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Abstract

At present, there is an ongoing organizational change in the Swedish Sport Confederation. Through a comprehensive inclusion process persons with Disability (PWD) are leaving the Parasport Federation for mainstream sport within the Swedish Sports Confederation (SSC). The purpose of this study was to advance the knowledge about how inclusion, after the ongoing change, is received and perceived by Parasport stakeholders at different levels in a sport organization that aimed to assess the feasibility of an organizational change towards inclusive environments in the SSC. This has been done by reporting the results from a questionnaire that stakeholders within the SSC responded to. In total, the respondents amounted to 130 individuals. The results point to mainly positive expectations after inclusion process that is a part of strategy 2025 (The Swedish Parasport Federation, 2020) because both athletes and stakeholders seem to share a mainly optimistic view of what the change can lead to. The study is part of an extensive investigation of the organizational change of the Swedish Sports Confederation towards inclusion of PWD.



Equal Abilities: the Swedish Parasport Federation and the Inclusion Process*

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Abstract

At present, there is an ongoing organizational change in the Swedish Sport Confederation. Through a comprehensive inclusion process persons with Disability (PWD) are leaving the Parasport Federation for mainstream sport within the Swedish Sports Confederation (SSC). The purpose of this study was to advance the knowledge about how inclusion, after the ongoing change, is received and perceived by Parasport stakeholders at different levels in a sport organization that aimed to assess the feasibility of an organizational change towards inclusive environments in the SSC. This has been done by reporting the results from a questionnaire that stakeholders within the SSC responded to. In total, the respondents amounted to 130 individuals. The results point to mainly positive expectations after inclusion process that is a part of strategy 2025 (The Swedish Parasport Federation, 2020) because both athletes and stakeholders seem to share a mainly optimistic view of what the change can lead to. The study is part of an extensive investigation of the organizational change of the Swedish Sports Confederation towards inclusion of PWD.

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Introduction

With approximately three million members in nearly 20,000 non-profit local sport clubs, the SSC (Riksidrottsförbundet) is the country's largest popular movement. The Swedish Parasport Federation administrates 15 sporting activities for people with physical and intellectual disabilities and visual impairments. The Swedish Parasport Federation (Svenska Parasportförbundet) is also the National Paralympic Committee and the accredited national programme for Special Olympics. The Swedish Deaf Sports Federation administers sports for the deaf and is not a part of the Swedish Parasport Federation. At present, in Sweden, there is an ongoing organizational change. Through a comprehensive inclusion process people with disabilities (PWD) are leaving the Parasport Federation for mainstream sport within the SSC.

During biennial general meeting in May 2017, the SSC and the Swedish Parasport Federation decided that the current strategy 2025 (The Swedish Parasport Federation, 2020) was to develop according to five pathways (The SSC, 2017a). One of the pathways is 'inclusive sport for all' committed to equality and diversity in all its activities promoting inclusive processes, practices and culture in line with the principles set out in the program manifesto for the SSC, Sports will (Idrotten vill) (the SSC, 2009). Inclusion, in this context means that everyone should be able to participate in sport and physical activity in a welcoming and inclusive way – regardless of gender, sexual orientation, ability, cultural background, ethnicity, location or life stage. One of the key principles of the organizational change towards the inclusion of sport for People with Disabilities (PWD) is that according to Strategy 2025 (the Swedish Parasport Federation, 2020), PWD should, in a broader inclusion perspective, have equal opportunities to undertake different sports on all levels (from recreation to elite) and should be afforded similar opportunities as those enjoyed by their nondisabled peers. In practice, this means that the Special Sports Federations (Specialidrottsförbunden) are encouraged to play a more significant role in expanding their programmes and service to include PWD. The focus on organizational change in the SSC is derived from the fact that although the efforts and stakes (for example, financial support for adapted sport facilities and plus administration, education of trainers and coaches) are high for PWD in the current transition process from the Swedish Parasport Federation to Special Sports Federations, the effects and consequences are not equal for all athletes.

Literature review

Previous research on social inclusion through sport and physical activity

Inclusion is a key concept frequently used many contexts, in particular related to educational policy and practice (e.g. UNESCO 1994; Nilholm & Göransson, 2017). In Sweden as in many other European countries there is an increasing change towards inclusive sport. However, school is compulsory for children but not to practice sports as an after school activity. Thus, there is a considerable risk that if the concept of inclusion is interpreted and applied according to the definition given in the compulsory school, it will be misleading and incorrect in an environment that has other opportunities and conditions, such as the sports organization (Wickman, 2017). Another risk is that researchers conceptualize inclusion as merely a gathering of children and adolescents with different needs in the same place (Stratigos, Bradley & Sumsion, 2014) and studies call for going beyond these views of inclusion and investigating how children's sense of belonging in adolescent is shaped by institutions. Additionally, promoting belonging to prevent marginalization has become important policy agendas worldwide (Armstrong, Armstrong & Spandagou, 2011; Mishra, 2011). Not the least in Sweden, marginalization has been an increasing concern since Jan. 2021, when the UN Convention on the Rights

of the Child was incorporated into Swedish law (Convention of the right of the child, 2020). Multi-dimensional complexities of social exclusion need to be considered to be able to address the alternatives particularly for the exclusion of people with severe impairments.

Not only does the concept of inclusion lack clarity, for many reasons applying the principles of inclusion (for example children's sense of belonging) to educational practice is also difficult. Such as inadequacy of educators' competences, educators' and caregivers' negative attitudes towards heterogeneous groups and insufficient resources to meet the different demands that such groups require (Lui, Sin, Yang, Forlin & Ho, 2015; Štemberger & Kiswarday, 2018). Moreover, there are contradictory findings about the implications of inclusive environments. Some studies show great benefits (diversity enriches), while others show that children benefit from homogeneous groups (birds of a feather stick together) (Ruijs and Peetsma, 2009).

Regarding research of inclusion in physical education, more specifically, curricula has found many positive outcomes for both pupils with and without disabilities. However, there is insufficient knowledge in the scientific literature about the concept of inclusion and its impact on different levels in organized sports (Geidne & Jerlinder, 2016). The lack of knowledge is troublesome especially nowadays when the number Parasport athletes (PA) are increasing in mainstream sport. Due to the scant research within this field on similar previous changes, there is uncertainty regarding how well the process works towards inclusion. However, sorting and categorizing athletes on different grounds is not a new phenomenon in sports, it has happened throughout history. For example, competitive sport traditionally keeps women and men apart and separates athletes with disabilities from the others. At the very highest level, for instance, the Paralympics are organized by the International Paralympic Committee (and not the International Olympic Committee), bringing together PA from all countries to participate in special events. The aim with this study is to contribute with more knowledge regarding what the implementation process of inclusion brings into organized sports, but also what the expectations are of the organizational change among the stakeholders of concern. This research was a collaborative effort between The Parasport Federation (a nonprofit organization) and a University research team.

While many benefits of physical activity have been documented, for example regarding health and social wellbeing, barriers exist, which limit opportunities for individuals (young people) to participate in such activities. Studies have identified barriers to participation by PwD in organized sports, which concern personal, social and environmental barriers, as well as barriers at the policy level (Jones, 2003; Shields et al., 2012). For example, not all sports clubs accept PwD, leaders lack adequate education in parasport and how to adapt mainstream sport for PA and there may be poor access to information about appropriate programs for adapted training (Wickman et al 2018; Geidne a& Jerlinder, 2016; Sørensen and Kars, 2011). Barriers can also relate to economy (Moran & Block, 2010; Rimmer et al., 2004; Shields et al., 2012) or due to caregivers' fear that their children can be injured or socially excluded. This is also common among children themselves because they tend to avoid included activities due to emotional factors being afraid of not fitting in with peers (Rimmer, 1999; Rimmer, et al. 2004).

An extensive body of research has identified the lower participation rates in sport of PwD (e.g., Lauff, 2011). Other studies have sought to understand the difference between those with disability who participate in sport and those who do not (Darcy, Taylor, Murphy, & Lock, 2011; Sotiriadou & Wicker, 2014). Previous research point to the fact that PwD are kept in the margins of sport (Darcy & Dowse, 2013; Misener & Darcy, 2014; Wickman, 2008). Such marginalization is because ability is at the centre of sport (Darcy et al., 2011; DePauw & Gavron, 2005). Therefore, the concept of disability and sport for many is a contradiction. Even at the elite Paralympic level, disability sport is perceived by many as inferior to non-disabled sport (Darcy, Frawley, & Adair, 2017; DePauw & Gavron, 2005). Despite the barriers and the lower participation rates in sports among PwD sports clubs constitute an important environment for physical activity (World Health Organization, 2010) and should contribute to achieving

health equity by promoting inclusion and integration (EU, 2007). Documents and guidelines in Sweden and in many other countries emphasize that sports should be accessible for everyone according to their individual ability (EU, 2007; Swedish Sports Confederation, 2009). Sports clubs can work as health promoting settings (cf. Geidne et al., 2013; Kokko et al., 2013; 2016).

Sport Policy and implementation attempts

Several researchers who study different aspects of implementation and change in Swedish sports have found that there is one dominant logic, the logic of competition and ranking, that imbues all sports practices in Sweden regardless of the activity's aim which can cause inertia and resistance in the system (Eliasson, 2009; Engström, 1999; Fahlén & Aggestål, 2011; Fahlén & Karp, 2010; Karp, 2000; Sjöblom & Fahlén, 2010). Further, based on common understanding between the SSC and the government, collaboration and corporatism, or an 'implicit contract' (Norberg, 2011, p. 319) has been established. Consequently, freedom is pushed down in the system from one level to another, a phenomenon that cause inertia in the Swedish sports system instead of challenging it. According to the ongoing organizational change, this needs to be considered since the lack of a central project organization that distributes funds and that has the responsibility for monitoring, evaluation and transfer of knowledge has been criticized (Karp, Fahlén & Löfgren, 2014).

In Sweden, dedicated programs for PwD has until recently mainly been administrated by the Parasport Federation. Criticisms of dedicated programs are that they can be resource intensive and may not offer opportunities for PwD to socialize with nondisabled counterparts. Yet, integrated programs have the advantage of encouraging young people to develop socialization skills and close friendships with counterparts of all abilities, ultimately increasing quality of life and wellbeing. Consequently, successful inclusion in integrated environments is challenging. Not the least regarding children since it often requires significant emotional and practical support from caregivers and professionals to help children with disabilities to experience a sense of belonging and feel that they are connected and accepted within the sport community. Further, to fulfil the objective of an integrated sport organisation, are not without challenges (Sørensen and Kahrs, 2006), especially when it comes to people with profound disabilities who are in need of extra support and adjustments.

Aim

The aim is to study what PA and other stakeholders at the beginning of the process expect from the organizational change of the Swedish Parasport federation when the responsibility move from the Swedish Parasport Federation to the Special Sport Federations. The aim is also to investigate if there are differences between the athletes themselves and "other" stakeholders (the employed at the Federation, representatives for sports committees, district representatives, sport club administrators and athletes).

The specific research questions regard:

- 1) The extent to which the Swedish Parasport Federation's stakeholders think PA and athletes without classified disabilities (mainstream athletes) can exchange with each other.
- 2) If the stakeholders view that participation rate in sport will change for PA.
- 3) If the physical accessibility will change for PA.
- 4) If the organizational change will effect economic conditions for Parasport in general and for the PA in particular.

Data and methodology

The survey and the respondents

Data collection was conducted in collaboration with the Swedish Parasport Federation (SPF). In their web survey addressed to all representatives within the association, the SPF agreed that we could include a number of questions. This was an online questionnaire, which was collected and administrated by the SPF in the summer 2018. The survey was addressed to all stakeholder groups within the Federation (elected representatives, the employed at the Federation, representatives for sports committees, district representatives, sport club administrators and Parasport athletes) with a known email address at the SPF. The questionnaire generated replies from 130 respondents, which amounted to a response rate of around 30 percent¹. Among them were around 73 percent men and 27 percent women. In total, 42 percent were Parasport athletes while 58 percent were other stakeholder groups (as exemplified above). The attrition is considerable but there is no indications that it would be systematic since all stakeholder groups did respond.

Variables

The survey consists of approximately 100 variables, most of which address expectations on the ongoing organizational change that the respondents are a part of. The first set of variables in the questionnaire concern sociodemographic characteristics but also the respondent's engagement in the Parasport Federation. Apart from these variables we use another set of variables that correspond to our specific research questions. A couple of examples of the variables (statements) are: "I think/argue that inclusion will lead to more girls/women starting sports" and "I think/argue that inclusion will lead to a shortage of accessible facilities". Each statement connects to a response scale ranging from "do not at all agree" (value 1) to "completely agree" (value 5).

For each variable we have estimated the mean score. A mean score of 1 would indicate that the respondent disagree with the statement while a mean score of 5 would indicate complete agreement. Important in this study is to identify how Parasport athletes respond compared to how other stakeholder groups score, and therefore we compare differences in mean scores by independent samples t-test (for the usefulness of such tests when comparing differences between populations, see for instance Djurfeldt et al (2010)). In case p-values are equal to, or below 0.05, score differences are statistically significant. For each of the tables in the result section the 95% confidence interval is displayed, which shows how near any mean difference is to the true mean difference in the population (95% probability).

The variables are grouped into four categories, each category of which measures the same theoretical phenomenon corresponding to our four research questions. All variables within each category were merged into an index variable. The first index variable corresponds with *how Parasport athletes and able-bodied athletes can exchange with one another*, while the second index variable corresponds with *how the organizational change may affect PA participation in sports*. The third index variable corresponds with *the physical accessibility to sports* and the fourth index variable corresponds with

¹ The exact size of attrition is unclear because some of the stakeholders had several positions within the organisation, and as a result, their e-mail addresses appeared several times in the e-mail list. Although, they were only asked to respond to the questionnaire once. The exact number of such cases is unclear and therefore the exact size of attrition is uncertain.

financial preconditions. These indexes help to interpret the outcomes of the responses, and also illustrates the spread of the scorings along the scale. Merging variables into an index variable is only suitable if the variables have a high level of correlation. This we tested through a Cronbach's alpha tests. The higher value (ranging from 0 to 1) the higher correlation. The value of Cronbach's alpha should exceed 0.7 in order for it to be appropriate to merge the variables into an index. This was the case for all index variables in this study.

In addition to the variables in the survey, respondents were provided space to write a response to the open-ended questions. These responses can be helpful to deepen the understanding of the respondents scoring. The respondents did not frequently use this response opportunity, but occasionally, these are presented in the results.

Results

The main goal with this study is to identify expectations among stakeholders on how the organizational change can increase or limit opportunities for participation in mainstream sport among Paraspport athletes. We also investigate if the expectations vary between the Paraspport athletes and the other stakeholder groups.

The sports exchange between Paraspport athletes and mainstream athletes in sport performance.

To investigate the respondents' expectations regarding the exchange between PA and mainstream athletes in sport we use three statements. The first statement refers to the extent to which PA at all should be able to perform sport together with mainstream athletes. The second refers to whether mainstream athletes can act as a role model for PA and the third question asks the opposite, if PA can act as role models for mainstream athletes. Table 1 shows how the respondents score on each statement. All three statements generate high scores (ranging from 4.1 to 4.3), indicating that the respondents think that PA and mainstream athletes can act as role models to one another. Further, there is no significant discrepancy in how the PA and other stakeholders groups score. (Table 1).

Table1. How PA and other stakeholder groups generally find that PA and mainstream athletes should be able to interact in a training situation, and act as role models to one another. Scale 1 (no agreement) to 5 (complete agreement). (\bar{x}) = mean values; LL = lower limit; UL=upper limit. P=p-value.

Statements	PA (n=54)	Other stakeholder groups (n=76)	95% CI		P
	(\bar{x})	(\bar{x})	LL	UL	
I think/argue that PA on the whole; Should be able to perform sport together with mainstream athletes.	4,2	4,2	-.36	,39	,94
	4,3	4,2	-,45	,24	,55

Mainstream athletes act as role models for PA in a training group	4,3	4,1	-,48	,14	,28
PA act as role models for mainstream athletes in a training group.					

Each of the statements (Table 1) strongly correlate and all together they indicate that the respondents agree that athletes should be able to exchange with each other in a training situation. Therefore, we merged the three statements into an index variable (Figure 1) according to which value 1 on the variable indicates the weakest possible agreement and 5 the strongest possible agreement. The distribution of scores of the index variable shows that more than 70 percent of the respondents scored at least 4. Thus, the majority of the respondents agree that PA and mainstream athletes generally should be able to exchange each other in a training situation. The questionnaire does not contain explicit questions regarding the attitudes toward inclusion of PA in mainstream sport. However the index variable presented here can indirect, at least partly, function as an indicator of respondents' perception of inclusion, which by the respondents is highly appreciated, it seems.

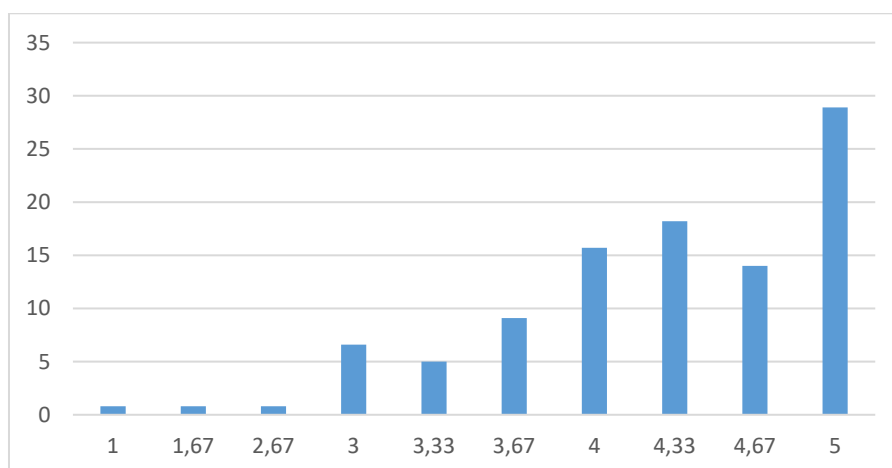


Figure 1. Scores on index variable, "athletes exchange with each other in sport performance", are based on the statements: On the whole I think that: "PA should be able to perform sport together with mainstream athletes", "that mainstream sport athletes can act as role models for PA in a training group", and " that Parasport athletes act as role models for mainstream athletes in a training group." Scores range from 1 (no agreement) to 5 (complete agreement). Values on y axis are percentages.

Expectations concerning PA' participation in sports after the organizational change.

The second research question concerns if the respondents expect that the PAs' participation in sport will increase after the organizational change. An increased participation rate requires that the sport clubs manage to retain current PA as well as to recruit new. We use four variables from the questionnaire to answer this question. The wording of these response alternatives, and how the respondents score on them, is presented in Table 2.

Table 2. Respondents views regarding an increase in retaining/recruiting PA, after the organizational change. Scores range from 1 (no agreement) to 5 (complete agreement). (\bar{x}) = mean values; LL = lower limit; UL=upper limit. P=p-value.

Statements	PA (n=54)	Other stake- holder groups (n=76)	95% CI		P
	$\bar{(x)}$	(\bar{x})	LL	UL	
I think/argue that the organizational change will lead to more					
female (girls/women) PA starting sports	2,8	3,11	-,32	,94	,33
male (boys/men) PA starting sports	2,93	3,32	-,24	1,02	,22
female (girls/women) PA continue with sports	2,81	3,37	-,07	1,17	,08
male (boys/men) PA continue with sports	2,98	3,46	-,14	1,10	,13

Overall, the scores of the variables vary between 2.8 and 3.46. This indicates that the respondents partly think that both the maintenance and recruitment of PA into sport clubs will increase after the organizational change. This is particularly true in relation to male PA. However, there is a discrepancy (on a 10 percent significance level) in the way PA and the other stakeholder groups think female PA will continue with sports after the organizational change. PA are slightly less optimistic than other stakeholders are.

The index variable (Figure 2) indicates that the respondents are rather positive, in the sense that they think more PA will participate in sport activities after the organizational change. Most respondents score between 3 and 5, and more than 40 percent of the respondents largely agree that participation in sports will increase.

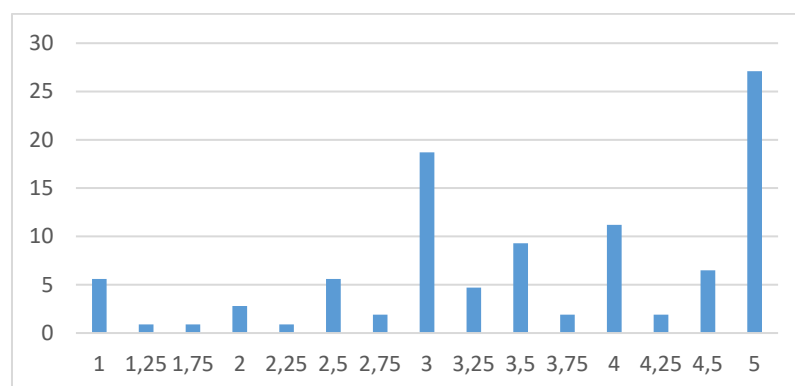


Figure 2. Scores on index variable “participation in sports will increase after the organizational change among PA are based on the statements: I think/argue that the organizational change will lead to more: “female PA starting sports”, male PA starting sports”, “female PA continue with sports” and “male PA continue with sports”. Scores range from 1 (no agreement) to 5 (complete agreement). Percentages.

Physical access to sports for PA after the organizational change

The third research question relates to the physical availability to sports among PA which the organizational change is supposed to ease. We use two variables that concern the accessibility to facilities and the accessibility to special equipment for PA. Table 3 shows the mean value per statement. Overall, respondents tend to score relatively low on the statements (ranging from 2.13 to 2.78). The scores indicate that, on average, the respondents are not severely concerned about future shortage of facilities and equipment. Table 3 shows a discrepancy in how PA and the other stakeholder groups view the risk of shortage of accessible facilities after the organizational change. PA score significantly lower than the other stakeholder groups on the statement regarding this shortage. This suggests that the PA worry more about a shortage of accessible facilities and equipment after the organizational change, than the other stakeholder groups do.

Table 3. Respondents views regarding access to facilities and equipment after the organizational change. Score 1 (no agreement) to 5 (complete agreement). = mean values; LL = lower limit; UL=upper limit. P=p-value.

statements	PA	Other stake- holder groups	95% CI		P
	$\bar{(x)}$	(\bar{x})	LL	UL	
	N=37	N=57			
I think/argue that inclusion will lead to a shortage of:					
Access to facilities	2,13	2,78	,08	1,22	0,03
Access to special equipment for PA.	2,28	2,64	-,21	,94	,21

However, the respondents' expectations differ largely, regarding the overall physical accessibility to sports after the organizational change (Figure 3). The index variable shows that 25 percent of the respondents do not fear a worsened situation regarding the physical accessibility for PA (scores 1 to 2) after the organizational change, around 35 percent of the respondents think that this will lead to a shortage of physical access to sports (scores 4 to 5).

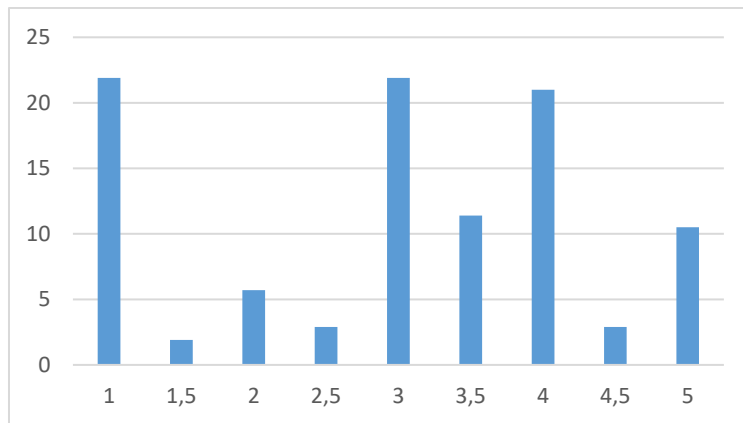


Figure 3. Scores on index variable “shortage of physical access to sports among PA after the organizational change” are based on the statements: *I think/argue that inclusion will lead to a shortage of: “access to facilities” and “access to special equipment for PA”*. Scores range from 1 (no agreement) to 5 (complete agreement). Values on y axis are percentages.

Financial preconditions for PA and for sport clubs after the organizational change

The fourth research question addresses how the respondents view the financial preconditions for PA and sport clubs after the organizational change. This is examined through two variables, one of which relates to the financial situation of PA and the other to the financial preconditions for sport clubs. Table 4 shows each of the variable outcomes. The respondents’ scoring range from 2.11 to 2.46.

Table 4. PAs’ and “other” respondents’ scoring on the statements related to worsened financial preconditions for PA and sport clubs respectively, after the organizational change. Score 1 (no agreement) to 5 (complete agreement). (\bar{x}) = mean values; LL = lower limit; UL=upper limit. P=p-value.

Statements	PA	Other stakeholder s	95% CI		P
	$\bar{(x)}$	(\bar{x})	LL	UL	
I think/argue that the organizational change will lead to worsened financial preconditions for:					
PA	2,33	2,46	-,46	,72	,67
Sport clubs	2,11	2,43	-,26	,91	,28

The means vary from 2.11 to 2.46. Thus, on average, the respondents do not think that the organizational change will cause a worsened economic situation for neither PA nor sport clubs, and

there is no statistical difference in how PA and other stakeholders score. However, the index variable indicates that the financial precondition actually is of major concern for many. More than 40 percent of the respondents score high on the index variable. This means that they fear that the economic preconditions for PA and sport clubs will worsen after the organizational change.

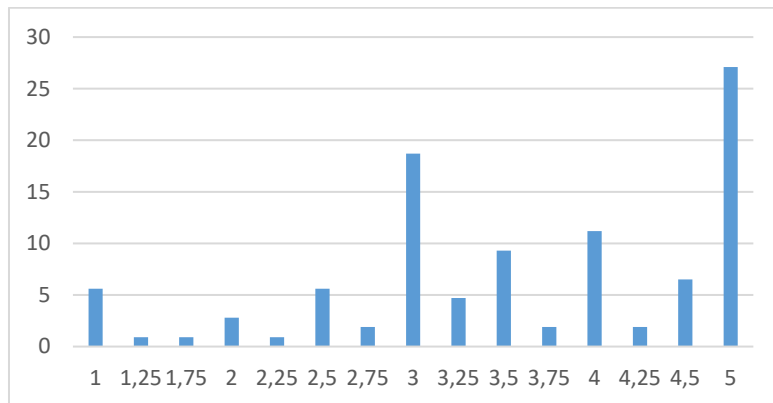


Figure 4. Scores on *the* index variable (worsened economic preconditions for PA and sport clubs after organizational change) are based on the statements: I think/argue that the organizational change will lead to worse financial preconditions for: “PA” and “Sport clubs”. Scores range from 1 (no agreement) to 5 (complete agreement). Values on y axis are percentages.

Concerning the economic preconditions after the organizational change, several respondents made comments. They mainly expressed these in terms of anxieties. For instance, some worried about that sport clubs would include PA due to economic reasons, (that they would get financial support when including a PA in the sport club), but in bad times, PA would not be prioritized in a similar manner as mainstream athletes. Others respondents argue that sport clubs will not be able to include athletes with severe disabilities because it will be too expensive and also difficult to give individual support from coaches and trainers.

Discussion

This study sought to map if the organizational change towards inclusion would result in improved equality in the SSC, according to concerned stakeholders in the Parasport Federation. The results indicate that the respondents find inclusion to be a useful concept where people with and without disabilities can perform sport together and act as role models to each other. Economy is the area of most concern for the respondents while they believe that participation in sports is likely to increase after inclusion. Regarding facilities there is a less clear pattern. Some are concerned about lack of accessible facilities and equipment, while others are not at all. The tendency is that PA are slightly less worried about resources, while other stakeholders are slightly more optimistic about future participation in sport.

To consider is that the respondents give answers on something that not yet is a reality for them. Therefore, their response need to be seen in the light of the information, decisions and discussions that they have taken part of or been involved in during the inclusion process so far. Some of them are more engaged and familiar with the issue than others and some may have previous experiences of inclusive

sport. Consequently, it is important to note that the results reported in this study do not capture a complete picture of barriers and abilities of inclusion in a broad perspective. Rather, the results indicate some factors that can enable or prevent successful inclusion in a future sport organization aimed for.

We noticed some limitations and pitfalls. Data was collected in the middle of the summer vacation and this is something that may have had a significant negative impact for the response rate. It is also possible that the response rate was particularly low among certain groups of PA (something we have not been able to confirm from the survey answers). For instance, it may have been difficult for some of the PA with intellectual disabilities to answer and administrate the return of the questionnaire. If so, this is certainly a limitation with the survey. With a longitudinal approach using mixed methods these shortcomings can be dealt with in future studies of the ongoing organizational change of the SSC.

Overall, the results indicate that the Swedish Parasport Federation has succeeded relatively well with the inclusion process, so far because both PA and other stakeholders seem to share a mainly positive picture of what the change can lead to. However, it needs to be considered that previous research on Sport Policy and implementation attempts indicate that there is an inertia and a resistance in the SSC, regardless of the activity's aim that can affect the preconditions also in this case. The next step in a larger investigation of the organizational change of the SSC towards inclusion of PWD should take a longitudinal approach to understand how inclusion is received, interpreted and implemented, in particular on grass root level. It should include interviews with actors on positions of the SSC and the Swedish Parasport Federation, vertical (according to power and decisions making) and horizontal (different sport federations). Further, research using a combination of quantitative and qualitative design approaches will provide useful knowledge about the multiple effects of the inclusion process at different organizational levels in the SSC.

Abbreviations

SSC: Swedish Sports Confederation

PWD: Persons With Disabilities

PA: Parasport Athletes

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Disclosure statement

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