

10 December 2019

## Executive Summary for November 12, 2019 Global Network of Paralympic Athletes' Representatives Conference call

Dear Fellow Athletes,

Thank you for joining the third call with the IPC Athletes' Council (IPC AC) for an update on our activities and recent discussions held during the IPC Governing Board, Conference and General Assembly.

We had fifty-four athlete representatives from various International Federations, Regional Organisations and National Paralympic Committees registered for the call. From the registered list, thirty-six athlete representatives joined the call. The IPC AC had very positive feedback from athlete representatives after the first two calls highlighting the importance of these calls.

Also joining the call was recently appointed IPC Chief Executive Officer, Dr. Mike Peters to provide information on a few key topics following the IPC Governing Board meeting, IPC Membership Conference and General Assembly.

### Updates were provided on the following:

#### The IPC Athletes' Council strategy:

The update on the strategy is a standing item on these calls to keep athlete representatives updated on the progress made regarding its implementation as it serves all of you.

- **Resources:** In the last call with athlete representatives, we reported that we had begun implementation of some aspects of the strategy. We are happy to report that the resources to “Becoming an effective Athlete Representative” and “Guide to creating and establishing an effective Athletes' Council” are planned to be launched soon. The intent of these resources is to help you and your organisation make sure that you are effective in your role as an athlete representative. In addition, these resources are also intended to support you and your organisations and offer guidance in creating an Athletes' Council if you do not have one and if you are planning to revise your current structure. The IPC AC is also looking at creating other tools to support you in your role, examples of some of these



tools are templates for running meetings, creating reports and many more. You are welcome to use these tools as guidance and if you have any suggestions for resources you'd like to see created that would better support our athlete representative network, please let us know.

- **Proud Paralympian Athlete Representation workshop:** The first edition was held for the Americas region in Ecuador in 2017. Uganda hosted the second edition for Africa region from 30 October to 1 November, with ten athlete representatives in attendance at the workshop. The objective of this workshop is to work through the AC Guidelines and help athlete representatives create ideal athlete representation models and be effective as athlete leaders within their nations and their region. The workshop will move around the world, with the next edition in Asia, followed by Europe and Oceania.
- **IPC Athlete Career Programme (ACP) in cooperation with Adecco Group:** The IPC AC is working with the Adecco Group to adapt the current content to be Para athlete friendly as we understand the unique differences of moving beyond sport into the professional career as athletes and people with a disability. We have always been able to utilise this programme through the IOC ACP that is offered to Olympic athletes as there are some similarities. The IPC AC wants to make sure that the programme is focused on para athlete specific content.
- **Membership focus:** The IPC AC is looking to work with IPC membership to increase athlete representation within the organisations. The IPC AC presented the AC strategy and resources during the IPC membership conference in October 2019, with a call of action to the members to make use of the guidelines, work with athlete representatives and contact the IPC AC for support in creating effective athlete representation models. The presentation was well received by the Membership by congratulating the work the IPC AC had done to date and how this is also reflected in their organisations and athlete representatives.
- **Implementation plan for 2020:** The AC Strategy is for the period from 2019 – 2022. In 2020, the IPC AC will start to focus more on pillar four “Enhancing the unique sporting environment of Paralympic athletes on classification, safe sport and athlete wellbeing. The other three pillars will continue to be implemented and enhanced at the same time.

#### **The 2019 IPC Athletes’ Forum 22 to 24 November, Colorado Springs USA:**

- We will be sharing the outcomes from the discussions at the Forum as well as post-event surveys with athlete representatives who attended and even those who did not.
- Athlete driven agenda based on what athlete representatives submitted. The idea of the Forum is to share information and facilitate constructive discussion on the future of the



athlete voice of the Paralympic Movement. For the 2019 edition, 17 more athlete representatives registered to attend the Forum compared to the first edition held in 2017.

## Key organisational updates:

### New IPC Brand Strategy

- The Paralympic symbol has been revised so that all three shapes are the same size and the new colour palette is brighter and in line with the IOC colour palette for the interests of sustainability for the Games time
- The IPC also has a new bolder font that goes with the new symbol
- Alongside the new symbol is a new brand narrative “Change Starts With Sport” which aims to communicate how the work of the Paralympic Movement initiates transformation in various forms around the world
- The narrative will focus on three areas: How we change attitudes, how we improve mobility and how we generate greater opportunities for people with disabilities.
- Over the next years, we will be using this message across many platforms, putting athletes at the heart of everything we do.
- As part of this new brand narrative, we are working on our biggest campaign yet “WeThe15” which aims to empower the world’s one billion persons with disabilities around Tokyo 2020.
- More details can be found on this [link](#).

### United Nations Sustainable Development Goals

- We have signed a partnership agreement with the UN SDG Action Campaign.
- We have identified that our work uniquely contributes to 11 of the 17 SDGs
- Over the coming years we will implement a range of activities to highlight how we advance the SDGs
- The first two actions so far– SDGs bids at the World Para Athletics World Championships in Dubai and IPC has signed the Sports for Climate Action Framework
- IPC will also be looking to recruit athlete ambassadors to champion each of the 17 SDGs and a communication was sent out to all athlete representatives, IFs and NPCs asking for nominations, the deadline to submit nominations is 20 December 2019. Athlete representatives are encouraged to check with NPCs and IFs if interested in being nominated.
- Here is a link to the [United Nations Sustainable Development Goals \(SDGs\)](#)



## Main discussions and overview of the Governing Board meeting, Membership Conference and General Assembly:

- **IPC Governance Review:** The IPC is currently going through its Governance Review process of the entire organisation, including how we work, who the members are, the athletes, constitution, the IPC Athletes' Council, what our mandate is and how we work to service you as athletes and the greater Paralympic Movement. It is important to read the Governance Review Proposal that is found on this [link](#) and provide feedback. The first athlete engagement on the review would be discussed at the 2019 IPC Athletes' Forum to get feedback and bring it forward to the organisation. There are areas that are focused on giving a greater athlete voice to the governance of the organisation, for example a second a potential to have a second seat on the Governing Board in addition to the Athletes' Council Chairperson, how the Athletes' Council appointment/election/composition should look like as well as how athletes are appointed to Standing Committees.
- Another important piece is working with the 10 World Para Sports currently being managed by the IPC. The biggest part of the review will be moving these sports outside of the IPC.
- The Governance Review process is important as it will drive the direction on how we work in the future, and how the athlete voice is incorporated into the organisation and all the members. The process is currently in the consultation phase to receive feedback. The Athletes' Council will focus on all athlete-focused areas on getting feedback for the proposal. The full review will be put forward to IPC membership to vote (to approve or not) in December 2020.
- The Governance Review was the main discussion of the Membership Conference. The proposal has been well received by the membership but there still remains some questions from the membership which they will provide feedback on.
- **Classification:** The Governing Board is working to ensure how IFs are meeting the requirements to comply with the classification code. It was agreed that some areas of classification need to be revised for the betterment of the Movement. The Governing Board is also looking at ways to help instil trust in the athlete community and membership on what can be done for Intentional Misrepresentation (IM). The Governing Board, Classification Committee and Management are all conscious and are working to ensure that athletes feel that their voice is heard, and that IM is being taken seriously in a way that is effective for everybody. IPC can only put forward guidance and best practice. Each IF would need to determine how to move forward with tracking it.



- **General Assembly:** All members of the IPC meet and vote on various motions put forward by the Governing Board and/the IPC membership. These motions help direct the organisation on how to move forward as a Movement. There were a few motions that were directly related to the athlete voice. NPC Australia put forward a motion to consider post nominal letters to all athletes who competed at the Paralympic Games as a sign of honour. The motion is below:

**“The General Assembly directs the IPC Governing Board to consider the introduction of post-nominal letters for athletes who have competed at a Paralympic Games as symbolic recognition of their achievement and status in society”.**

#### Rationale

“Post-nominal letters are placed after a person's name to indicate that they hold a position, honour, or is a member of a fraternity. For example, OLY (Olympian) are post-nominal letters granted to athletes as an honour designated to represent the special achievement of competing in the Olympic Games. All athletes who have competed at the Paralympic Games and uphold the values and practices enshrined in the Paralympic Charter and the IPC Code of Conduct should be afforded similar recognition”.

- This would be discussed at the Athletes’ Forum and followed up with a survey for to provide us with your feedback.
- **Service Agreement for the IPC Athletes’ Council Chairperson:** A motion for the IPC AC Chairperson to work based on a service agreement similar to the IPC President and Vice-President was passed by the General Assembly. The Governing Board and Membership acknowledges the amount of work done by the AC Chairperson and the time commitment required for this important role. This is new ensure that future AC Chairpersons have the flexibility and ability to be able to fulfil their role with the time commitment required without worrying about time not spent at work.
- **IPC Governing Board Commitment to Classification:** There is a lot of discussion among athletes, media, membership about classification and some of the perceived issues. The IPC Governing Board made the commitment publicly to further look into the matter. One of the specific items was that was discussed was the issue of rule changes and research. It was noted that when it comes to implement rule changes and research, this needed to be done in a timely fashion as this has a huge impact on athletes and the membership. The IPC will work with the IFs to define what major changes look like. The IPC also acknowledges that each IF has different event schedules and it would be inappropriate to have a similar specific time frame and this must be done on sport by sport basis to give



athletes the most opportunity to be able to complete. The Classification Code is found on this [link](#).

### Other discussions raised by athlete representatives

- **Service Agreements for Athlete Leads and IFs:** It is acknowledged that the amount of work and time committed to the role of Athlete Representatives is immense. However, the responsibility on how a Service Agreement can be implemented or how an Athletes' Council works lies with the specific IF/NPC/RO. The IPC can only provide best practice guidance.
- **Tokyo 2020 Paralympic Games heat:** There are ongoing discussions with concerns over the heat and countermeasures in Tokyo during the Games. The IOC has moved the marathon location to a cooler one to try and counter the heat. At the moment, the IPC is not considering moving the marathon during the Paralympic Games as the weather would be much cooler during the Paralympics. Should there be a need to do so, this will be discussed with the IFs, athletes, medical teams and the organising committee based on the medical report yet to be received.
- **WADA/RUSADA Update:** There was not much to update but the IPC was waiting on the Compliance Review Committee recommendation to the WADA Executive Board on the Moscow laboratory date. The decision was expected sometime during the second week of December. The IPC is not making a decision until after the Court of Arbitration of Sport decision should RUSADA appeal any decision made by the WADA Executive Committee. WADA's statement on Russia is found on this [link](#). The IPC recognises the WADA decision on RUSADA as a signatory to that code. Here is a link to the IPC statement on WADA's decision: <https://www.paralympic.org/news/ipc-statement-decision-wada-executive-committee>
- **The IPC Athletes' Council vote on the Governance Review:** The IPC AC will not vote at the Special General Assembly as the AC is not an IPC member.



For more information on the IPC Athletes' Council, please see our website:  
<https://www.paralympic.org/athletes-council>

Join us on Facebook: <https://www.facebook.com/groups/ParaAthleteClub/>

If you have any suggestions for agenda items or ways we can improve on the logistics or execution of the global calls with athlete representatives, please feel free to reach out to us at anytime. Should you have any questions, please do not hesitate to contact us at [athletescouncil@paralympic.org](mailto:athletescouncil@paralympic.org).

Thank you and kind regards,

Chelsey Gotell

Chairperson, IPC Athletes' Council