm. It would have liked more questions about that situation. But I am glad the issue in general is receiving attention. Race is hard for societies to discuss, I find.
37. "Where you aware of an on going situation around racism and the board?"
38. I feel it is relevant as I had no idea until someone called Ben started posting."
39. Is racism normal. (this topic needs to be treated as an opportunity for change rather than shaming folks
40. What on earth are people like World Rugby and the RFU going to think when they see bullshit like this?
41. "How do you feel igr is represented? how involved is the board?"
42. What is your experience of members you have engaged with?"
43. Should anyone who has made accusations of racism be found to have had their claims unsubstantiated, should they be expelled from the organisation and possibly face legal action?
44. Have we experienced discrimination because of other reasons - notably age and nationality and weight and also even lack of hair on my head. All traits I have little or no control over and can be as equally harmful I think as racism.
45. "This survey lacked a regional approach. To understand where the fractures on this topic are occurring so as to actually address them we need to be able to understand the geography of them.
46. I can see that the nationality question was probably the intended tool to do so, but nationality does not equate to location. There are English players in the States, Americans in Europe etc etc.
47. "are you aware of the issues affecting IGR which have led to this survey?"
48. I think the survey should have a question about location, as the problem with racism is hugely impacted by where you are based in the world. For example America has a huge problem with racism when compared to some European nations. Also some of the questions weren't too clear to answer.
49. Do you believe individuals seek to look for discrimination where there is none?

50. Do you think you've felt welcomed and included in your club as a member of an ethnic/race minority?
51. The survey should be opened to bullying at IGR. I know many people who've left due to harassment and bullying against their religion, political beliefs, AND race. Bullying is a huge deal that IGR doesn't acknowledge.
52. 'I don't see colour' is racist in and of itself - the question should be removed probably.
53. I feel that there are some biases in this survey that a true racist wouldnt be able to answer correctly. Unfortunately I don't know how to suggest an adjustment.
54. I am a former player. It would have been good to have an option at the beginning to state that I had played in the past. Instead I had to state that I was a board member or auxiliary. I actually considered not taking the survey because I didn't fit the criteria. But I felt that my experience with racism would be helpful for this exercise.
55. Do you feel that this survey is messy and petty?
56. The survey should have better understood the European context of the questions, it clearly has an American bias.
57. Have you ever witnessed the IGR organisation or trustees / board promote a racist agenda or communicate in such a manner that could be interpreted as racist eg through tone, imagery, lack of consideration etc. I would answer NO! I haven't witnessed this or ever encountered it and I'm disgusted by some of the accusations I've been reading in public aimed at volunteers doing an amazing job. It smacks of emotional, political manoeuvring to benefit the accusers. Indeed I see it as manipulation of the racist discussion. Disgusting. I would sue for defamation of character / corporate bribery.
58. No but some context as to why some people believe that this is a problem would be useful.
59. What have you done to challenge racism in the IGR context when you have seen, witnessed one experienced it?
60. Are you trying to emulate pride Toronto?
61. Is the leadership of IGR racist? Does the leadership of IGR or my Club understand the ramifications of Race in their mission of inclusivity?
62. Are any of these questions validated? I suggested working with a evaluator next time but some of these questions are worded weirdly.
63. Is all about empathy and respect and awareness with the other person.

64. Socio economic status needs to be included in this, as well as allied, as they both also impact race and such intratextuality.
65. Have you ever told a person of a different racial or ethnic background how to feel about a situation that involved that racial/ethnic background that you have never experienced?
66. Has your club taken action to address issues of racism or have some mechanism in place to address race issue?
67. Does your club actively welcome ethnic minorities and/or do any anti-racism work?
68. "Should there be programs that educate ruggers on occurrences of casual racism and it's effects?"
69. Is IGR doing enough to promote inclusion for all members of this league?"
70. I think it is important to ask about types of racism that one normally receives. My perception is that overt racism isn't a big issue, but microaggressions are. Then there are different types of microaggressions. It's important to understand the nature of racism in order to really identify the problem and how to address it.
71. Why was Neil allowed to post about a flag that had nothing to do with IGR.
72. I feel like I've seen more racism in rugby then I've perhaps seen in IGR. Is there any way to add questions about experience on both levels. It's hard for me to answer questions in a context of knowing if that group was igr or not.
73. "Have you ever reported an incident of bias (racism, transphobia, femmephobia, etc.) to someone in a leadership position at the club or IGR level? Was it handled well?" — I think it's important to understand whether people who feel like they've been excluded or acted against have felt comfortable/been able to report incidents and whether they have experienced/can expect that their complaint will be addressed appropriately.
74. I would have asked a question about work the respondent has done to address or alleviate racism within their rugby organization.
75. Maybe a question giving an example of gaslighting and how they would feel if that were to happen to them. How would they feel and or what would they do. What would they do if no one listened.
76. Some of the questions seem more associated with tournaments where multi-ethnic/multi-national competition occurs and/or are rooted more so in countries in which the dominant culture is white/Anglo-Saxon in origin and where overt racism/white supremacy is a historical problem (US, Canada, Australia, New Zealand, GB) I would have liked a question that identified contexts of racism/microsggressions.

77. Yes, am I concerned be recent events/revelations within the IGR community
78. I believe the survey also needs to cover discrimination in regards to sexuality. Bisexual, straight, and asexual athletes have faced discrimination in our community and no one has really tried to quantify that. Personally, as a straight male, I was discriminated against by my own club and told that I had no place in the organization. Those parties have subsequently been removed.

Question 22: If you feel comfortable sharing your experience with ethnicity/race within the context of our rugby community, please do so below. Please refrain from compromising anonymity.

1. Americans are ridiculous
2. I currently live in the US and my perception of racism has changed enormously compared to life in Belgium. I'm more sensitive to ideas of privilege and bias, and because English isn't my first language, I've used words or expressions that I wasn't aware could be perceived as racist — even a word that I would think of as completely innocuous such as “boy”. There are also jokes which I would have found funny in my previous team in my home country and which I now understand can be perceived as racist. Context plays a huge role.
3. <https://www.windsorobserver.co.uk/news/14723164.rugby-player-hits-out-at-racist-comments-after-being-refused-membership-of-club/>
4. I play for a team that draws a significant minority of its players from non-white ethnic backgrounds. Indeed the sport of rugby generally in Australia, where I am based, attracts large numbers of foreign and ethnic minority players, as well as player of indigenous origin. While I cannot definitively speak for fellow players, I have not personally seen or perceived racist behaviour and players from ethnic minorities return to play year after year and retain links after their playing careers come to an end. IGR is a very large community and there are, I am sure, wide variations in experiences. But I do think it's important to reflect the global picture across all 100+ teams.

5. We have a few players from different ethnic backgrounds and they are treated no different as to anybody else.
6. As a white person, I an castration I have been responsible for microaggressions.
7. I have been fortunate to have been educated by a person of color about many traditions within rugby that are racially inappropriate; from simple rugby songs to the traditional "zulu" ritual. Overt racism may not be prevalent, but the casual racism and cultural appropriation is still occurring through some of our more "honored" traditions.
8. My experience with race/ethnicity within the context of of IGR has been witnessing one of the most inclusive and diverse organization I had ever been involved with.
9. Certain members of the team who are POC felt pushed to the side in social events. In addition, the lack of diversity on the committee level meant that many problems were not acknowledged or dealt with. The committee was exclusively white, and many of whom had perpetuated casual racism. Casual racist comments were often made in group chats, and sometimes in person by committee members and players. One member got upset after another teammate made jokes about slavery shortly before a match.
10. I think the recent post/rant made by a member was way over the top and put a negative light on the organization that has given so many people a place to be themselves. It was extremely out of line and I don't like the ultimatum or threats that were made. Again, very negative and self empowering of that one individual.
11. This isn't just about the colour of ones skin - it encompasses culture and place of origin. My country has a history of diversity and has experienced much more recent immigration. This is reflected in the make up of my club and it's a great thing. We are a melting pot of a club, a city and a country. It's possible because of this we have a more "relaxed" way of speaking than some - perhaps we are less politically correct. This is without losing any respect for anyone.
12. My club takes great pride in our diversity, and our e-board is majority of color. Nevertheless, we actively struggle to do a better job reflecting the diversity of our current players in our publicity and recruiting new players from underrepresented communities.
13. "I am the president of my club and members of color have expressed they feel like they can't run for prominent leadership roles aside from captain. They decline nominations as they feel like they wouldn't be a viable/legitimate candidate. In discussions, this seems to be a perception rather than a reality as no examples can be provided to directly support this viewpoint and it may be the result of the current larger social environment than specifically our club. Perception or reality, the end result is leadership that does not reflect nor represent the diversity of our club.
14. Our current attempt to solve this is to create additional and prominent Jr. Leadership roles and actively fill the roles with people of color. Our hope is that then these

individuals and others will then run for more senior leadership roles come election time.”

15. I will not presume to speak for others.
16. Nothing at the leadership level personally, but plenty of casual racism from players, supporters, and fans
17. I've played with two IGR clubs in the past 4 years. In the first one, one of the captains of my team made a joke about me using the label "terrorist" or that I "Should be used to it." when people seem suspicious of it.
18. At a regional tournament, people called me racist slurs. Some of my teammates told me I was overreacting when I got upset.
19. A member of our team frequently calls for more representation for people of color. Largely in our social media. I don't think he is uncomfortable but I truly don't know
20. "Honestly, I have seen no racism in IGR. That's not to say it might not exist, but IGR is far broader as a community, and I firmly feel that aspect combined with the commitment to sportsmanship mitigates the racism that is prevalent in many LGBT communities.
21. I would like to note that I have seen some individuals go out of their way to aggressively portray others or interactions as racism, even when they are not. That doesn't diminish other experiences, but it is something I have seen.”
22. From what I have seen thus far in my first year I haven't really seen any instances of racism in general within the IGR community, however, I was not present in the clubhouse for the flag incident.
23. "I feel I pass well, and within my friendship group there's comments and ""banter"" that I wouldn't accept or give to a stranger, and that to an outside person hearing them might be taken the wrong way. But all my friendship and professional groups do this.
24. I also live in UK where racism has different meanings (sometimes not getting a promotion I thought was 100% and looking for a reason) and history to say USA (Black shootings, first nation oppression, and slavery) or Africa (slavery and oppression) Australia (oppression of aborigines) "
25. "The only situation where I have experienced racism whilst playing for IGR was during a non-League game against a local team. A racist slur was made against one of our players (who does not identify as LGBTQIA+). When our captain was told of this, he brought it to the referee's attention who, although stating he had heard it, considered it ""part of the game"". Our captain immediately told the referee that that was not in keeping with the values of the game, and that if our player did not wish to continue he would take our team from the field unless a sanction was applied. No sanction was applied, but because of the captain's reaction and support, our player was willing to

continue. Both the opposing club and referee were reported to the local Rugby Union although I am not sure what actions were taken.

26. As a white man, I found the experience to be a positive one and one which bonded us closer as a team.
27. Similarly, now playing for a second IGR club, the support we have been able to give and generate for one of our players faced with deportation has been humbling.
28. Whilst I'm sure racism exists in the IGR community, as it does everywhere, in 3 years I have yet to experience any.
29. I hope this survey enlightens us to what action we need to take to make sure that everybody feels as safe playing as I do as a gay man."
30. I have experienced comments with regards to race raised by both minorities and majorities. 'Banter' is common in rugby and it is friendship within the team dynamic, there was no malicious intent. I would not regard this as racism/homophobia/transphobia/etc.
31. In 8 years in my club, we have only had one major issue of racism happening and it was solved with diplomacy and education within the club. Other minor episodes may have happened, and for sure several that I am not aware of, but I believe most of them were self-managed or didn't transcend.
32. As a white person I have the privilege of not being made aware of my race but I know this is not the case for non-white members of IGR.
33. This is so broad a question I don't know what to say. Everyone experiences life from the context of their own ethnicity/race all day every day. White people typically don't notice it. Rugby is also typically a more white majority experience than many other activities. I'm constantly impressed at how black players handle the experience of being one of the few members of an ethnic minority in our groups. (The straight players in IGR teams deserve similar kudos for how they handle themselves.) We should do more to acknowledge and celebrate the diversity of experience they bring.
34. Yes
35. Yes; I believe people are playing the race card deliberately to be disruptive
36. None we have not had any issues with this in my team.
37. Never experienced, never seen it within the organization.
38. I just feel it's crazy to think just because we are part of the LGBTQ community that racism doesn't exist. I have heard jokes that people may have not thought about it but they were offensive.

39. I think this is wholly ridiculous. I believe this is all motivated by personal vendetta and own personal gain.
40. "I have heard outright a chairman use the term "nigger" - "I'm not the blackest now" towards a mixed race teammate.
41. Also this same committee denied membership to people who challenged this racist behaviour.
42. I have experienced many negative comments based on my nationality and frequently age. These are traits similar to race that I cannot choose.
43. We operate a multiracial club where people can be themselves as individuals without being trapped by categorisations based on their group identity. We live in a race obsessed age that is moving further away from Martin Luther King's 'dream' of ones content of character being paramount over ones skin colour. Luckily our club is about rugby, no one cares what your colour is, everyone is treated the same.
44. I don't have anything negative to share. People make issues about race where there is none in many instances.
45. My team is so varied, we have seen people from all nationalities and walks of life and we haven't experienced racism thankfully, we have embraced our differences and built them into strengths. I wish all IGR would do the same
46. It seems that uniquely US clubs appear to have a different perspective on race as well as questions related to race than do other countries/regions within IGR which, given the country's history and present-day political state makes sense to some degree. That being said, we as a community must work, educate, coach and assist others to not only be aware of the US condition but also vice versa as it relates to potentially misunderstandings or distorted perceptions of race in other countries.
47. Yes
48. I have no comment
49. On the pitch, I heard an opposing player yell out my ethnicity rather than refer to my jersey number when asking his teammates who was covering me. This was yelled out before the kick-off, so I didn't mis-hear what was said. However, the more pervasive type of "racism" has to do with interactions off the pitch. It's not a secret that many players hook-up at Bingham. However, striking up conversations with anyone who wasn't already my team member was virtually impossible. If I'd say hi, I'd be met with a smile, maybe a "how's it going" and that was it. Even when I would try to keep a conversation going, it would just end. Meanwhile, white players on the team wouldn't even have to make an effort, and they'd meet 5-6 other white people from other teams. They'd leave Bingham like they had made lots of great new friends. Don't get me wrong, Bingham is

- amazing! And things may have changed over the last number of years. However, the social/sociable experience of racialized individuals may differ than those of the majority.
50. My experience is related to the friendship and brotherhood of rugby. I trust my brothers and feel that they have my back. I feel comfortable enough to share my blackness and gayness with them in a way where I don't feel oppressed or judged. This survey seems to incite the contrary. You as a board have lost the what the values of rugby are. What qualifies you to pass judgement on the ignorance or inexperience of others? Get your shit together.
51. I have never personally experienced any racist issues within IGR. I have only been involved for over a year and the diversity and welcoming friendly atmosphere is unrivaled.
52. I found this playing for an igr team in the south east. I had to leave the club because I felt unwanted and uncomfortable. It put it in a depression and though I tried going back and some individuals were always fine and welcoming (mostly the straight guys), I've never gone back due to everyone and everything else upholding ideals and opinions
53. I have never experience racism in rugby. I have only experienced homophobia in rugby.
54. The difficulty here is the community itself has a issue with race or "preference". When the community is on the pitch, it's a game, it's the time to shatter stereotypes and be proud, to do those things you never thought you would - it's great. However off the pitch that's when "preference" comes into play. If you're lucky the rugby spirit carries through, and you're all still there for the love of the game, but there are times that it feels like you're in a city gay bar being tolerated as opposed to celebrated.
55. Speaking from a platform of white privilege I do not see this as being a noticeable issue in my club which enjoys a broad diversify of ethnicity.
56. I spent four years as a white man in Apartheid South Africa, I then went back to post Independence Zimbabwe. I saw racism in all its ugliness. In Brexit Britain I see it again. It distresses me that twenty years into the 21st Century we still see examples of people thinking this behaviour is acceptable in any context. We need to challenge this and bring about its eradication.
57. I had non-white players tell me they felt like some white people have a clear preference to be within mostly white cliques. One particular Latino guy in my team said he felt like people treated him differently than the white folks.
58. I have not experienced racism in the IGR community, however I am aware of other individuals that have.
59. I left due to ageists and racists in my most recent club.
60. As a Black American male, i was told by one of the trustees to just get over the race things.

61. There is a lot of colorism that happens within the issue of race in my region. The majority of conversation is around phenotypical presentation of race and ignores the issue of those of us with passing privilege getting excluded on both sides. For example, there was a "players of color photo" initiated by a player of color on my team and I was excluded because my skin color didn't look diverse enough for the photo to be in a "players of color" photo. It was very frustrating because I'm bicultural and biracial, which made me feel as though I wasn't a person of color enough to participate.
62. I feel I was kicked off the [REDACTED] for being unapologetically Black which made white people uncomfortable.
63. I've seen ruggers of color leave our team due to racially motivated incidents both within our team, and at matches/tournaments with racially motivated incidents with other IGR teams — both off and on the pitch.
64. Our team, [REDACTED], put out a promotional video for an event which was lacking in diversity. When this was raised the individuals involved were dismissive of the complaint and refused to accept or acknowledge the racism inherent in the video. Eventually after a long fight the video was removed, but a public apology was never issued.
65. During Bingham Cup 2008 in Ireland, I experienced racism not from Rugby but while out and about in Dublin. Also on Facebook several players of varying teams have made off color remarks to the point I unfriended both of them. Both never viewed there comments as racist because " they don't see color" while as a person of color I informed them it was racist. They just never got it so I didn't want to waste my time
66. "Lots of Microaggressions. Little racist jokes about my eyes, skin color, penis, language, and place in society, all based on tired stereotypes.
67. It's complicated because this comes from my teammates, and I have a good enough relationship with them and with myself now where it doesn't bother me anymore. But for someone wanting to join, it could be detrimental and hurtful. A lot of my problems are also cultural - I live in a culture where these types of the are very commonplace.
68. Finally, in international contexts, I feel like there's an unspoken white superiority, linked to society's tendencies towards worshipping white masculinity. "
69. I've seen and heard IGR Trustees use racist toned words and then defend them and cover for one another.
70. I play/played for [REDACTED], I have had two race related instances where my skin color came into play , one of those times I was directly insulted being called Africa"

71. I was excited to see the development of IGR in the city of Baltimore, which is a proud city with a strong population of POC. Concerning the [REDACTED] splitting from the [REDACTED], a White IGR member bluntly said, "The [REDACTED] just wanted to be the Black team." That is a statement made me incredibly uncomfortable because that is something that could only come from privilege. Clubs and players need to plan ways to engage with everyone they can in their local communities if they want to see the sport grow. We are going to have differences but those are learning opportunities.
72. "The rugby club gave me a ""green card award"" during a social activity where we were supposed to bond, based on the fact I am married to a British man. In the same event they gave the ""best hair award"" to another mixed race dude that had an afro hair, basically all minorities had segregational joke award given to them.
73. A player the rugby team once joked about slavery being a good thing, while we were waiting for a match to start.
74. And when ever any white player spoke up against racist jokes that should not be tolerated, they got victimised. "
75. IGR is a primarily white-focused and white-led sporting organization. While certain teams are more diverse than others, team leadership and IGR leadership is overwhelmingly white. I am the first POC to be elected to my club's board. There is not enough active encouragement of POC to take on leadership roles, and there's no overarching discussion in the IGR community of how to do so.
76. My playing team has a sordid past in programming events that conformed to white, ableist, gay needs and was also not just unable to address those deficiencies when pointed out but was hostile to me when raised.
77. "Our club struggles to retain black members. We are located in a state (in the US) that is increasing in populations of color and has a lot of Fortune 500 corporations which means people from all over come here for school or work. Most transplants who are POC (especially black/African diaspora) leave. This is true for our team. As a former board member I feel personally responsible for this and as an active anti-white supremacist/anti-racist activist I have some tools with which to deal with these situations, but not all.
78. In addition, I've seen it from other, non-IGR clubs in our area and am not sure how to address it there as it's outside the context of "our" mission to some extent.
79. There's a lot of casual racism. A lot of microaggressions. And while I haven't witnessed much outright, blatant racism, a) I believe any racism is as damaging. There's no "reasonable" amount. I'm guessing at larger, international IGR functions this gets amplified."
80. After joining a predominantly white club, joking comments about big lips, black eyes, etc. made me feel some type of way. Of course you're then in a club of people who don't

really know you so saying something and risking being alienated from they start doesn't necessarily make you feel empowered. To have such a diverse and "inclusive" organization where people don't talk to you or even act welcoming is problematic.

81. My club in Australia has players of all different backgrounds. Entering my second year now, I have never experienced racism within my club

82. I have not see much racism from my IGR teammates. I have heard a few stories over the years but all those people typically quit the team. Most of the racism I have seen is from other local teams we have played against. I have seen friends targeted during a game because of their ethnicity either verbally or physically.

83. Its not just Ethnicity and Race. All branches of protected characteristics are singled out within IGR - Disability, Carers, Gender, etc.

Question 23: Please describe what you feel would be appropriate steps that must be taken in order to acknowledge and repair the fractures within our organization.

1. I think there needs to be a detailed description of what happened. I have no clue what events these vague references are to and need much more clarification to help arrive at a decision.
2. Wind back the virtue signalling
3. Its hard to educate the western world. Its in their culture to associate everything with a bad thought of the rest of the world and nickname everything.
4. Issue a program of diversity training to all member clubs which covers multiple areas including racism, sexism, homophobia (given there are also straight players and supporters in the IGR community) this also needs to include references to cultural differences given global nature of IGR. Create a complaints policy which enables complaints to be made to IGR which follows independent investigation either by trustees or board as would be similar to club level. Have surveys of issues affecting regions so IGR can address broader regional problems to avoid dominance by North America / Europe.
5. Not sure what's gone on, but maybe just apologise
6. The leadership of the organization must take better, more proactive steps to learn about the real experiences of ethnic and racial discrimination that some in IGR have experienced. From those conversations, the leadership should work to create resources that clubs may use to address ethnic and racial discrimination within and among the clubs. My perception is that the current leadership is much more focused on making the organization bigger without necessarily considering how to make it better and as healthy as it can be. At its base, IGR is a collective of rugby clubs, and that reality appears to be overlooked at times. There is a role here that IGR can and should play, in assisting clubs to address and combat racial and ethnic discrimination-- great and small, overt and covert.

7. don't know
8. I'm not convinced such so-called "fractures" are large enough that they require steps to be taken. We all benefit from educating ourselves on racism and discrimination, but that is broader than just within IGR.
9. "I can only speak on a club level, I don't really know anything about the IGRs politics. But at our club we are lucky enough to have both a diverse and cohesive ethnic mix with majority and minority ethnic people holding positions of authority; e.g. as coaches, committee members, senior players etc.
10. Having diverse representation at a high level definitely helps to ensure that systemic discrimination is not allowed to set in."
11. Always speak up when something like this happen - regardless of race/ sex / disability etc
12. Have a full inquiry before declaring the entire organisation is broken - investigate every allegation, but don't self-destruct what is an amazing force for good among thousands of LGBT+ folks around the world off the back of some Facebook posts.
13. I am not close enough to the events to be able to give a credible answer. I do however think that there may need to be a two part approach to this. One element of the solution involves dealing with the individual complaints and grievances raised. The other involves looking at IGR as a whole and at what change is or is not needed there. This survey will of course helps with the second part of that.
14. "I believe that there should be an independent group looking into the allegations.
15. That being said,, I believe the relationship between Mark and the IGR has been damaged in a way that can't be fixed. "
16. Rebuild from the ground up
17. Publicly admit that racism exists in the rugby community and in the white queer community. Intentionally support black and brown players, intentionally hold leadership "space at the table" for black and brown ruggers. Intentionally create space for black and brown ruggers to connect with each other in spaces and events.
18. The struggle with institutional and generational privilege and its impact on people of color is ongoing. I feel that continuing dialog and reinforced conversations could help us "walk a mile" in the boots of our brothers. There is no "one day" cure for overcoming ingrained racism or privilege.

19. "With any of this topics, racism, ableism, transphobia, biphobia, etc.. we should address the issues, set an agenda and work towards educating each other.
20. What we should never do is, by action or omission, create the fractures in the first place.
21. I feel strongly that there has to be representation of minorities at every club. White people are often too oblivious or dismissive of what happens at clubs regarding racism. In my experience, the problem has been confounded by the presence of white committees run by people with very anti-progressive political opinions. It is not possible to be truly inclusive if those running the organisation and/or clubs are against these values
22. Any complaints of racism or any form of bullying or harassment within IGR are tackled as soon as possible. IGR members need to remind the wider community that there are many different perspectives/backgrounds and most crucially opinions and that some point people will clash. Ultimately its respect for eachother
23. What fractures? No-one is being fired from teams due to skin colour, no racist symbols or messages are being displayed at matches or at events. We are a collection of sporting teams that meet occasionally every couple of years, not a solid group of people regularly interacting with each other. This should be remembered!
24. W force no hookups within teams
25. I strongly believe that there is room for an investigation that should focus on truth and reconciliation and not become a witch hunt. There can be no repair of fractures if people are out for personal gain or revenge. The actions set for moving forward must be firmly routed to the values and context of rugby, this is why we all come together and this is what binds us, it seems often to be forgotten.
26. Acknowledge that we come from many different cultures - both historically and today. I myself come from immigrant families from various places. Emphasise that understanding is important and giving people from different countries the benefit of the doubt is important. Just because they may have a different culture/cultural attitude doesn't necessarily mean you're right and they're wrong. Of course this doesn't mean anything goes - obviously if someone is an evil racist who thinks apartheid and the nazis were super then we should remove them from the community. However if someone feels that something is not right there should be a process where they can raise a grievance and it can be judged to be racism or just a misunderstanding? I have lived abroad and been a racial minority and have experienced mild racism. I know it still shocks and hurts.
27. Calm down and see some balance , and tackle the issues where they exist rather than seeing them as some sort of existential threat.
28. More representation at the highest level of IGR

29. I do not have enough background into the history of the fractures to say, but I would like IGR to lead the wider LGBT+ community by example.
30. I am fairly new to paying attention to the IGR world stage so not sure how legitimate my suggestions are but I would say more representation in IGR leadership and more local governance. This issue seemed to be a fairly regional issue that escalated very rapidly to the very top of an international organization.
31. There should be several ombudsman person roles created, who have the role to field reports on harassment, discrimination, etc. They should have a separate line of reporting outside the trustees than the board and can report concerns independently.
32. Serious apology and directly addressing the issue going forward. Zero tolerance
33. Offenders just need to be open to hearing criticism. So much of this is just putting your head in the sand, which is honestly a bigger problem than the microaggression itself. Lack of accepting criticism of individuals and "boys clubs" within the club is honestly my biggest concern.
34. Awareness, education
35. Discuss issues within regions initially. Then relay that out to other regions who can decide if they believe it worth pursuing. I thank people for putting this survey together however I think a larger timeframe and more individuals should have been involved in drafting/redrafting the survey. Then all groups feel it valid and worthy of analysing. I wish you the best with reviewing the data collected. Thanks
36. I think we need to listen one another. I genuinely believe that the majority of members are interested in building an inclusive and welcoming community. If someone is made to feel unwelcome, it's important to hear why. As much as can be done, what makes people feel unwelcome has to be dealt with. If anyone has had bad experiences, they are the best at saying what it was. We have to hear what they say, then use it to improve. Remembering that it's not an attack on the organization, but rather a way to really live the inclusive values on which this organization is based.
37. I believe the organization should be actively recruiting board members of color.
38. It needs to be understood that the fractures will not be repaired because the issue stems from the state of the world, but the harms are made worse in a space that is intended to be safe but turns out to be unsafe. There should be a set of guiding principles and actions that are regularly taken to address the issues of racist interactions when they come up. They should be dynamic and available in digestible format. Inclusion is an action, not a mindset.
39. Listening to people of color and what they have to say and what they feel would be helpful. Visual representation in media, access to make sure transportation and money are not factors that keep people out of our community.

40. I'm not sure this survey is a great first step - asking people if they understand the systems of privilege and oppression is bizarre
41. I feel this survey is design to perpetuate confirmation bias. A handful of people from a common region have raised their experiences, which we cannot ignore. However, it appears that this is being extrapolated and other viewpoints or experiences are not being actually sought.
42. I would first like to know what these fractures are, and the details around them. Unfortunately racism accusations are weaponised, and knee jerk reactions can be far more damaging to racial minorities, like myself.
43. Have all sides air what has been said and how it was construed completely transparently, allow each individual to speak on their experience without interruption and pause for people to breathe between spoken truths. Afterward work together moving forward and be more aware of how matters are worded when being addressed. Apologies if that is not more helpful 😊
44. "A more obvious stratified structure with accessible structures for reporting. E.g. A local council that convenes for county/state level stuff, which can refer to a country level council, which in turn reports to an international one. A lot of the IGR club house stuff seems like it's American issues caused by UK mismanagement. Also look at the three number of UK teams vs USA or European teams... There's an imbalance of power and representation
45. At the moment, I know that my club has a rep but I'm not sure who they are or what they do. I'm more certain of who represents us in local IGR league (because they moan about organising fixtures and finals days)
46. Maybe a dedicated website, with a forum with a more open structure than Facebook's threads, because then there's an option to anonymously submit a complaint or ask a representative to address an issue"
47. Stop treating the concerns of one nation, however large, as if they applied to the whole IGR
48. Stop calling people out publicly. It comes off as childish and doesn't seem to be productive. I think you should first tell your team rep about the issue and have them go through appropriate channels to get the issue resolved. I think igr not having any money is a bigger deal but that's just me talking
49. I have never felt that the IGR is fractured. I believe that we should focus on everything that brings us together.

50. There needs to be a more explicit description and understanding of the issues at play. I believe there are individuals within the organization who are likely racist or have racist tendencies (conscious or subconscious). Statistics guarantee that and IGR needs to have and enforce policies that protect and support those who are victims of those people and to remove the perpetrators of it. My understanding and experience has been that the former is true. So what I don't understand is why minority members believe the organization itself is structurally compromised to promoting racism. If it is, I want to see that fixed and be a part of that change, but I'm honestly just confused right now about what the hell is going on. And I can't help when I don't know what's going on. No one really can. And I know a lot of folks in my club are in the same position I am.
51. "I think this survey is well-intentioned but in all honesty, quite poorly-written. It should have included definitions of racism at the beginning and some of the questions were confusing or ambiguous. For example, if 50 people know someone who quit the sport because of racism, is that 50 people who quit or 1 person who is known by 50 people? I'm sorry to be critical but I'm not sure the survey results will be robust enough for it to be a really useful input; IGR should have sought some professional support to produce it (if they didn't). However as I say, I understand the positive intentions behind it!
52. I think to progress this IGR should take a leaf from UK Financial Services regulation and instigate a 'whistleblowers' hotline with someone who is independent from Board to whom concerns can be raised anonymously, for impartial investigation. This would also help to preserve confidentiality and a clean audit trail. "
53. Presumptuous statement. This very survey is created to test the hypotheses that there are fractures within our organizations (i.e. those that are somehow (statistically) significant, widespread, or maybe based within the structure of IGR). But this statement sounds to me like you already presume that the hypothesis is true, even before the survey is completed and its data are analyzed. Sorry, but this is a good example why sociological studies are so often regarded as poor science.
54. Transparency in addressing the issue. Clarity of the organization's position on the topic and what the process is for reporting and discipline. I've received this email from a teammate that uses Facebook. I don't use Facebook, but use email. Pushing these conversations and actions only through Facebook increases their treacherous grip on our society and measures need to be made to diversify the organization's communication styles.
55. "I find this question a bit confusing.
56. I believe this issue is better handled at the club level, where most of the cases of racism take place. IGR's role can be to support the creation of guidelines and tools for teams to deal with these problems, and to ensure that clubs adhere to the highest standards.
57. For me, racism within the IGR clubs does not automatically translate as racism within IGR. Let's not forget that IGR members are the clubs and not their members, therefore

it's more difficult to have problems of racism from the IGR towards its members. There may be episodes of racism, however, between the people who work for IGR (IGR trustees, representatives of the teams, etc) and they should be avoided and corrected whenever they happen; but this is not the question here, as far as I know."

58. Listen to the complaints of POC and take corrective actions within the IGR community and leadership to address and ameliorate those concerns. In this capacity, non-POC members of IGR have the responsibility of listening to POC and taking actions to correct their own and their other non-POC teammates behavior and actions.
59. Not sure I have solutions. Open discussion is good. I hope we focus as much on the good experiences as on the bad ones where someone felt distress. We want to do all we can to avoid those of course. But the situations where that was avoided probably have more to teach us. They are also more inspiring. I hope we can find ways to create an atmosphere in which all such experiences can be shared and understood. This is not easy.
60. Have an open session. Or a charity boxing match between parties involved.
61. Learn the science behind racism
62. "I would like to UNDERSTAND with CONCRETE Exampokes What people think about the "racism issue" That happened. "
63. ignore them and tell them to get a fucking life and stop being drama queens.
64. Disclosure and a fresh start
65. Open and frank discussion
66. People need to stop hurting the global organization but publicly exposing these issues. We have had huge crisis in the past that were resolved inside the organization. I believe individuals bringing this so publicly and threatening with "going public" dismiss the damage they are inflicting on the positive impact this organization has on thousands of people around the world. if there are problems there are internal mechanisms to resolve them. This feels like an personal attempt to gain attention at the expense of the general membership and irreparable damage to our global mission.
67. Awareness is the key. Not acting like it does not exist.
68. The IGR works tirelessly to promote the inclusion of sport for EVERYONE. Some individuals need to get a grip and not fight the ones who trying to help them. Trials by Facebook and social media need to be banned.
69. "I think people need to be less militant in wanting to address any issues and I think most of the vocal accusations stem from a militant push to change the rainbow flag to include

black and brown stripes. But that is not to say racism doesn't exist as it does but adding black/brown stripes isn't a solution.

70. I strongly don't believe any IGR trustee is racist in any way."

71. I would like to see the trustees do more listening and less defending themselves

72. restorative justice education

73. "There needs to be an open and honest discussion held with the board, followed by the suggested independent inquiry.

74. Right now its impossible to properly understand the fractures within the IGR given neither side has offered actual evidence to back up what they are claiming - just references that they have this evidence which really isn't useful. "

75. "1. People need to get over their egos. 2. How can anyone answer this question besides the ten or so people involved in this recent "discussion"?"

76. I can only speak for myself and my former team under the years I was president but our club was a place people came to get AWAY from racism/sexism/ageism/etc."

77. "this is next to impossible to answer as the 'fractures' have been alluded to through innuendo and allusions but never clearly explained to the IGR community at large. There are many of us who have absolutely no idea what is going on but suddenly we are expected to engage in an atonement process which smacks of China's Cultural Revolution self-criticisms sessions.

78. Imposing upon an international body an analytical and critical framework grounded in the American experience with race is just another kind of privilege."

79. Personally I still don't understand what is going on. Communication needs to be clearer on this topic.

80. Acknowledging is the first step already, like with most problems, open discussion and education, making people understand what the effect of their behavior is, is the next

81. Diagnosing the problem in detail first, before assuming a fix.

82. Replace the offenders if found guilty on the board. Educate those supposedly afflicted not to air their grievance on social media platforms. It seems attention seeking and self-marginalising anyway.

83. I don't believe there are fractures. There are always going to be shitty people, but as a whole the club's I have been a part of have all been welcoming to everyone regardless of race.

84. Remember that inclusion is the core of our organisation, we are already discriminated against, we must remain together and remember that being different from each other is our strength
85. Debate, commitment, empathy, search for tools to improve communication
86. There must be more awareness about casual racism. Many ppl don't intend anything bad but still harm others. I am happy not to have acknowledged any racism in my club.
87. Stricter rules and regulations and confidentiality amongst the clubs.
88. Re-education of offenders ban repeat offenders if necessary
89. Have results of this survey reviewed by the IGR Diversity & Inclusion Task Force, then broken down into simple, clear, yet abbreviated results of the responses received as well as realistic and achievable objectives to be agreed upon by all clubs - objectives that will get IGR back on track to the evolution towards label-less inclusiveness in rugby that stands as an example to other around the world.
90. What fractures? Seems to be a few "percieved micro-aggressions" blown out of proportion to make it appear as if there is a systemic issue within IGR and member clubs. Bullshit! All this does is take away from actual improvements and real efforts to combat racism that actually exists as macro aggressions. This whole survey is incredibly biased and patronizing "do you understand". It is actually THIS SURVEY and the bullshit of MICRO-AGGRESSIONS and whining about privilege that will drive me away from IGR if this becomes the new norm. I say this as an ethnic minority. PLEASE don't blow up the cohesiveness, fraternal, supportive and open nature of IGR to appease micro-offended sensibilities by tarring everyone in IGR with a wide brush label of Racist. There's enough of that bullshit in the real world of politics right now - we do NOT need that within IGR. Like any family we are diverse and like any family we should be able to sort out our differences directly, without needing to hold a conclave intervention of the whole extended family and making accusations of systemic racism in the whole organization itself. You will kill the spirit of IGR not strengthen it.
91. A more diverse board
92. Public apologies, even for unaware micro-aggressions
93. There needs to be a codified set of rules for all IGR participants to not harass, demean, or intimidate others. Doing so will have their experience be heard by a member of the Exec, with one right of appeal to the chair, and if found guilty of violating the code, expel them from IGR.
94. Only by shining a clear light on what has happened can we really come to terms and move beyond it.

95. We need a change in leadership. Prior to Bingham
96. Set Guidelines within the IGR on how to deal with Race, Privilege etc
97. Support more ethnic diversity on teams
98. More education.
99. I don't know what the fractures are. But maybe have Bingham events that encourage meeting other teams? E.g. Twinning teams from different countries? Maybe create a buddy system, almost like a "penpal" type of system. And the players who are paired can meet at Bingham. Maybe create opportunities, like a "bingo card" where players have to complete the card in order to eat dinner or something. Basically, create another avenue for players to meet that is not in a hyper-sexual dance-club atmosphere. When the music is pounding, there's no way to converse.
100. Play rugby, be a brotherhood.
101. Racism exists everywhere. Nevertheless, I live in America and can only speak about my country. I have witnessed the difference in gay teams in major cities who have issues or comfortability issues recruiting in "minority neighborhoods". A lot of the people on the teams are coming into the city from other places, I would question how many original city residents play on these teams. Speaking of New York, Baltimore, Philadelphia and DC. I would say in these regions convening a task force to do urban and minority recruitment for actual long term residents of these cities. How do these teams connect with LGBTQ POC who may have different education and socioeconomic factors? My team demographics is pretty similar in terms of education, privilege and social economics across ethnicities. I remember this being an issue with the [REDACTED] and [REDACTED]. The [REDACTED] didn't want to focus on POC because they're "primary" focus was GBT, sounds like a loud of bull. I know personality played a role in this too which from both sides complicates it. A black leader trying to change focus and strategy can be difficult for some to accept. We did have a drink up with the [REDACTED], I'm a black player. In conversation about a different topic one of their white players started talking shit about the [REDACTED] and why they split with a certain level of privilege to talk to me as a black man about the [REDACTED] wanting to focus on recruiting inner city POC was an "issue" because it was out of the GBT scope. As if inner city POC can't be LGBTQ too? I didn't prompt or start the conversation, he was trying to get a black ally. I didn't think much of it at the time but it might help explain why privilege and implicit bias are huge factor in America among the LGBTQ community. Everyone lives under the systemic injustice society in America. America is a slave nation. America's timeline is more covered by slavery, Jim Crow, unequal treatment for more years then we've been protected by the law. I think that's a hard concept for Europeans and many around the world to understand. Just because the civil rights movement is over doesn't mean racism and the consequences of 200+ years of oppression is solved. Many of those people are still alive, for and against civil rights. Think of the different cultures every team represents, America is very diverse...how diverse are the other nations represented? So y'all may

not be use to a POC having a contrarian view to your societal order, take it more personally and that may make sense. Think about the cultural movements in your country compared to America, have your primary minority groups pushed for their place in the power structures like black Americans have? Are you used to someone who doesn't look like you...challenging you. Everyone in America works through these complicated issues our whole lives, white and black. It's not a knock on y'all, can't expect you to understand issues that you really haven't been exposed to. I haven't personally felt discriminated against within the rugby community but some white gays in my city are pretty horrible and just as bad as white nationalists.

102. Racism is on the rise as the right become more powerful and extremists find their voices. This should not be the norm in the IGR, but it is becoming more apparent. Clubs should be educated and individuals banned
103. More awareness of these issues would help, and I appreciate you creating this survey. You're the best! We also need to listen to more BIPOC and ensure that their voices are present.
104. I believe the most helpful action to take would be to apologize for instances of perceived or experienced racism thus far to those affected. Moving forward, it is prudent for the board to recognize that there may be a difference in the way racism is discussed in the different geographic regions of IGR, but that if it affects members of our community, it is something worth addressing to promote inclusion. I would then recommend a serious discussion with those that have experienced or perceived racism in our community, via open invite to discussion, to talk through how IGR may have allowed it to occur and what can be done moving forward to promote representation and respect.
105. People need to speak up and be front and center, these issues are often unknown to everyone else
106. A robust complaints system needs to be put into place for any form of issues not just discriminatory ones but also conduct, the role of IGR to be fully defined between what they cover and what should be covered by a clubs home union, the IGR Facebook page to be moderated and posts not being put on there if they are not inline with IGR values etc.
107. "1- encourage the disaffected to run for office in the IGR
2-accept the resignation of the secretary whose post started this
3-all future board/igr reps take some form of diversity training
4-prevent posting on the IGR page. Its just recriminations now. From an incoherent and down right toxic standpoint "
108. Better transparency from Trustees, full disclosure of transcripts from calls and other meetings and their resignation if needed.

109. Acknowledge that the fractures have been deliberately widened by a couple of individuals for selfish political gain. Like Trump they have fanned the flames and exaggerated an issue that benefits their own personal political agenda with no regard for the hard-working volunteers in IGR and the decades of work beforehand
110. Celebrate colour. Like we celebrate the pride flag. The colours on our flag shouldn't just represent our specialities but by the uniting principles that the community is borderless. That we are all one. Any reports of racism should be acknowledged, mediated and dealt with. IGR should be keeping a record and provide a report to all clubs.
111. Educate don't hate.
112. Someway to report it and some way for it to be investigated. I never knew and still don't know if it's an option or how to take it forward. Have officers or champions within teams to support those who want to stay and be members (players, supporters, etc)
113. Identify strategies to ensure greater diversity among Trustees/Executive Board (which may necessitate the resignation of current Trustees). The Regional Reps should also be given a certain level of training, and then provided the funding to visit each club in their purview to share this knowledge.
114. I don't believe there is an issue in our organisation.
115. Assuring that WE as a community, Group and organization, are including everyone with open arms away from negativity, distress and discrimination of any kind. Making this community a ultimate safe place for ANYONE who may be experiencing something that may cause pain, distress or even abuse physically and/or mentally. Lastly assuring that EQUALITY. PEACE. & POSITIVITY, remains consistent within every level, position and form of this community.
116. "I suspect some geographical and historical context is needed. Each country will have its own story with racism. Not being in the US I'm a bit confused by this whole conversation and the lack of leadership to steer the ship away from this confusing discussion.
117. IGR should reflect on its purpose to promote gay inclusion in rugby which includes respecting others. "
118. Acknowledge that there is an issue and more importantly see it from the other persons view. I can't comment on what a person of colour experiences as I haven't lived their lives. But when I see racism or hear about issues I challenge it.
119. Everyone to acknowledge that the issue is real, particularly white players who love to pretend racism and particularly casual racism doesn't exist, when they don't even try to emphasize with it, because they don't have to (which is part of the privilege).

120. Independent Inquiry, regular and specific events/actions/information/posts about race and its impact in the LGBTQ+ community and in the sport of rugby.
121. Community collaboration best practices should be used.
122. 1. All the managing positions should represent the diversity that exist in numbers. That means number. Try to avoid the male cis gay. Also constantly enforce diversity not only sexual identity but race in all the communication and campaign.
123. Call out leaders and players. And don't expect PoC to educate/fix white problems.
124. We can't have all white trustees or trustees who won't explicitly and emphatically stand up to race issues
125. There needs to be deliberate recruitment. Even if it were true that all white rugby players were flawless allies to POC, that alone does not make a space comfortable. IGR itself exists because of the comfort of being surrounded by peers, and until POC on IGR teams can be surrounded by peers, retention will suffer. Even with no individual or team fault, rugby itself is a white washed sport and in order to share this sport with non-white LGBTQ+ people, as we have a responsibility and hopefully a desire to do, we cannot just be safe and educated, but have to specially reach out to minority communities
126. I think there needs to be an acknowledgment that we have work to do and we need to ask folks of color who would like to step up to help address the problem. I think there's a lot that White folks can do to address the issue, but I think it is equally important that White allies sit down and let players of color drive that agenda. I think that's what one of the main issues has been.
127. The folks on the trustee board should hold themselves to a higher standard when these concerns are brought to their attention. Formal and required DEI trainings for all IGR council, and IGR trustees/board members. Better racial/ethnic representation of IGR trustees/board. The creation of dedicated trustee/board positions (more than one) for proactive engagements for both racial/ethnic and trans members of the community. The creation of formal affinity advisory groups for players of color, and trans players.
128. Board wipe, new board.
129. Acceptance of racism in our community and a genuine apology coming from a place of understanding and compassion
130. Education, of members and removal of those members who fail to understand the severity of the situation.
131. First step is acknowledgement. As rugby gets more inclusive and we start welcoming more minorities we will need to talk more about inclusion. Our fiercest allies shouldn't be the straight players on our teams. We need to stand with and for each other

132. "Really, on the surface level, just honesty from everyone. Honesty about feeling hurt and about having done harm. Steps towards a more constructive future.
133. But honestly, I don't expect much deep down. For me, this problem actually isn't institutional. The board and organizers may have messed up, and I see that it's caused pain. But for me, it's the day to day within our grassroots members that matters, and I believe little can be done. I'd like to be proven wrong, however. "
134. Being within what I consider myself an intersected privileged group, I will first listen what other who have experienced racism have to say
135. All trustees involved in a coverup should be removed from Trustees.
136. People need to be held accountable for their actions,
137. Forming protocol for situations involving racism and prejudice so that it doesn't go unchecked. No more sweeping under the rug.
138. I think chairs and committee people should have sensitivity training, and help to take legal actions toward players who do and say racist things.
139. I would like a full accounting of what led us to this point — there are many veiled references to some "things" and "discussions" that have happened but not everyone has the time or ability to go back through countless IGR Facebook posts or watch videos and read comments. Then, an explanation of the breakdowns in communication and what concrete steps will be taken to address the issues of systemic racism and transphobia inherent to the (again, overwhelmingly white- and cis-led) organization, increase transparency of the greater IGR leadership, and ensure good communication to and feedback from membership on similar issues.
140. Transparency
141. "1- acknowledgement must be compromised of well defined issues (not nebulous concepts) and definable goals
2- POC must be heard and lead
3- a better attempt at representation must be made re: IGR governance.
4- listen to understand when those more marginalized are airing grievances. Easy dismissal of such grievances is the reason the IGR exists"
142. Open and honest discussion, while keeping all of IGR accountable. The constituent clubs should actively try to make an actually inclusive environment for all players.
143. Specific apology for the shortcomings in addressing the structural racism within IGR; a plenary racism training at Bingham Cup 2020; and, expecting teams to take steps to address their individual cultures.

144. I feel no matter what. This will probably be drained out by the majority and privileged. They will say oh only 3-5% of the people have an issue. They still will not listen to us or hear us. They will show no empathy towards us. Again making me feel subhuman. But hey that's life for minorities right.
145. Calm heads and respectful dialogue.
146. A statement of such. A commitment and plan to educate and train - that's culturally aware and competent for an INTERNATIONAL audience (hard, but not impossible. Check out resources from the IDI) - for all teams that repeats on a semi-regular basis or can be trained by team members as part of an on boarding process.
147. No tolerance for for any discrimination. Any individual or club found in breach of IGR rules will need to face consequences, ie suspension or expulsion. It is up to the board and trustees to ensure any issues are addressed- immediately.
148. Need to have a much more open talk about diversity and racial inclusion in our organization. I'm not talking lipservice, I'm talking we need to actually break down and look at our bylaws and seek to include different ones that'll help remove this problem and prevent it from happening in the future.
149. Everyone needs to be heard and apologies made to those who felt disrespected. Additionally, the board/chairman needs to apologize for his lazefaire attitude when summarizing this concern with other members of the board. I also think there's needs to be some type education to members that black Americans see, experience and denote racism much diffidently than Europeans. The things that some Europeans say. In their own minds, countries or wherever, can come of racist or otherwise questionable. That needs to be understood and acknowledged. When someone brings up a concern about anything, there's always a kernel of truth about it. In the respect, our board must approach seriously and make a commitment to understanding the concern and not simply summarize it as "Apparently XYZ thinks we're all racist." That's a non-minority's way of dismissing the issue because you might not know how to handle it.
150. There must be very little trust amongst the trustees if tapes were been shared of conversations that fir me is the worrying part. A group of people that should be working so closely together have no trust. Language has also become a real talking conversation in our club and we have plans to bring in an expert to discuss languages used especially in club group texts
151. I think we, the IGR community, need to be educated on racism through mandatory workshops for example.
152. I believe it should be Mandatory for all IGR Clubs to go through a Sensitivity Training Class.
153. Suspending members causing distress

154. At minimum I think some sensitivity training would be good for the organization and myself to better understand the complexities of the issues. The question about "not seeing color" spoke to me. My experience of "not seeing color" was what I was raised on and having respect for other people. People from another generation thought that was a good enough foundation to teach their kids. In hindsight it was a bit simplistic. I have a better understanding now of how systemic racism and the culture conditioning works on society and within myself. And I am trying to learn more about it all. For many people all these concepts are new. Many people think not seeing color is enough so more training is needed so more understanding is gained and healing can begin for everyone.

155. I think its now to late.

The Diversity and Inclusion Committee would like to invite all members of IGR to participate in the following survey on racism within our organization. Participation in this online survey is completely voluntary. If you begin the survey, you can always change your mind and stop at any time. If at any time you become uncomfortable taking the survey or if the survey causes distress, you may stop at any time. The survey will be open for two weeks.

The purpose of this survey is to get a comprehensive picture of racism, both perceived and experienced, within our organization. This survey also gauges elements of knowledge concerning racial issues. We ask that, no matter your ethnicity/race or experience, that you answer the questions as fully and honestly as possible.

The survey software and data analysis will take place within the Diversity and Inclusion Committee through the use of Qualtrics software. After the two week window closes for the survey, the data will be amassed, analyzed and presented to both Trustees and the IGR as a whole. It is the intention of the Diversity and Inclusion Committee that both the raw data and presented data will be available in the interest of transparency. In the interest of preserving anonymity, names inadvertently given during the survey will be coded to preserve anonymity.

The intended outcome of the data gathered will be to create Restorative Justice Education Workshops that will then be made available to member clubs. Input from the surveys will augment this intended outcome. This task will be undertaken by the Diversity and Inclusion Committee.

After the survey has closed, the Diversity and Inclusion Committee will follow up disclosure of the raw data and a user-friendly document with results.