The Development and Regions Committee met between 12:00 and 16:10 hours on Sunday 25th October 2020 online via BlueJeans

Please refer to the World Sailing website www.sailing.org for the details of the submissions on this agenda.

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Present:
David Covo (CAN) – Chairman
Elena Papazoglou (CYP) – Vice-chair
Nadine Stegenwalner (GER) – WS Vice-president
Raema Von Reiche (SAM)
Charles Glover (GBR)

Apologies:
Maayan Davidovich (ISR) – replaced by Jens Kroker (GER)

Also in Attendance:
Rob Holden (Training Delivery Manager)
Ricardo Navarro (BRA) – Regional Games Sub-Committee Chair

1. Opening of the Meeting
(a) Welcome and opening remarks from the Chair and Vice-chair

David Covo opened the meeting by inviting World Sailing CEO, David Graham, to say a few words. David G welcomed everyone and thanked the committee members for their time and dedication to the wellbeing of our sport. He also noted that 2020 has been especially difficult for development and participation and expressed his appreciation for the innovative strategies that had been created by the Training and Development Department to overcome these obstacles.

David C. thanked David G. for his words of encouragement and then welcomed the members of the Development and Regions Committee to this last formal meeting of the quadrennial. He also acknowledged the presence of a large number of observers, many of whom have attended every one of the committee’s meetings since 2017. He confirmed that, consistent with our normal practice, we would be opening the discussion to observers, and that the agenda this year included a workshop on development where observers would have an opportunity to intervene.

For the benefit of the observers, David provided a few words of background on the proposed structure of today’s meeting. Last year’s meeting in Bermuda closed with a
clear consensus on the idea of condensing the time devoted to reports and maximizing the time available for discussion on strategies for optimizing and expanding our programs. As a result, in order to ‘clear the decks’ today for an open discussion in a workshop focused on the future, the committee held an informal pre-meeting on October 9 to deal with the past, including the detailed reports on the year’s activities and the preliminary discussion on the Submissions.

Finally, David noted that the committee would go into a brief closed session following the open discussion, and invited Vice-chair Elena Papazoglu to say a few words.

Elena also welcomed all attendees to the meeting and expressed her gratitude to all for the organization and preparatory work undertaken to ensure that the virtual meeting could take place.

(b) Welcome and opening remarks from Vice-President Nadine Stegenwalner

Nadine welcomed the committee members and observers and took the opportunity to thank the committee for their hard work over the last four years. Nadine also noted the crucial role of Training and Development within World Sailing and the magnitude of the challenges faced by the committee and the T&D Department in a period marked by reduced financial resources and, since March, 2020, the global pandemic. Finally, she thanked David and Elena for their leadership of the committee and Rob and Catherine for their support and their dedication to training and development.

(c) Apologies for absence

Apologies for absence were noted from Andrew Clouston and Maayan Davidovich. David noted that Maayan will be replaced by Jens Kroker from the Athlete’s Commission and welcomed him to the table.

(d) Declaration of conflicts of Interest

Committee members were asked to declare any conflicts of interest that had not already been declared in previous meetings. None were noted.

2. Minutes of the Previous Meeting

(a) Minutes from the previous meeting

The minutes of the October 29, 2019, meeting of the Development and Regions Committee, previously circulated and approved after the meeting, were unanimously ratified by the committee.

(b) Minutes from the meeting of the committee on 9th October 2020

The chair noted that the minutes of the committee’s informal pre-meeting of October 9 had been circulated among the committee and do not require any formal approval. These minutes provide a useful set of briefing notes for the open forum in the Development Workshop scheduled for later in today’s meeting.

(c) Matters Arising from the minutes

The chair proposed that there were no matters arising from the minutes that would not be thoroughly covered in the agenda of today’s meeting.

3. Chairman’s Annual Report

The chair noted that the Annual Report to Council had been shared with the committee and published on the World Sailing website. He reminded the committee that the report includes a detailed summary of Training and Development activity over the last year, which would not be reviewed in any detail in this meeting, as well as
information on new programs and a preview of the 2021-24 Olympic Solidarity cycle, which will be covered later in the agenda.

David also underlined the reference in the Annual Report to the outstanding work over the quadrennial by the staff of the Training and Development Department, Cat Duncan and Rob Holden, who, despite dramatic reductions in funding, the global pandemic and suspension and cancellation of almost all of our events and programs, have worked hard to protect key programs and maintain open lines of communication with MNAs and event organizers, to continue ongoing development of standards and new certification guidelines, and to improve, expand and create new programs with both existing and new sources of funding.

4. Submissions

(a) The committee considered, and approved a recommendation on, the following submissions for which the committee is the Reporting Committee.

Submissions 028 and 029 deal with equipment for Regional Games, specifically, with the requirement to revise the Regulations to align the equipment choices for Regional Games with the equipment selected for Paris 2024. Both submissions were approved unanimously by the Regional Games Sub-committee.

In the brief discussion following the motion to approve, the Development and Regions Committee endorsed the comment that non-Olympic classes with strength in the regions continue to be included in the list of approved equipment for Regional Games.

i) Submission 028-20

Recommendation to Council: Approve

The Committee endorses the recommendation for approval from the Regional Games Sub-committee and expresses the hope that consideration will continue to be given to the addition of non-Olympic classes with strength in the Regions.

ii) Submission 029 – 20

Recommendation to Council: Approve

The Committee endorses the recommendation for approval from the Regional Games Sub-committee and expresses the hope that consideration will continue to be given to the addition of non-Olympic classes with strength in the Regions.

(b) The committee considered, and gave an opinion on, the following submissions for which the Board is the reporting committee.

Submissions 008 and 016 are interconnected, each proposing the establishment of a base budget for Training and Development and Para World Sailing, respectively, based on a percentage of World Sailing’s overall budget. 008 was submitted by the Development and Regions Committee, Sail Canada, and US Sailing, and 016 by Sail Canada and US Sailing.

Although the Board is the formal Reporting Committee for 008 and 016, the Development and Regions Committee voted to render an opinion that both be approved with a comment that clarifies and underlines the principle behind each submission, similar in tone to the comment presented by the Youth Events Sub-committee in their recommendation on the same two submissions.

i) Submission 008 – 20

Opinion: Approve
Training and Development are the foundation of our sport. The Training and Development Department requires stable funding not only to deliver its programs and services, but also to be able to plan for at least one quadrennial. The Committee recognizes the constraints and the unpredictability of the financial context within which World Sailing now operates but believes that World Sailing’s commitment to Training and Development should be reflected in a budget policy that protects the funding for key Training and Development programs.

ii) Submission 016 – 20

Opinion: Approve

Training and Development are the foundation of our sport. The Training and Development Department and the Para Sailing Department require stable funding not only to deliver their programs and services, but also to be able to plan for at least one quadrennial. The Committee recognizes the constraints and the unpredictability of the financial context within which World Sailing now operates but believes that World Sailing’s commitment to Training and Development should be reflected in a budget policy that protects the funding for key Training and Development programs.

5. Regional Games Sub-committee Update

Chair Ricardo Navarro provided an update from the Regional Games Sub-committee. He confirmed that the pandemic had led to the postponement or cancellation of most Games and many organising committees are now facing serious budgetary reductions.

However, in positive news, he reported that sailing has not been removed from any Games. In one case, the Panam Junior Games, a new under-23 event scheduled to take place in Cali, Colombia, in September 2021, sailing was originally included in the sport program, then removed, and then reinstated thanks to the hard work of the ITD (Ricardo) and the president of Panam Sailing (Fred Hagedorn).

Ricardo also noted that the Guideline for Sailing Events at Regional Games is being updated to clarify the roles of the Technical Delegate and the Organizing Authority in the selection of equipment, and the Technical Delegate Report template is being revised to facilitate the collection of essential data.

Ricardo closed his brief update by acknowledging the support received from the Development and Regions Committee over the last four years.

6. Training and Development Department Update

Catherine Duncan provided an update on the new program Steering the Course – Women’s Sailing Festival, which is supported by the IOC International Federation Development Fund. The program was launched on 1st October 2020 and has already seen positive traction from many MNA’s. The festival will take place on 2 dates in 2021 and will bring together women from all generations and all areas of the sport – sailors, coaches, instructors, race officials – in a celebration of sailing.

Rob Holden then presented an update on the new Youth Virtual Training Group, which is supported with new funding from SAP. Participating athletes use the new SAP Sail Insight app to track their training at home, and then come together online as a virtual group with their coach to receive specialist advice and exercises to further develop their skills. Applications are now open. Emerging MNA’s may apply for 3 male and 3 female youth sailors, plus a coach, to join the program.
A new suite of World Sailing resources was also announced. These resources, currently in development, are intended to assist MNAs with coach/instructor training and will be aligned with the content in the Technical Course for Coaches program.

The final new project introduced was the Continental Coaching Seminars, which are intended to provide coaching support within a regional context. The first seminar was cancelled due to COVID-19, but the program will continue in 2021.

Rob then turned to the IOC-funded programs, starting with a brief roundup of the activities carried out under the 2017 – 2020 Olympic Solidarity funding cycle. His presentation included the number of clinics, levels and participation statistics of the Technical Courses for Coaches that were held, details of the two successfully completed DNSS projects for Chinese Taipei (Rob Holden) and Latvia (Tim Cross), and information on the two 2020 World Sailing Scholarship courses, which were cancelled and postponed to 2021.

Planning for the 2021 – 2024 cycle targets the development of the Nominated Experts for the next quad with new training programs that are based on gender balance, the need to operate in a range of languages, and revised standards that will guarantee uniformity in delivery across regions. The syllabi for the Technical Courses for Coaches are also being revised to incorporate higher level first aid training in Levels 2 and 3, as well as a fast-track pathway development course designed for elite sailors transitioning to careers in coaching.

   (a) Lessons from the Growing Sailing Webinars

David opened the discussion on this topic with a brief summary of the history of the project, citing the initial collaboration between Rob Holden and Ajay Narang and Malav Shroff of ASAF and the first webinar on April 28. He referred to the webinars as a model exercise in training, communication and community building, and thanked Ajay and Malav as well as Cary Lee Byerley (Group O) and Raema von Reiche (OSAF) for their leadership of the webinars in their regions.

The webinars were characterized as a huge success for many reasons, including the effectiveness with which they engaged participants who may not have interacted with World Sailing before. The webinars gave the organisation a face and a voice and widened the understanding of the multiple roles that World Sailing plays. Also worth mentioning is the unexpected opportunity presented by the Q&A sessions (which tended to last longer than the actual presentations) for sailors, coaches/instructors, officials, administrators and other stakeholders in the regions to interact with each other, to network, and to engage in discussions that will clearly lead to new synergies and collaborative projects.

Suggestions for future topics included:

- A detailed overview of Training and Development Programs
- How World Sailing works, ie, governance, decision-making, committee structures
- Specialized topics that would target specific groups, for example, MNA/club administrators, coaches and instructors, officials

General suggestions for the organization and management of the seminars included:

- Spread the webinars over a longer period of time.
- If the intervals between webinars are longer (quarterly?), we will need a strategy to maintain interest and momentum between presentations.
- All Webinars should be recorded and archived, which would expand the reach and provide a new kind of resource at the local and regional levels.

(b) Definition of an Emerging Nation

The chair opened the discussion by reminding the committee that this topic had been first raised by Rob at the meeting in Bermuda last year, and then asked him to introduce the topic. Rob started with a presentation of the evolution of the definition from the Athlete Participation Program, pre 2016, to the current definition, which relies heavily on Olympic participation and allocates resources based on 5 levels of funding eligibility. He then presented a brief survey of definitions in current use by a small number of other groups, for example, the criteria for selection developed by the iQFoil, and the procedures used by other International Federations, for example, Tennis, and Bobsleigh and Skeleton.

It was noted that this discussion was the first of its kind and that the postponement of the Tokyo Games provides a perfect opportunity to resolve the issue. What is needed is a definition that takes into account more factors than Olympic participation in the allocation of resources to MNAs. We need to define and agree on the objectives: are we trying to get more countries into the Olympics, or are we trying to grow sailing? How can we include nations who have enough financial resources to not be classified as emerging, but who still require training and development support?

The following criteria were suggested as factors to be included in the development of a new definition/selection template: youth participation and competition, pathways that may not include Olympic competition, gender equity.

The Training and Development Department has initiated preliminary trials using the World Sailing rankings, and it was agreed this should be explored further to assess the impact on the current classifications of emerging nations.

The committee also agreed that a small working party be formed as soon as possible to work with Rob and Cat on the development of a new definition of ‘emerging’ based on multiple factors and the principles of participation, competition and gender equity outlined above.

(c) Lifelong Commitment to Sailing

The chair opened the discussion on this topic by inviting committee member Charles Glover to present the highlights of a survey that he and colleagues had conducted on behalf of the Youth Events Sub-Committee. Their findings showed, among a number of other discoveries, a large disparity between participation in males and females, and a large drop off for sailors leaving the 19 - 23 age group.

Support is required to help sailors in their choice of pathway in the sport, whether recreational, competitive, professional or based in the industry (for example, design and constructions, sales). Sailors need an option that is not necessarily Olympic-based, and they need opportunities to engage with the sport during and after major life events, for example, university studies, marriage, family, new job, and so on.

Steering the Course, the new program designed by the T&D Department and funded by the IOC, is a great example of an exciting and highly effective women-focused pathway development and retention program.

Role model highlighting (heroes) was suggested as an effective way to demonstrate how some have progressed through the sport. Another very interesting and related suggestion was the notion of a careers fair at the Youth World Championships. Sailors at the youth worlds are at a critical age, a major decision point in their lives. A range of presenters would be invited including representatives of the Olympic Classes, the
Ocean Race, local Universities, designers and builders and representatives of other pathways in the marine industry.

It was also noted that in the lively discussion following Charles’ presentation of the survey at the YESC meeting on October 22, it was proposed that a second survey be carried out, deeper and more regionally specific, and based on a collaboration between the YESC and the Development and Regions Committee.

(d) Emerging Nations Program

We need to include as many nations as possible in the Emerging Nations Program. The ENP was introduced as a performance-based program. It was designed to ‘close the gap’ between emerging and more experienced nations, and it was based on the argument that to improve performance, sailors need to be exposed to higher and higher levels of competition.

It was suggested that MNA’s should be using the Emerging Nations Program as part of a motivational strategy, to show their sailors that these opportunities for advanced competition exist, that this should be a major goal of their training.

The ENP was originally based on regional clinics open to both athletes and coaches. How should we measure the ‘knock-on effect’, the real impact in the regions of the coaches and the athletes who participate in these programs? How many sailors are impacted by a single coach in a year? 10? 50? Equally important – recognizable but not quantifiable – is the indirect, even inspirational, impact on fellow sailors of each athlete who brings the lessons of participation in the ENP back to their MNAs and home clubs.

8. Recommendations Not Based on Submissions

There were no Recommendations Not Based on Submissions.

9. Any Other Business

There being no Other Business, David took the opportunity to acknowledge the members of the committee for their work over the past 4 years, and the observers for their loyalty and contributions to our meetings throughout the same period. The committee was created in 2017 and closes this first quadrennial with a renewed sense of optimism about the future of Training and Development, and committee itself, in the governance and decision-making structure of World Sailing.

David thanked Ricardo Navarro, Chair of the Regional Games Sub-committee and the WS staff who support that committee, Maddie Dunn and Pedro Rodrigues.

Speaking on behalf of Vice-chair Elena Papazoglu and himself, David thanked the team of professionals in World Sailing’s Training and Development Department, Catherine Duncan, Rob Holden and Massimo Dighe, whose dedication to development, knowledge and passion for sailing have constantly inspired the work of the committee in the four years that we have worked together.

David closed by thanking Elena and their fellow committee members, whose experience and insight have contributed so much to our work, and VP Nadine Stegenwalner, whose steady support and commitment to training and development has been outstanding.

The public part of the meeting was adjourned at 1610 UTC, at which point the committee went into a closed session for approximately 30 minutes.