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Enlarged Partial Agreement on Sport (EPAS)

10th EPAS Anniversary Conference

Working together to build and consolidate democracy, tolerance and inclusion

Organised by the Enlarged Partial Agreement on Sport
in co-operation with the Cyprus Sport Organisation

In the framework of



Chairmanship of Cyprus
Council of Europe
November 2016 - May 2017

Présidence de Chypre
Conseil de l'Europe
novembre 2016 - mai 2017

11 May 2017

Grand Resort Hotel – room Hall A
Limassol, Cyprus

Report

1. Welcome and introduction

Egly Pantelakis, Permanent Secretary, Ministry of Education and Culture, Cyprus, welcomed the participants of the 10th EPAS Anniversary Conference and outlined the positive values of sport for society which can bring people together, foster social inclusion and create a more cohesive society, if sport is played with passion and in line with fundamental sport values – such as respect, mutual understanding and solidarity.

In the fight to tackle some of the social challenges today, sport can contribute its share in co-operation with other key actors including central government, public and local authorities, parents and teachers' associations, sporting organisations, athletes and many others.

Ms Pantelakis welcomed the benefits of this conference, in which stakeholders can raise awareness, share knowledge and exchange information on developing social capital and promote active citizenship to consolidate democracy, tolerance and inclusion in sport.

Wendela Kuper, former chair of the EPAS Governing Board, senior policy adviser of the ministry of health, welfare and sport, Netherlands, recalled the main two objectives of the conference:

- discuss the achievements of EPAS during the last ten years, in particular on the promotion of diversity in and through sport; and
- develop with the participants, the future strategic orientation of EPAS in the field of diversity for the next ten years.

Ms Kuper informed that EPAS was founded – amongst other things – to address challenges threatening an ethical, inclusive and safe sport. During its ten years of existence, EPAS put topical issues such as discrimination, racism, exclusion, inequality, disability, LGBT and hate speech in sport to the fore. EPAS provided and will continue to provide a platform where governmental and non-governmental stakeholder organisations can meet, exchange information, share good practices and take concrete actions. Ms Kuper listed examples of concrete actions and tools exemplifying the action-oriented approach of EPAS developing the normative framework and supporting capacity building and providing technical assistance to its stakeholder organisations. Ms Kuper underlined the importance to base the discussions on the future strategic orientation of EPAS in the field of diversity on its success stories of the past.

2. My story: How did sport impact my life!

Three athletes were invited to present their personal stories with regards to sport and diversity.

Imke Duplitzer, Épée Fencer, Germany. Olympic Silver medalist, European Champion, 2010 and 1999. She was awarded more than 20 medals at Olympic Games, World Championships, European Championships. One of the first open LGBT athletes already at the Olympic Games in Athens 2004, where she won the silver medal with the team. She equalized in the last 7 seconds after having went behind to 2 points against France and scored the final point two seconds after the start of extra time. Since 2014, she is a Member of the Board of Lesbian and Gay Federation Germany (LSVD). She was one of the few athletes at the Beijing Olympics that spoke out about the human rights situation in China.

Aya Medany, Pentathlete, 3x Olympian and Vice-World Champion, Egypt. She participated in her 1st Olympic Games at the age of 15. Being Egyptian and Muslim, she decided to wear the hijab

during the competition. She is campaigning for Women's and Girls' participation in Sport and acts as a mentor for young female athletes.

Matthew Lister, Slalom Canoeer, 2x bronze medalist at ICF Canoe Slalom World Championship, LGBT ambassador for the British Athletes Commission, UK. He is a British slalom canoeer who has competed since the late 2000s. He won two bronze medals in the C-2 team event at the ICF Canoe Slalom World Championships, earning them in 2011 and 2013. In 2016, he announced his retirement from competitive sport, and is currently working as an LGBT ambassador for the British Athletes Commission and as a model.

3. High-level panel discussion: Why do we need to be concerned about diversity in sport?

The following speakers were invited to participate in the high-level panel discussion "why do we need to be concerned about diversity in sport":

- Imke Duplitzer, Épée Fencer, Olympian Silver medallist, Germany
- Louise Englefield, European Gay and Lesbian Sport Federation
- David Evangelista, President and Managing Director, Special Olympics Europe-Eurasia
- Georgios Mavrotas, Parliamentary Assembly of the Council of Europe, Vice-Chair of the Sub-Committee on Education, Youth and Sport
- Andrew Parsons, Vice-President, International Paralympic Committee
- Hope Patricia Powell, former international football player, former coach of the England's women's national football team and Great Britain women's Olympic football team
- Christa Prets, President 100% Sport, Former Member of the European Parliament

The panel discussion was facilitated by Jens Sejer Andersen, Chair of the EPAS Consultative Committee.

4. Evaluation of EPAS diversity activities: What worked well?

Matthias Gütt, SPIN Sport Innovation GmbH & Co. KG, Germany, presented the evaluation of the EPAS diversity activities.

The evaluation was based on the following components:

- A review of relevant EPAS documentation related to the field,
- A review of wider literature related to diversity in and through sport,
- Two separate online questionnaires to both the Governing Board members and the members of the Consultative Committee,
- Qualitative interviews with selected representatives from the Governing Board and the Consultative Committee, EPAS Secretariat and further experts.

Since 2007, EPAS has been providing a valuable platform for intergovernmental cooperation among public authorities responsible for sport of its Member States and facilitates dialogue with sports federations and non-governmental organisations dealing with sports.

It is recommended that EPAS' future strategies and activities should deliberately build on the Council of Europe's values and previous work in sport. It is important for EPAS' work to be aware of its particular strengths, its wider European scope and ability to achieve consensus, but also of its given operational limitations.

Diversity is a European value and thus a normative concept. Promoting diversity has been a permanent priority for EPAS. However, the term diversity is complex and relatively diffuse.

It is recommended that EPAS reviews its overarching framework and communication regarding the concept of diversity to ensure that everybody involved in EPAS' activities and decision making process in the field has a similar understanding of the concept.

The evaluation has shown that EPAS has a clear mandate from its members to continue its activities towards diversity in and through sport.

However, EPAS should review its strategic objectives and work approaches. It should concentrate on setting clear priorities for longer term perspectives to create real change for selected characteristics of diversity. Still, it should reserve resources for attention to ad hoc evolving issues.

EPAS should enhance its communication strategy with the member states and especially the Consultative Committee, which could impact the implementation of results in the member states.

Regarding collaboration with the EU, it is recommended to define a clear delimitation of both institutions' working scope and responsibilities.

EPAS' mission should be to initiate value oriented action to facilitate exchange and to align the activities of governmental and sectoral stakeholders in the field affecting the societal and organizational levels.

EPAS should seek for clearer definition of its own particular responsibilities with clearer delimitation of the scope of work from other institutions.

EPAS should identify characteristics in liaison with the membership priorities of diversity.

These characteristics should be elaborated by EPAS with adequate continuity and sustainability.

EPAS should constantly review its work priorities and identify those instruments that allow for exploitation and real change in the member states, or the sports organisations respectively.

Further information on the presentation of the evaluation of the EPAS diversity activities can be made available upon request.

5. Strategy Café sessions on the future, strategic "diversity orientation" of EPAS

Based on the results produced in the morning, the participants of the 10th anniversary conference were invited to discuss the future strategic orientation of EPAS by focussing on 4 major themes:

- a. Objectives (vision, mission) hosted by Laura Eddie
- b. Work plan (thematic priorities and strategies) hosted by Marko Begovic
- c. Working structure hosted by Óskar Þór Ármannsson

d. Activities, expected results hosted by Pauline Johanet

a. Objectives (vision, mission)

The participants discussed the following issues regarding the objectives of EPAS, while taking into consideration the following questions:

- Which objectives should EPAS pursue further to promote diversity in and through sport?
- Thinking out of the box and including non-mainstream topics
- Which additional objectives should/ could EPAS pursue to promote diversity in and through sport?
- Prioritise the objectives and provide reasons for the selection/ prioritisation!

The following objectives were highlighted as important:

- Awareness raising, education, sharing of good practices across sectors
- Values
- Collaboration

The issue of the measurements of objectives was raised, that this activity could be beneficial for the long-term success of EPAS.

Additional topics/ objectives to be addressed were proposed:

- Interfaith/ cultural exchange
- Promote the understanding of the difference between sport for all and performance sport and assess the path from one to the other
- Low income focus

Regarding the issue of prioritisation, it was recommended to identify the greatest needs and greatest impact of possible activities. This would entail a systematic approach and a mapping of priorities.

The rather reactive approach/ methodology of EPAS in general and the meetings in particular were addressed. Possibly, a more proactive, inclusive and interactive approach/ methodology would improve the future work of EPAS.

b. Work plan (thematic priorities and strategies)

The participants discussed the following issues regarding the work plan (thematic priorities, strategies) of EPAS, while taking into consideration the following questions:

- If you were to set up a work plan, what would be an ideal time period – 1 year, 3 years, 10 years etc.?
- Which elements should a successful and effective work plan contain?
- Which resources (financial, personnel, stakeholders etc.) should EPAS use to implement the work plan?
- Which constraints might EPAS face while implementing the work plan?
- The work plan should be based on the values of the Council of Europe, the vision and mission as well as the activities of EPAS. It should reflect the relevant normative framework such as the European Sports Charter and the Code of Sport Ethics underpinning the societal (inclusive), educational and health-enhancing role of sport.

- Regarding the timeframe of a work plan, a mid-term approach of three years is recommended.
- Even though good governance and corruption in sport are very topical, EPAS shall continue to promote and enhance intergovernmental and non-governmental cooperation with the Consultative Committee members and the EU on issues such as diversity, social cohesion, inclusion, gender mainstreaming.
- It is recommended to focus on very specific topics within the broader concept of diversity and communicate this clearly to the EPAS Governing Board.
- Educational/ pedagogical activities/ services are recommended such as sharing of know-how, good practices, exchange information etc. They should be tailor-made and well targeted. Indicators should identify the different stages of development and needs.
- The work plan should be ideally aligned with the thematic priorities of the members, well-structured taking into account the different stages of development of the Council of Europe member states.
- EPAS, its members and other stakeholder organisations should define their roles and responsibilities vis-à-vis each other. In doing so, the organisations would avoid duplication of work and create useful synergies. They could better complement each other as well as enhance efficiency and effectiveness of their activities.

c. Working structure

The participants discussed the following issues regarding future working structures of EPAS, while taking into consideration the following questions:

Which constraints do the current working structures of EPAS face while implementing its objectives/ activities?

- There is a great variety of different sport organisations, and therefore there are different priorities.
- There are also different capacities of sport organisations.
- There are different capacities of countries to be able to implement priorities, projects etc.
- There is a lack of communication towards stakeholders about the activities and the implementation. Improve communication strategy!
- There is a lack of proposals/ examples to implement policies. Provide better technical assistance/ capacity building!
- Do not stick to specific target groups and broaden the scope. Rather look at "diversity in sport leadership or participation". Better define target groups of initiatives who are agents of change and can implement objectives and activities!
- Sport is not always a priority in the countries. EPAS could try to change that and make a benchmark study
- There are financial constraints regarding the EPAS budget
- There are time constraints.

What components of EPAS' current working structures need to be changed to successfully implement the objectives/ work plan on diversity matters?

- More interactive meetings
- Development of effective tools and innovative projects
- Conduct an internal audit on objectives
- Set up a knowledge hub consisting of relevant experts, formalise knowledge and make it available
- Organise special task forces

- Organise different working structures/ discussion groups etc. which enable more input from NGO's which have the relevant knowledge.
- Collect good practices
- Diversity is a very broad issue touching upon – amongst other things – the disabled, religion, refugees etc. Detailed working groups could bring more specific solutions. All different groups are affected by gender mainstreaming.
- Broader communication to stakeholders needed, also at national level.
- Organise training sessions to implement - like the European Youth Centre.

What options/alternatives can you consider for EPAS to make its work more efficient and effective in diversity matters?

- Audit visits/ monitor the normative framework
- Enhance co-operation with the EU and other stakeholder organisations
- Make use of existing know-how
- More consultation

How much time and expenses can stakeholders commit in order to co-operate in implementing EPAS' objectives/ work plan on diversity?

- Resources allocated to this activity depend on the predispositions of countries/ organisations.
- EPAS should explore how each stakeholder can contribute in terms of expenses and time to implement work plans.

d. Activities, expected results

The participants discussed the following issues regarding the activities/ expected results of EPAS, while taking into consideration the following questions:

- Who should be the targets of EPAS' output/ results?
- Which results/ output should EPAS achieve regarding diversity in and through sport, so your organisation can benefit?
- Which results/ output should EPAS achieve regarding diversity in and through sport, so society can benefit?
- Which activities would you propose to achieve the desired results/ output?

The following target groups were identified:

- Newly arrived migrants
- Roma
- Youth
- Low income group

Secondary targets could be:

- National governments
- National sport authorities

Regarding the activities, it is recommended that EPAS should go through sports actors on the field to bring change there. Similar to the European Youth Centre, a European Training Centre for international, young, future leaders is proposed to educate/ train them.

- European Training Centre

- Practical tools
- Evaluation on the implementation of the relevant normative framework
- Further enhance collaboration among member states
- Collect and share good practices
- Define goals for member states
- Create an observatory (to measure results)

It is recommended to establish minimum criteria/ policy and agree on actions to be implemented in every member state.

It is recommended to organise educational events in regional areas and request regular feedback of the member states.

The result/ consequence would be that member states comply/ align better with the normative framework of the Council of Europe.

It is recommended that strategies are identified/ developed to be able to measure results.

6. Conclusions and closing

Stanislas Frossard, EPAS Executive Secretary, Council of Europe, presented his conclusions. The full report can be found in the appendix.

Mr Frossard highlighted the important role sport can play for society. On the one hand, millions of people regularly practice physical activity/ sport and enjoying the benefits it delivers. On the other sport in general and sport idols in particular can inspire individuals and groups alike. He reminded that the objective of the Council of Europe is to inspire and trigger effective policies that pave the way for ethical, inclusive and safe policies in the field of sport.

The Executive Secretary informed that he will take into account the proposals developed by the strategy café of the afternoon when revising the EPAS strategy on diversity in and through sport.

- a. Elaborate our definition and rationale for promoting diversity in and through sport
- b. Use the "Impact model" and the "Sequence of instruments"
- c. Work long-term on the same "diversity" priorities
- d. Do not stick to a target group approach
- e. Work with the EU
- f. Improve communication
- g. Use more opportunities of transversal co-operation

Appendix 1

Enlarged Partial Agreement on Sport (EPAS)

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Final Programme

Thursday, 11 May 2017

- 8:30 *Registration*
- 9:00 Family Photo
- Welcome
- Egly Pantelakis, Permanent Secretary, Ministry of Education and Culture, Cyprus
- Wendela Kuper, Former Chair of the EPAS Governing Board, Senior Policy Adviser, Ministry of Health, Welfare and Sport, Netherlands
- 9:15 My story: How did sport impact my life!
- Imke Duplitzer, Épée Fencer, Olympic Silver medallist, Germany
- Matthew Lister, Slalom Canoeer, 2x bronze medallist at ICF Canoe Slalom World Championship, LGBT ambassador for the British Athletes Commission, UK
- Aya Medany, Champion for Peace, Pentathlete, 3x Olympian and Vice-World Champion, Egypt
- 10:00 *Coffee Break*
- 10:30 High-level panel discussion: Why do we need to be concerned about diversity in sport?
- Imke Duplitzer, Épée Fencer, Olympian Silver medallist, Germany
 - Louise Englefield, European Gay and Lesbian Sport Federation
 - David Evangelista, President and Managing Director, Special Olympics Europe-Eurasia
 - Georgios Mavrotas, Parliamentary Assembly of the Council of Europe, Vice-Chair of the Sub-Committee on Education, Youth and Sport
 - Andrew Parsons, Vice-President, International Paralympic Committee
 - Hope Patricia Powell, former international football player, former coach of the England's women's national football team and Great Britain women's Olympic football team
 - Christa Prets, President 100% Sport, Former Member of the European Parliament
- Facilitated by Jens Sejer Andersen
- 12:00 Evaluation of EPAS diversity activities: What worked well?
- Matthias Gütt, SPIN Sport Innovation GmbH & Co. KG, Germany
- 12:30 *Lunch – KYMA Restaurant*
- 14:00 Strategy Café sessions on the future, strategic “diversity orientation” of EPAS
- Objectives (vision, mission) hosted by Laura Eddie
 - Work plan (thematic priorities and strategies) hosted by Marko Begovic
 - Working structure hosted by Óskar Þór Ármannsson
 - Activities, expected results hosted by Pauline Johanet
- 16:00 *Coffee Break*

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| 16:30 | Report of the World Café tables to the plenary |
| 17:00 | Conclusions and closing
Stanislas Frossard, EPAS Executive Secretary, Council of Europe |
| 17:30 | End of the Conference |

Appendix 2

Concluding words by Stanislas Frossard

The promotion of diversity and equality for everyone and across all sectors of social life is the main cornerstone of Council of Europe activities.

It is therefore logical that this topic has established itself as a priority in the activities that EPAS is conducting in the field of sport.

Firstly, sport plays an enormous role in the lives of millions of people who practice it, whether for performance athletes or leisure practitioners, professionals or volunteers, as it delivers benefits in terms of health, social inclusion and education. Since we believe that these benefits are so precious for the citizens and for our societies, our aim should be that everyone is allowed to enjoy them. Therefore, it is important to identify the conscious and unconscious barriers preventing some sectors of the population from accessing physical activity and sport.

Secondly, sport is followed for entertainment by billions of spectators and has a tremendous impact on society, even for those who are not practicing it. Athletes are often admired for their celebrity status, achievements, and sometimes for their success. By promoting inspiring examples of personal achievement, irrespective of belonging to often overlooked and undervalued groups, sport can contribute to changing society's perception of these groups.

Having now reminded you of this background information, I want to stress that our intention is definitively not to keep our activities at a theoretical level, but to improve actual practices. I noted some of your statements saying that there are enough policies and rhetorical declarations, and that lip service is definitively not what we need to make sport inclusive. However, I do think that relevant policies by public authorities and strategies by sports organisations can play a role in raising awareness, supporting good practices and subsequently making sport more inclusive and inspiring.

Of course, as an international organisation, our role is not to carry out local actions in the field, where diversity is needed, but to inspire and trigger effective policies that pave the way for such actions. To measure the impact of our activities, we stimulate governments and sports organisations to foster the alignment of their strategies and support them and value their success in incorporating diversity into sport. At societal level, we aim to break stereotypes and to promote role models who will change the general mind-set towards groups that are traditionally less recognized.

The evaluations emanating from the work done by "SPIN Sport Innovation" and the group discussions this afternoon have identified a number of proposals that will be taken into account when revising the EPAS strategy on diversity in and through sport:

1. Elaborate our definition and rationale for promoting diversity in and through sport

The EPAS strategy on the promotion of diversity in and through sport should include a more elaborate definition of diversity, of the aims of diversity in and through sport and of the relevance of diversity for the Council of Europe.

2. Use the “Impact model” and the “Sequence of instruments”

While submitting priority proposals for discussion to the Governing Board, the Secretariat could use the “Impact model” and the “Sequence of instruments” to visualise the expected output and impact. This model could be updated at each stage, to decide on the continuation or not of the work on selected priorities. This will support a clearer definition of the priorities and selection of the relevant instruments.

3. Work long-term on the same “diversity” priorities

EPAS activities should take into account the capabilities of the member states and the time needed to achieve impact. It seems challenging to attract participation of all the GB members more than twice a year (for the statutory meeting and for a thematic conference). Therefore, the organisation of an annual conference on diversity issues should be reconsidered in order for the diversity-related event not to compete with other events (on ethical or safe sport). A conference on “Inclusive Sport” could be scheduled every second year, without decreasing EPAS’s commitment to diversity issues. This would also ensure long-term work on the priorities, prevent too many topics to be dealt with at the same time and avoid the “zapping” effect of organising one conference per year.

4. Do not stick to a target group approach

Although EPAS has not strictly followed a target group based approach when deciding on its priorities, it was nevertheless the general approach of its strategy. This conference has pointed out that other approaches may allow EPAS to address diversity in and through sport from different angles. It was, for instance, suggested that cross-cutting issues such as “Diversity in sport leadership” or “Diversity in sport participation” could be addressed. Other proposals, such as questions linked to interfaith issues and sport, or sport practices by various socio-economic groups, were also made. Such proposals are worth considering when deciding on the next conference on diversity.

5. Work with EU

Work in co-operation with the EU is highly appreciated by sports organisations and member states. It is stressed that a clear delimitation of both institutions’ scopes and responsibilities must be applied. Indeed, we are well aware that our member states are keen to prevent duplication and conflicting initiatives from international organisations. The co-operation with the EU institutions has much developed over the past few years:

- Dialogue between the Secretariat and the Commission takes place on a regular basis and broader meetings involving representatives of the intergovernmental and parliamentary bodies are also held regularly. Mutual invitations to most of the meetings (EPAS statutory meetings, Conventional Committees, CoE Ministerial Meeting, EU Experts Groups, EU Sports Forum, etc.) are made and allow for continuous update on the work.
- Building on good experiences of Joint Projects that were selected following calls for proposals, and projects negotiated directly with the Commission are now implemented. It was the case in 2016 on Gender Equality (BIS Project) and it is foreseen to continue with a BIS2 project in 2018-2019.

Interesting challenges on how to enhance the way in which the two organisations complete each other’s work and potential could certainly include closer co-operation with the Presidency country of the EU as well as reference to CoE standards in areas where the EU has no harmonisation competence, but is willing to follow-up or to support policies and practices.

6. Improve communication

The communication on the work done and the end products should be enhanced towards the governments, the sports organisations and the public at large. As an intergovernmental international organisation, the CoE has privileged relations with governmental representatives. However, messages and channels to reach public authorities at regional and local level, which are often interested in diversity issues, should be better identified. Regarding the sports movement, the CC members should be mobilised to pass the message on to national sports movements.

In the past, we have traditionally refrained from taking up the challenge to reach the public at large, considering that our limited resources would not allow us to achieve a significant impact. However, without even considering Europe-wide campaigns, we could strive to develop messages targeting the general public, to encapsulate them into appropriate media formats and to disseminate them via social networks, pre-press work or national projects and campaigns.

7. Use more opportunities of transversal co-operation

The EPAS projects on diversity in and through sport have been very successful in connecting officials from sports ministries with officials from other relevant ministries, who attended the events and actively contributed to projects. A further step forward could be to include sport in strategies designed by other authorities (e.g. on inclusion of disabled people or on gender equality), to better promote the potential of sport to authorities in a more sustainable way. The development of transversal strategies should be used as an opportunity to firmly anchor the potential of sport as a tool to foster diversity and to break stereotypes.

Thanks

I would like to conclude the conference by thanking you all for your active participation, the speakers for their moving personal stories, the panelists for their dynamic participation in launching the debate, the consultants for their much appreciated assessment of the activities and interesting proposals.

I would like to address my special thanks to the Cyprus authorities: the Ministry of Foreign Affairs, which included this 10th Anniversary Conference in its Presidency activities. It is a rare privilege for the Sport Sector to be identified as a priority topic for the Presidency of the Committee of Ministers, and I hope that this fruitful experience will inspire upcoming presidencies. The Cyprus Sport Organisation also deserves a special mention. We had excellent co-operation with them on the preparation of the conference, and we have all appreciated the warm welcome they have given us in Limassol.

I also want to express our gratitude to the interpreters, the technicians and our staff who have contributed towards the smooth running of this event.

Appendix 3

List of Participants

Mr ANDERSEN Jens Sejer
Play the Game
Denmark

Mr ÁRMANNSSON Óskar Þór
Ministry of Education, Science and Culture
Iceland

Mr BARENDSE Peter
Tafisa
Netherlands

Mrs BAZE Elvira
Ministry of Education and Sport
Albania

Mr BEGOVIC Marko
Game Set Peace
Montenegro

Mrs BONJEAN Clarisse
Council of Europe
France

Mrs CAPRANICA Laura
European Athlete as Student
Italy

Mr COOLEN Jan
International School Sport Federation
Belgium

Mrs **CRNKOVIĆ** Marija
Central State Office for Sport
Croatia

Mrs DEMETRIOU Erika
Ministry of Education and Culture
Cyprus

Mr DEVICTOR Grégoire
Council of Europe
France

Mr DUMON Detlef
International Council of Sport Science and Physical Education (ICSSPE)
Germany

Mrs DUPLITZER Imke
Épée Fencer, Olympic Silver medallist
Germany

Mr DZAFIC Suvad
Ministry of Civil Affairs
Bosnia and Herzegovina

Mrs EDDIE Laura
UK- Sport Aid
United Kingdom

Mrs ENGLEFIELD Louis
European Gay and Lesbian Sport Federation
United Kingdom

Mr EVANGELISTA David
Special Olympics Europe Eurasia
Brussels

Mr FROSSARD Stanislas
Council of Europe
France

Mr GIOVANNINI Valerio
UEFA
Italy

Mr GJELOSHAJ Kole
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Mrs GONZALEZ MORCILLO Silvia
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Spain

Mr GUETT Matthias
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Mrs HEIKKINEN Satu
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Mr KLAAN Margus
Estonian Ministry of Culture
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Mrs KUPER Wendela
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Mr LICHTENHEIN Mark
Sports Rights Owners Coalition (SROC)
United Kingdom

Mr LISTER Matthew
Slalom Canoeer, LGBT ambassador for the British Athletes Commission
United Kingdom

Mr LUTSENKO Konstantin
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Mr MALKA David
Israel Sport Authority
Israel

Mr MAVROTAS George
Ministry of Culture and Sports
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Mrs MEDANY Aya
Champion for Peace
Egypt

Mr MEHUS SJURSEN Øyvind
Norwegian Ministry of Culture
Norway

Mr MOROZOV Aleksei
Ministry of Sport
Russian Federation

Mr ORENGO Philippe
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Mrs POWELL Hope
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Mrs PRETS Christine
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Austria

Mr SANAUR Frédéric
Minister of Sports, Youth, Education and Social Life
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Mrs SEDUGINA Marina
Ministry of Sport
Russian Federation

Mrs SERAFEIM Ioanna
Ministry of Culture and Sports
Greece

Mr SOPHOCLEOUS Philippos
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Mrs STEWART Heather
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Mr TOPALBECIREVIC Sabahudin
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Mr TREIBER Harald
Ministry of Sports
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Mr VASILEIADIS Georgios
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