

04 July 2019

Re: Executive Summary for June 25, 2019 IPC Athletes' Council Global Athlete Call

Dear Fellow Athletes,

Thank you for joining the call with the IPC Athletes' Council for an update on our activities and the main topics discussed during the recent IPC Governing Board.

Also joining the call were IPC AC members, Monica Bascio, Birgit Skarstein, Nurulasyiqah Mohammad Taha and Rudolf Klemetti and IPC Interim Chief Executive Officer Dr Mike Peters.

Forty-four athlete representatives from various International Federations, Regional Organisations and National Paralympic Committees registered for the call. Out of the registered athlete representatives, 30 joined the call. The first call was a success and the IPC AC had received messages from a number of athlete representatives acknowledging the importance of this two-way communication between the IPC AC and the athlete representatives. The global athlete calls will be conducted in the future to continue dialogue after IPC GB meetings, IPC AC meetings or when there are topics to be addressed that come up throughout the year.

Updates were provided on the following:

#### The IPC AC Strategy

- The IPC AC [strategy](#) was launched in March 2019 in three languages (English, Spanish and French). The strategy was well received by IPC membership and by you. We also received endorsement from you including suggestions on what resources to include in the strategy to better support athletes.
- As we work on finalising the strategy's implementation plan, we have simultaneously begun implementing some aspects of the strategy. These include creating resources and tools for effective athlete representation, IPC Athlete Career Programme, athlete representation workshops and dialogue with some of the IPC Standing Committees (Classification Committee, Medical Committee, etc). regarding potential athlete focused resources.
- The first edition of the athlete representation workshops was held in the Americas, the second edition will be in Uganda from 31 October to 2 November 2019. Asia will play host



to the third edition in 2020. The aim of the workshops is to engage at regional level and build stronger athlete representatives.

- The AC is currently working on the following specific resources (guidelines and templates) to help you become more effective in your role:
  - Guidelines for developing an effective Athletes' Council specifically for the NPCs, IFs and ROs – to be launched in July
  - Guidelines for athlete representative specifically for athlete representatives – to be launched in July
- We are also currently working with the IPC classification management and classification committee to create specific resources for athletes to better understand classification as well as to improve communication and make it more transparent.
- There has been some significant work put into reviving the IPC Athlete Career Programme and more focus on developing content that targets para athlete. We are working with Adecco in this regard and we will work with NPCs to deliver Athlete Career Programme Outreach workshops.

#### **The second IPC Athletes' Forum:**

- The second IPC Athletes' Forum will be held from 22 to 24 in November 2019 in Colorado Springs, USA. IFs/NPCs and ROs are responsible for airfares and visas of their athlete representatives and their guides/assistants. The host USOPC and the IPC will provide and cover costs relating to ground transport, accommodation and meals in Colorado Springs. Furthermore, the IPC is providing solidarity funding to NPCs who qualify as solidarity NPCs. There is no registration fees required to register for the forum. Guides and assistants can accompany their athletes in the meetings.
- The deadline to apply for Forum was Friday, June 28, 2019.
- We received a number of topics for inclusion on the Forum's agenda from athlete representatives who applied to attend the Forum. We encourage you to be as specific as possible on the different topics that you would like added to the agenda as proposals. So far, the following topics have been suggested by most of you:
  - - Classification
    - Mental health



## Main discussions and overview of the Governing Board meeting and key organisational updates:

- **IPC Strategic Plan:** An announcement was made that the IPC Strategic Plan for the next four years will be published around July/August.
- **Winter World Para Sports Strategic Plan:** This will be published in September 2019.
- **Organisational transition:** An update was provided on the organisational transition since March 2019 when the former CEO who had been with the IPC for seventeen years departed from his position. It was reported that the IPC was searching for a new **CEO** with the aim to make an announcement in time for the IPC General Assembly in October 2019. The GB is committed on its mandate to provide dynamic leadership for the IPC Management, membership and athletes. The IPC is working hard to better serve its membership and athletes by being more inclusive, listening more and reducing the gap between the bigger NPCs and the smaller ones. Furthermore, the IPC acknowledges that the Paralympic Games offer a fantastic platform to promote inclusivity but much more can be done to become a world leader on inclusion.
- Some of the transition changes the IPC is reviewing is to do with human resources within the organisation. This includes staff recruitment, hiring, staff development, promotions and to make sure people within the organisation are valued for the unique contributions that they bring and are empowered to make decisions in their various capacities. The IPC is particularly interested in hiring athletes and encourages athletes who are looking for next careers after sport and those already retired to keep an eye when jobs are posted <https://www.paralympic.org/jobs>.
- The IPC continues to improve by making sure that they listen to the membership and athletes and providing them support that they deem useful.
- **Membership:** Maldives was granted provisional membership and is to be ratified at the General Assembly in October 2019 for full membership.
- **Safe-guarding** is one of the topics that the GB is concerned about and has created a taskforce with people technically skilled to further develop IPC's safeguarding strategy and procedures. The IPC has in place a non-accidental violence reporting mechanism during the Games but acknowledge the need to complement this with support outside Games period by having appropriate procedures.
- **IPC Governance review** – There was an update the current IPC governance review process. It was reported that the current IPC governance structure had been in place since 2004. In line with best practices, the GB initiated the governance review process to make sure that the IPC has the right structure and procedures in place. The IPC Governance Review Committee gathered data from various stakeholders including the athlete



community. This data will be presented to the IPC membership during the IPC conference on 25 October 2019 in preparation for voting for a possible new structure to be discussed at the extraordinary GA in November 2020. One of the key areas with the governance review is the topic of athlete representation and the focus is on how the IPC need to better safeguard and promote athlete representation and ensure there are key mechanisms in place about athlete representation in NPCs, IFs and ROs. Furthermore, there is a review on whether there should be an additional athlete representative on the IPC Governing Board. A lot of the suggestions from athlete representatives have been incorporated within the governance review submissions.

### Other discussions raised by athlete representatives

- **IPC General Assembly (GA):** The 2019 IPC General Assembly is taking place on 26 and 27 October in Bonn, Germany. The GA is where the IPC membership (NPCs, IFs and Ros) come together every two years to receive updates, make decisions on important items and pass motions. Each organisation is allotted two accreditations to attend. The AC is exploring ways for athlete reps to attend future GAs as observers alongside their Organisation as they see the GA as an excellent learning and development opportunity for reps.
- **Anti-Doping:** It was raised that there was an article in the [media](#) that Russia Anti-Doping Agency (RUSADA) was to file doping cases against 33 athletes. The IPC highlighted that they were aware and could not share any further information but to commend the work that RUSADA is doing to bring these cases forward. Furthermore, appropriate mechanisms were being followed by the IPC in response to cases that the IPC have jurisdiction over.

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 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

A handwritten signature in black ink, appearing to read 'C. Gotell', is positioned below the printed name.

Chairperson, IPC Athletes' Council