SWEDEN TRIATHLON

PROTOKOLL

Styrelsemöte
2021-06-28
Plats: Digitalt

Närvarande: Henrik Nöbbelin (ordförande), Ria Damgren Nilsson (v. ordförande), Jonas Hedeback, Jannike Linné, Tobias Marklund, Jonas Rylander, Johanna Green, Åke Lantz, Lotta Johansson (personalens representant), Elin Bommenel (valberedningen) samt Thomas Rehn (valberedningen).

Frånvarande: Jenny Nilsson (aktivas representant) och Ola Silvdahl (GS).

1. **Mötets öppnande**

Henrik hälsade alla välkomna och förklarade mötet öppnat.

2. **Närvaro**

Se ovan. Beslutades *att* välja Jannike som sekreterare.

3. **Dagordningens godkännande**

Dagordningen godkändes.

4. **Val av justeringsperson**

Beslutades *att* välja Johanna som justeringsperson.

5. **Föregående protokoll**

Genomgång och godkännande av protokoll från föregående möte 2021-05-08 (bilaga 1).

6. **Besluts- och projektförteckning**

Besluts- och projektförteckningen gicks igenom och uppdaterades (bilaga 2).

7. Ekonomi

7.1 Budget och utfall

Lotta presenterade budget och utfall per 2021-05-31 (bilaga 3-5).

Riksidrottsstyrelsen har beslutat om 220 miljoner i s.k. återstartsstöd 2021 för att "mildra negativa ekonomiska konsekvenser av Covid-19 för idrottsverksamhet i hela landet, underlätta uppstart av verksamhet och bidra till en jämställd och jämlik idrottsverksamhet". Stödet villkoras utifrån en återstartsplan som respektive förbund måste presentera för RF.

Beslutades *att* utse ordförande som ansvarig för presentationen av en sådan återstartsplan.

7.2 Budget 2022-- bidrag & egen finansiering (bilaga 6)

Intern info.

8. Arrangemang

8.1 Arrangemang allmänt

Informerades om verksamheten (bilaga 7). Regeringen offentliggjorde den 28 juni nya riktlinjer per den 1 juli och som påverkar idrotten: “För motionslopp och liknande idrottstävlingar utomhus görs justeringar som innebär att deltagartaket enbart gäller i start- och målområdet. Bestämmelsen gäller även för idrottstävlingar med bansträckning som genomförs på väg, på eller i vatten eller i skog och mark. Samtidigt höjs deltagartaket till 900 idrottsutövare.” Dessa nya riktlinjer offentliggjordes efter de beslut som styrelsen tog i maj enligt 8.3 nedan.

8.2 Info TK (bilaga 8).

8.3 Anmäla beslut SM och STC från 2021-05-24:

1. Beslutades *att* ställa in tävlingen Stockholm Triathlon/SM på olympisk distans 2021 och att anmälda (de som flyttades från 2020) erhåller en fri startplats 2022.

2. Beslutades *att* om den nya begränsningen innebär 150 deltagare per tävling/dag, kommer MAXI Linköping Triathlon (SM sprint och stafett) enbart att arrangeras för klasserna 14-15 (pojk/flick), 16-17 (ungdom), 18-19 (junior), 20- (elit), och para, vilket innebär att motions- och masterklasser ställs in. Beslutades vidare att anmälda i klasser som inte genomförs erhåller en fri startplats 2022.

3. Beslutades *att* tävlingarna MAXI Linköping Triathlon, Säter Triathlon, Arlandastad Triathlon, Hallsta Triathlon och Arlandastad Duathlon (SM duathlon) givet nya förutsättningarna blir de som ingår i Svenska Triathloncupen (STC) 2021, och att STC 2021 enbart arrangeras för klasserna 14-15 (pojk/flick), 16-17 (ungdom), 18-19 (junior) och 20- (elit).

4. Beslutades *att* tilldela Vansbro Triathlon SM på medeldistans 2022.

9. Bredd och motion

9.1 Allmän information

Informerades om verksamheten (bilaga 9).

10. Barn och ungdom

10.1 Allmän information

Informerades om verksamheten (bilaga 10).

11. Elit

11.1 Allmän information

Informerades om verksamheten (bilaga 11).

12. Paratriathlon

12.1 Allmän information

Informerades om verksamheten (bilaga 12).

13. Marknad, kommunikation och media

13.1 Allmän information

Informerades om verksamheten (bilaga 13).

14. Omvärld

14.1 Allmän information

Informerades om verksamheten (bilaga 14).

15. Kansli och personal

15.1 Allmän information

16. Övriga ärenden

16.1 Erasmus (bilaga 15-16)

Beslutades *att* STF ska ingå i det beskrivna Erasmus+ projektet, och verkar för att det ska resultera i ett positivt resultat, under förutsättning att projektet godkänns av EU under senare delen av 2021.

Beslutades vidare *att* Jannike och Ria leder STF del av projektet och flaggar om hjälp behövs för att ta fram underlag eller material.

16.2 Verksamhetsområden

Beslutades *att* syfte och mål med arbetsgrupperna kopplade till STF verksamhetsområden är att definiera hur vi når Strategi 2028 samt dess organisation.

Beslutades *att* följande ledamöter ingår i respektive arbetsgrupp ihop med medarbetare på kansliet:

Arrangemang: Åke, Jannike - Üve, Lotta
Bredd och motion: Johanna - Lina
Barn och ungdom: Åke - Lina
Elit: Tobias, Ria - Angela
Paratriathlon: Henrik - Camilla, Mikael, Maja
Marknad & Kommunikation: Jonas H, Jonas R, Jannike - Ola, Maja
Omvärld: Ria - Ola

16.3 Styrelsearbete kopplat till pandemiläget

Återkoppling om styrelsens uppfattning och hanteringen av pandemisituationen.

16.4 Styrelsens sammansättning

Milla Jonson har meddelat att hon lämnar sitt styrelseuppdrag per den 17 maj 2021.

17. Kommande möten

2021-09-26 Upplands Väsby tillsammans med kansliet

2021-11-27 Digitalt/Göteborg

2022-01-22 Stockholm

SWEDEN TRIATHLON

18. **Mötet avslutas**

Vid protokollet:

_____

Jannike Linné

Mötesordförande:

_____

Henrik Nöbbelin

Justeras:

_____

Johanna Green

SWEDEN TRIATHLON

PROTOKOLL

Styrelsemöte
2021-05-08
Plats: Digitalt

Närvarande: Henrik Nöbbelin (ordförande), Ria Damgren Nilsson (v. ordförande), Jonas Hedeback, Jannike Linné, Tobias Marklund, Jonas Rylander, Milla Jonsson, Johanna Green, Lotta Johansson (personalens representant) och Ola Silvdahl (GS adjungerad).

Frånvarande: Åke Lantz och Jenny Nilsson (aktivas representant).

1. **Mötets öppnande**

   Henrik hälsade alla välkomna och förklarade mötet öppnat.

2. **Dagordningens godkännande**

   Dagordningen godkändes med tillägg punkt 15.4 Erasmus.

3. **Val av justeringsperson**

   Beslutades att välja Jannike som justeringsperson.

4. **Föregående protokoll**

   Genomgång och godkännande av protokoll från föregående möte 2021-04-15 (bilaga 1).

5. **Besluts- och projektförteckning**

   Besluts- och projektförteckningen gicks igenom (bilaga 2).

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6. Ekonomi

6.1 Budget och utfall

Ola presenterade budget och utfall per 2021-04-25 (bilaga 3-5)

7. Arrangemang

7.1 Arrangemang allmänt

Informerades om verksamheten (bilaga 6).

8. Bredd och motion

8.1 Allmän information

Inget att rapportera då kort tid gått sedan senaste mötet.

9. Barn och ungdom

9.1 Allmän information

Inget att rapportera då kort tid gått sedan senaste mötet.

10. Elit

10.1 Allmän information

Informerades om verksamheten (bilaga 7).

11. Paratriathon

11.1 Allmän information

Inget att rapportera då kort tid gått sedan senaste mötet.

12. Marknad, kommunikation och media

12.1 Allmän information

Inget att rapportera då kort tid gått sedan senaste mötet.

13. Omvärld

13.1 Allmän information

Informerades om verksamheten (bilaga 8-9).

14. Kansli och personal

14.1 Allmän information

Inget att rapportera då kort tid gått sedan senaste mötet.

15. Övriga ärenden

15.1 STF - introduktion

Information och diskussion om Svensk Triathlon organisation, verksamhet och ekonomi med mera.

15.2 Verksamhetsområden

Beslutades att bilda arbetsgrupper med uppgift att stödja och bistå våra olika verksamhetsområden (arrangemang, barn och ungdom, bredd och motion, para, marknad och kommunikation, samt omvärld). Beslutades *att* på nästa möte definiera syfte och mål med arbetsgrupperna, samt vilka ledamöter som skall ingå i respektive arbetsgrupp. Beslutades *att* Milla tar fram underlag avseende kompetenser och intresse.

15.3 Kontaktpersoner Distrikt

Beslutades *att* utse följande ledamöter som kontaktpersoner med ansvar för Svenska Triathlonförbundets regionala verksamhet:
Väst – Jonas H
Öst – Åke och Jonas R
Nord – Tobias
Syd – Jannike, stöd Ria

15.4 Erasmus

Beslutades *att* Ria och Jannike arbetar vidare med frågan om Erasmus och återkopplar till styrelsen inför eventuellt beslut.

16.Kommande möten

2021-06-28 Digitalt

2021-09-25 Linköping

2021-11-27 Digitalt/Göteborg

2022-01-22 Stockholm

SWEDEN TRIATHLON

17. Mötet avslutas

Vid protokollet:

_____

Ola Silvdahl

Mötesordförande:

_____

Henrik Nöbbelin

Justeras:

_____

Jannike Linné

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Besluts- och projektförteckning

Uppdaterad efter styrelsemöte 2021-06-28

A. Beslut

Beslut:	***Ansvarig:***	***Beslutsdatum:***	***Klart datum:***	***Notering:***
1. Uppsala Triathlon – varumärke	Ola	2021-01-31		+ Henrik J
2. Uppföljning motioner årsmöte 2020 (Sala+Slite)	Åke	2021-01-31		+ kansli
3. Uppföljning motion årsmöte 2020 (Anna S)	TK	2021-01-31		
4. Årsmöte 2022, planering	Jonas H	2021-04-15		+ Ria, kansli
5. Riktlinjer domare	TK	2021-05-08		
6. Erasmus	Ria	2021-06-28		+ Jannike
7. Återstarsplan till RF	Henrik	2021-06-28	2021-08-31	+ kansli
8. Arbetsgrupper verksamhetsområde	Alla	2021-06-28	2021-09-26	Uppstartmöte

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B. Projekt

Projekt:	*Ansvarig:*	*Beslutsdatum:*	*Uppföljning:*	*Klart datum:*	*Notering:*
1. Kampanj Supporter 2010	Ola	30 aug 2009			vilande projektidé
2. En triathlon i veckan	Ola	27 april 2013			vilande projektidé

C. Policybeslut

1. 19 nov 2006 - Arbetsordning kommittéer

Beslutades att anta en arbetsordning i samtliga kommittéer där beslut av dignitet hänskjuts till förbundsstyrelsen, medan beslut rörande den löpande verksamheten inom kommittén verksamhetsområde fattas av kommittén.

2. 28 nov 2004 – kriterier för deltagande på mästerskap på egen bekostnad

Beslutades att elitaktiv ges möjlighet att delta i elitklass på internationellt mästerskap på egen bekostnad förutsatt:

a) att ansvarig förbundskapten bedömer att elitaktiv är aktuell för deltagande på mästerskapet
b) att ansvarig förbundskapten inte tar ut elitaktiv på grund av att representationen inte ryms inom verksamhetens budget

3. 16 november 2008 – Resepolicy

Beslutades att anta en resepolicy för STF.

4. 1 maj 2012 - TD och HD

Beslutades att en teknisk delegat inte får komma från arrangerande förening, samt att det inte skall finnas krav på att huvuddomare skall komma från utomstående förening.

5. 9 november 2013 Ekonomi

Beslutades att anta styrdokumentet Attestreglemente och rutiner avseende ekonomi för STF.

6. 9 november 2013 Arvoden

Beslutades att förbundsstyrelsen årligen på budgetmötet, efter förslag av verksamhetsansvariga, beslutar vilka kortare uppdrag/funktioner (TD, HD, FK etcetera) som skall arvoderas, samt att förbundsstyrelsen i samband härmed fastställer en standardnivå på dessa uppdrag.

Beslutades vidare att arvoden för längre uppdrag skall utgå i enlighet med STF:s riktlinjer för ekonomi (innebärande bland annat att uppdragen skall vara ligga i linje med verksamhetsplan och budget, förhandlas, beslutas av behörig person etcetera).

7. Annonspolicy (uppdaterad 29 januari 2012)

Beslutades att då medlem i förening ansluten till STF eller annan person som arbetar ideellt, även bedriver verksamhet på kommersiell basis, skall annonspriser eller information i STF:s kommunikationskanaler avseende den kommersiella verksamheten enbart bedömas och prissättas utifrån det kommersiella intresset.

8. Boende

Beslutades att anställda alltid bor i enkelrum och att del i dubbelrum bokas för ledamöter som inte meddelar att de önskar enkelrum.

9. 23 oktober 2010 - Medverkan styrelsemöte

Beslutades att person som är kallad till styrelsemöte, har rätt att medverka med talerätt och förslagsrätt vid den punkt som man är adjungerad. Vid övriga punkter på dagordningen har man talerätt. Vid personalfrågor eller andra frågor där styrelsen finner det olämpligt att medverkan sker har man icke närvarorätt.

10. 9 november 2013 Kompispriser

Beslutades att om en medlem i förening ansluten till STF eller annan person som arbetar ideellt, även bedriver affärsverksamhet, önskar köpa en vara eller tjänst av STF kopplat till affärsverksamheten, skall prissättningen göras enbart utifrån ett kommersiellt värde. (Det vill säga, inga kompispriser.)

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D. Inriktningsbeslut

1. 19 januari 2013 – ekonomi

Beslutades att anta en inriktning om att till 2015 nå RF:s mål avseende ett eget kapital motsvarande löner och ingångna avtal i sex månader.

E. Anmälan om jäv

Svenska Triathlonförbundet

Budget 2021 - utfall per 2021-05-31 ***(inte gjort prognos på helår)***

	Intäkter		*Kostnader*		*Netto - Intäkter minus Kostnader*		*Prognos helår*				
	Budget 2021	*Utfall 2021-05-31*	*Budget 2021*	*Utfall 2021-05-31*	*Budget 2021*	*Utfall 2021-05-31*	*Förväntade Intäkter 2021-xx-xx*	*Intäkter prognos totalt helår*	*Förväntade Kostnader 2021-xx-xx*	*Kostnader prognos totalt helår*	*Resultat prognos totalt helår*
Arrangemang	2 600 000	**500**	2 354 000	**60 396**	246 000	**-59 896**	**0**	**500**	**0**	**60 396**	**-59 896**
Bredd & Motion	642 812	**486 708**	607 812	**129 300**	35 000	**357 409**	**0**	**486 708**	**0**	**129 300**	**357 409**
Barn & Ungdom	680 000	**430 000**	680 000	**4 044**	0	**425 956**	**0**	**430 000**	**0**	**4 044**	**425 956**
Elit	1 063 000	**668 871**	1 602 000	**311 586**	-539 000	**357 285**	**0**	**668 871**	**0**	**311 586**	**357 285**
Paratriathlon STF	0	**0**	0	**0**	0	**0**	**0**	**0**	**0**	**0**	**0**
Paratriathlon Arvsfonden	2 713 040	**922 434**	2 713 040	**600 162**	0	**322 272**	**0**	**922 434**	**0**	**600 162**	**322 272**
Marknad	670 000	**203 408**	400 000	**12 932**	270 000	**190 476**	**0**	**203 408**	**0**	**12 932**	**190 476**
Kommunikation	0	**0**	180 000	**37 623**	-180 000	**-37 623**	**0**	**0**	**0**	**37 623**	**-37 623**
Omvärld	86 450	**71 450**	86 450	**0**	0	**71 450**	**0**	**71 450**	**0**	**0**	**71 450**
Ledning	0	**0**	150 000	**20 476**	-150 000	**-20 476**	**0**	**0**	**0**	**20 476**	**-20 476**
Kansli	0	**0**	330 000	**128 120**	-330 000	**-128 120**	**0**	**0**	**0**	**128 120**	**-128 120**
Personal	1 374 000	**672 000**	3 580 000	**1 252 216**	-2 206 000	**-580 216**	**0**	**672 000**	**0**	**1 252 216**	**-580 216**
Gemensam	3 054 000	**1 546 628**	200 000	**85 782**	2 854 000	**1 460 846**	**0**	**1 546 628**	**0**	**85 782**	**1 460 846**
Distrikt	0	**0**	0	**425**	0	**-425**	**0**	**0**	**0**	**425**	**-425**
Verksamhetens RESULTAT:	*12 883 302*	***5 002 000***	*12 883 302*	***2 643 062***	***0***	***2 358 938***	***0***	***5 002 000***	***0***	***2 643 062***	***2 358 938***
Finansiella investeringar:	*0*	***0***	*0*	***0***	*0*	***0***	***0***	***0***	***0***	***0***	***0***
Årets RESULTAT:	*12 883 302*	***5 002 000***	*12 883 302*	***2 643 062***	***0***	***2 358 938***	***0***	***5 002 000***	***0***	***2 643 062***	***2 358 938***

Intäkter och kostnader avseende Utbildning ryms inom respektive verksamhetsområde.

Utfall per 2021-05-31 = ***2 358 938***

Prognos resultat helår = ***2 358 938***

Svenska Triathlonförbundet

Budget 2021 detalj - Intäkter

	Budget 2021	Utfall 2021-05-31
Ingående balans	***2 316 800***	***2 316 800***

INTÄKTER

Arrangemang		
Stockholm	**1 350 000**	**0**
Linköping	**700 000**	**0**
STF Tävlingar Övrigt	**0**	**0**
Arrangemang Övrigt	**100 000**	**0**
Sanktionsavg./Försäkring	**450 000**	**500**
TD/HD/TO/Domare/TK	**0**	**0**
Bredd & Motion		
Playitas/Aqua	**100 000**	**27 871**
AG Tävlingar	**0**	**1 025**
Bredd Övrigt	**0**	**0**
RF Verksamhetsstöd Vuxenidrott	**300 000**	**215 000**
TRY Triathlon	**242 812**	**242 812**
Barn & Ungdom		
RF Verksamhetsstöd B&U	**610 000**	**430 000**
Träning	**25 000**	**0**
Tävling	**0**	**0**
Tri4fun Koncept	**10 000**	**0**
Utbildning	**35 000**	**0**
Föreningsutveckling	**0**	**0**
Barn & Ungdom Övrigt	**0**	**0**
Elit		
RF Verksamhetsstöd Elit	**631 000**	**341 000**
SOK stöd	**387 000**	**282 500**
Senior/U23	**5 000**	**8 545**
Junior	**5 000**	**2 018**
Ungdom	**5 000**	**0**
Lång	**30 000**	**30 000**
Duathon/Vinter Triathlon	**0**	**0**
Elit Övrigt	**0**	**4 808**
DSA	**0**	**0**
Tränarutveckling	**0**	**0**
Paratriathlon STF	**0**	**0**
Paratriathlon Arvsfonden	**2 713 040**	**922 434**
Marknad	**670 000**	**203 408**
Kommunikation	**0**	**0**
Omvärld		
RF stöd Projekt International	**86 450**	**71 450**
Ledning	**0**	**0**
Kansli	**0**	**0**
Personal		
RF stöd Projekt Sportchef Landslag X	**400 000**	**200 000**
SOK stöd Sportchef	**130 000**	**0**
RF Verksamhetsstöd B&U	**700 000**	**400 000**
NIU Malmö	**144 000**	**72 000**
Gemensam		
RF org. stöd SF	**1 360 000**	**680 000**
RF komp. stöd Covid-19	**0**	**523 678**
Medlemsavgifter	**375 000**	**208 500**
Licenser	**1 319 000**	**134 450**
Gemensam Övrigt	**0**	**0**
Distrikt	**0**	**0**
Summa intäkter	***12 883 302***	***5 002 000***

Svenska Triathlonförbundet

Budget 2021 detalj - Kostnader

	Budget 2021	Utfall 2021-05-31
KOSTNADER		
Arrangemang		
Stockholm	**1 375 000**	**6 890**
Linköping	**650 000**	**7 675**
STF Tävlingar Övrigt	**160 000**	**1 007**
Arrangemang Övrigt	**120 000**	**30 424**
Sanktionsavg./Försäkring	**15 000**	**14 400**
TD/HD/TO/Domare/TK	**34 000**	**0**
Bredd & Motion		
Playitas/Aqua	**60 000**	**17 107**
AG Tävlingar	**0**	**1 020**
Bredd Övrigt	**5 000**	**2 000**
RF Verksamhetsstöd Vuxenidrott	**300 000**	**10 000**
TRY Triathlon	**242 812**	**99 173**
Barn & Ungdom		
Träning	**120 000**	**0**
Tävling	**90 000**	**0**
Tri4fun Koncept	**125 000**	**0**
Utbildning	**225 000**	**0**
Föreningsutveckling	**70 000**	**0**
Barn & Ungdom Övrigt	**50 000**	**4 044**
Elit		
SOK stöd	**387 000**	**72 805**
Senior/U23	**320 000**	**35 451**
Junior	**353 000**	**29 383**
Ungdom	**137 000**	**3 743**
Lång	**82 000**	**2 678**
Duathon/Vinter Triathlon	**0**	**0**
Elit Övrigt	**138 000**	**17 526**
DSA	**150 000**	**150 000**
Tränarutveckling	**35 000**	**0**
Paratriathlon STF	**0**	**0**
Paratriathlon Arvsfonden	**2 713 040**	**600 162**
Marknad	**400 000**	**12 932**
Kommunikation		
IT, Webb, Domäner	**84 000**	**29 623**
STF MF/Kommunikation	**66 000**	**7 500**
Kommunikation Övrigt	**30 000**	**500**
Omvärld		
RF	**250**	**0**
SOK	**29 700**	**0**
Europe Triathlon	**11 500**	**0**
World Triathlon	**43 000**	**0**
Omvärld Övrigt	**2 000**	**0**
Ledning		
Årsmöte	**30 000**	**20 476**
Styrelsmöten	**80 000**	**0**
Ledning Övrigt	**40 000**	**0**
Kansli	**330 000**	**128 120**
Personal inkl. Övrigt	**3 580 000**	**1 252 216**
Gemensam	**200 000**	**85 782**
Distrikt	**0**	**425**
Summa kostnader	***12 883 302***	***2 643 062***
VERKSAMHETENS RESULTAT	***0***	***2 358 938***
FINANSIELLA INVESTERINGAR	***0***	***0***
ÅRETS RESULTAT	***0***	***2 358 938***
Utgående balans	***2 316 800***	***4 675 738***

SWEDEN TRIATHLON

Informationsunderlag

Styrelsemöte: 2021-06-28

Verksamhetsområde: Arrangemang

Författare: Lotta Johansson

Information om vad som har hänt och vad som planeras:

Den 12 maj meddelade regeringen att det blir inga lättnader i restriktionerna till 17 maj utan lättnader kommer bli införda att gälla från 1 juni. Då lättar restriktionerna bla. för Motionslopp (offentlig tillställning) upp till 150 idrottsutövare.

Den 27 maj presenterade regeringen en plan för anpassningar och avveckling av restriktioner. Lättnader i restriktioner kommer framåt ske i tre nivåer. När i tid lättnader kommer bero på bland annat fyra faktorer; smittspridning, stabiliteten i utvecklingen, belastning i sjukvården och vaccinationstäckningen.

Den 1 juni gick vi in i nivå 3: Vid motionslopp eller liknande som anordnas utomhus får antalet idrottsutövare som samtidigt befinner sig i start-, tävlings- och målområdet sammanlagt uppgå till högst 150. En arrangör av ett motionslopp eller liknande ska dela upp idrottsutövarna i mindre startgrupper med olika starttider, tydligt avgränsa start- och målområde samt säkerställa att enbart idrottsutövare och funktionärer får befinna sig i start- och målområdet.

Den 14 juni skickade regeringen ut på remissförslag att nivå 2 kan komma att gälla preliminärt från 1 juli som innebär vid motionslopp eller liknande som anordnas utomhus får antalet idrottsutövare som samtidigt befinner sig i start- och målområdet sammanlagt uppgå till högst 900. Beslut är att väntas i veckan.

Nivå 1 kan komma gälla från mitten av september som inte har någon begräsning i antal idrottsutövare.

STF har genom Ola Silvdahl, GS varit med i påverkansarbetet ihop med RF och branschorganisationen Motionslopp.

Tabell 1. Maxantal personer för utifrån nivåerna

Nivå	Inomhus	Inomhus sittande	Utomhus	Utomhus sittande	Motionslopp
3	8	50	100	500	150
2	50	300	600	3 000	900
1	Inget tak	Inget tak	Inget tak	Inget tak	Inget tak

/ Lotta Johansson

SWEDEN TRIATHLON

Informationsunderlag – Tekniska Kommittén

Styrelsemöte: 2021-06-28

Verksamhetsområde: Tekniska Kommittén

Författare: Lotta Johansson

Information om vad som har hänt och vad som planeras:

Tekniska Kommittén (TK) består av Lotta Johansson (sammankallande), Jonas Djurback och Åke Lantz. TK adjungerar Ria Damgren-Nilsson, Üve Hillep och Angela Fox vid beslutsfrågor beroende på karaktär. Fredrik Orava är teknisk rådgivare vid reglementsfrågor; både internt och externt.

Beslut av TK för kännedom under Q2/2021

1. TK har tagit beslut att godkänna att arrangören Challenge Vansbro lägger till Age Group klasser; 18-24, 25-29 och 30-34 år. Arrangören (Challenge Vansbro) ska upplysa de tävlande vid anmälan och i annan information att dessa tre klasser inte har Riksmästerskaps status. TK har även tagit beslut att godkänna avvikelse gällande på anmälningstiden för Challenge Vansbro. Dispens gäller regel A 5.5.2 till senast 7 dagar innan tävling i stället för senast 14 dagar. Arrangören ska upplysa de tävlande vid anmälan att anmälningstiden för SM/RM klasser är förlängd om de väljer att utnyttja möjligheten.

//Lotta Johansson, 2021-06-27

SWEDEN
TRIATHLON

Informationsunderlag

Styrelsemöte: 2021-06-28

Verksamhetsområde: Bredd & Motion

Författare: Lina Hörnbäck

Information om vad som har hänt och vad som planeras:

Föreningsutveckling – projekt
Arbetet tillsammans med RF-SISU i vårt projekt kring en mer systematiserad föreningsutveckling fortsätter. En uppdragsbeskrivning är färdigställd och kommer förmedlas till alla RF-SISU distrikt under midsommarveckan. Projektets genomförandefas startas igång under september månad där första steget kommer vara en informations- och planeringsträff tillsammans med respektive idrottskonsulent i varje RF-SISU distrikt. Projektet bygger sedan på att RF-SISU konsulenterna utför en uppsökande verksamhet med föreningsbesök där konsulenten arbetar utifrån Svensk Triathlon 2028 och arbetsmaterial som är skapat av Lina tillsammans med idrottskontakten på RF. Projektet är långsiktigt men kommer utvärderas och utvecklas årligen.

Utbildning
Arbetet med att utveckla vårt utbildningsutbud fortsätter. Just nu fortgår kartläggningsarbete där vi går igenom nuvarande utbildningar och planerar för nya utbildningar som skall komma till. För att utvärdera behov och efterfrågan har nu en enkät konstruerats och skickats ut till våra föreningar och deras medlemmar där svaren skall ses som stöd/feedback i utvecklingen av nya utbildningar. Enkäten kommer finnas tillgänglig att svara på hela sommaren och svaren diskuteras efterhand i det pågående arbetet med konstruktion av ett uppdaterat utbildningsinnehåll.

Digitalt Idrottscafé
Under våren har vi genomfört sammanlagt fem tillfällen av vårt digitala idrottscafé, en föreläsningsserie med olika temaföreläsningar var 3:e vecka. Under dessa fem tillfällen har vi belyst teman inom paratriathlon, tillgänglighet, antidoping, inspiration och kost. Tillfällena har haft deltagare från olika föreningar, olika åldersgrupper och funktioner. Det digitala idrottscaféet planeras att återkomma igen till hösten.

Samarbeten
Svenska Triathlonförbundet har ingått ett samarbete med Fritidsbanken där vi under sommaren kommer ha en sommarutmaning på några av landets fritidsbanker. Vi kommer också under sommaren samköra några Try Triathlon aktiviteter tillsammans med Fritidsbankens koncept Pep up.

SWEDEN
TRIATHLON

Try Triathlon
Planeringen inför sommarens try triathlon aktiviteter är i full gång och ett flertal föreningar planerar att genomföra ett eller flera tillfällen av prova på konceptet. Några föreningar har redan börjat med sina Try Triathlon aktiviteter. Alla sommarens aktiviteter kommer publiceras på vår hemsida under Try Triathlon efterhand som de bokas in.

/ Lina Hörnbäck

SWEDEN
TRIATHLON

Informationsunderlag

Styrelsemöte: 2021-06-28

Verksamhetsområde: Barn & Ungdom

Författare: Lina Hörnbäck

Information om vad som har hänt och vad som planeras:

Try Triathlon
Under flertalet av sommarens planerade Try Triathlon aktiviteter finns tillfällen för barn och unga att testa på vår idrott i flera av våra föreningar.

I samband med Maxi Linköping Triathlon kommer en Try Triathlon aktivitet arrangeras i Svenska Triathlonförbundets regi för att ersätta tri4fun klasserna som tyvärr uteblir från tävlingen pga. Pandemin.

Sommaraktiviteter i förening
Under sommaren planerar flera föreningar att genomföra olika sommaraktiviteter för barn och unga i form av bland annat träningsdagar eller läger. I detta arbete finns Lina på kansliet som stöd för de föreningar som vill i planering, kommunikation och ekonomi i form av projektstöd.

SF-nätverk
Under våren har RF startat upp ett nytt nätverk av SF-representanter som samordnas av idrottsombudsmannen respektive sakansvarig inom barn- och ungdomsidrott på RF-SISU. Mötesplatsen har som mål att skapa en samverkan mellan olika sakkunniga/ SF-representanter för att utveckla svensk idrott. Förhoppningen är att mötesplatsen även är starten på en ökad samverkan i trygghetsfrågor mellan SF och RF-SISU distrikt.

För information om verksamhetsöverskridande projekt (föreningsutveckling, utbildning och digitalt idrottscafé) se informationsunderlag Bredd och Motion.

/ Lina Hörnbäck

SWEDEN
TRIATHLON

Informationsunderlag

Styrelsemöte: 2021-06-28

Verksamhetsområde: Elit

Författare: Angela Fox

Information om perioden 2021-04-28 till 2021-06-20

15-16 maj 2021, Europe Cup (junior och senior), Carole
Här tävlade Andreas Carlsson, Daniel Nöu, Emma Varga, Ida Burrows, Axel Rosencrantz och Linn Suchomel i Carole, Italien. För juniorerna Linn och Axel var formatet semifinal och en möjlighet att gå vidare till en A eller B final på distansen supersprint (300m-9.6km-1.9km). För seniorerna var det Europa Cup på sprint distans med 75 aktiva på startlinjen. Det blev många fina resultat under helgen, där juniorerna Linn och Axel sprang i mål på en 7:e plats i A respektive B finalen. För seniorerna blev det en 25:e plats för Ida och Andreas samt en 50:e plats för Emma.

29 maj 2021, Europe Cup, Olsztyn
Här tävlade Emma Varga, Ida Burrows, Marie Carlsson och Malin Cederberg i Olsztyn, Polen. Distansen var sprint och bäst gick det för Ida Burrows som placerade sig på en fin 13:e plats. För Marie blev det en 17:e plats, Emma en 22:a plats och Malin en 41:a plats.

Tävlingar, OS kval Tokyo
För Gabriel Sandör har det varit en intensiv slutspurt i kvalperioden till Tokyo 2020.

22 maj 2021, World Triathlon Cup, Lissabon
Första tävlingen var på olympisk distans och där de flesta i världseliten var på plats. För Gabriel var det den första tävlingen på olympisk distans sedan 2019 och det blev en fin 13:e plats.

29 maj 2021 World Triathlon Cup, Arzachena
Från Lissabon reser vi vidare till Arzachena på Sardinien för nästa World Cup, denna gång på sprint distans. Gabriel gör en riktigt stark cykelsträcka (världsklass) och springer i mål som 10:a.

6 juni 2021, AJ Bell World Triathlon Championship Series, Leeds
I Leeds samlas sedan hela världseliten för sista tävlingen innan OS, där flertalet stora nationer hade uttagning för sina kvotplatser. Konkurrens var stenhård och tyvärr får inte Gabriel till sin bästa simning, vilket resulterade i en 32:a plats.

13 juni 2021, World Triathlon Cup, Huatulco
Sista kvaltävlingen i den intensiva kvalspurten gick i Mexico och på sprint distans. Efter många tävlingar och långa resor var det tufft att ställa om till en annan tidzon och ett annat klimat (varmt och hög luftfuktighet). Gabriel gör igen en riktigt bra prestation och det blir en 14:e plats i mål.

Gabriel har gjort en fantastisk prestation med många fina resultat under den andra kvalperioden i OS kvalet, där det har varit en lång resa från att bygga upp sin ranking för att komma in på startlistan till att vara topp 20, topp 15 och topp 10 på en världscup. När kvalperioden stängde 14 juni var Gabriel nummer 3 på väntelistan. Fram till 25 juni har alla nationer på sig att tacka ja eller nej till en kvotplats

och efter det erbjuds platser enligt turordning fram till 30 juni. 5 juli 2021 sätts den definitiva startlistan för OS i Tokyo.

STF Tränarmöte
Vi har haft ett digitalt tränarmöte med våra verksamma elittränare på DSA, RIG och NIU. Fokus för tränarmötet är att stämma av nuvarande status i respektive miljö, hur tränarna samt deras aktiva mår och att aktivt arbeta med olika frågor. På senaste mötet hade vi även fokus på möjligheterna till att arrangera tävlingar eller träning med tävlingsinslag. Verksamheten rullar på bra i samtliga miljöer och under sommaren kommer tränarna ha möjlighet att åka ut på landslagsuppdrag på internationella mästerskap.

EM för junior, U23 och Senior i Kitzbühel
För att nå Svenska Triathlonförbundets långsiktiga målsättning att bygga lag och ett starkt landslag som kan konkurrera på högsta nivå på alla mästerskap för ungdom, junior, U23 och senior, så måste vi ge flera chansen till att få mer erfarenhet och möjlighet att tävla internationellt. Elitkommittéen valde därför att ta ut 11 aktiva för att tävla individuellt på EM och i mix stafett för junior respektive U23/senior. Formatet för EM 2021 var på super sprint distans, med semifinal på fredagen och möjlighet till att kvalificera sig till en A eller B-final på lördagen. Med en mix-stafett på söndagen fanns det därför möjlighet för våra aktiva att tävla 1-3 ggr internationellt på en och samma helg.

Svenska truppen bestod av följande aktiva;
Juniorer: Oskar Arvidsson (-02), Hampus Månsson (-02), Axel Rosencrantz (-02), Linn Suchomel (-03), Tilda Månsson (-04).
U23: Daniel Nöu (-99), Andreas Carlsson (-01) och Ida Burrows (-01)
Senior: Marie Carlsson (-95), Emma Varga (-97) och Gabriel Sandør (-96)

Laget gjorde en bra semifinal, där sju av elva gick vidare till en A eller B final på lördagen.
Bäst gick det för våra juniorer, där Tilda Månsson gör en fantastisk prestation och vinner ett silver i juniorklassen som ungdom. Linn Suchomel vinner B finalen i juniorklassen med stor marginal och Axel springer i mål som 11:a i B finalen. För seniorerna gick både Andreas Carlsson och Gabriel Sandör vidare till A final, medan Ida Burrows och Emma Varga kniper en plats i B final. I A finalen tävlade endast Andreas där han gjorde en fin prestation med en 6:e plats i U23 och 18:e som senior. I B finalen blev det en 9:e plats (20:e i U23) för Ida och en 27:e plats för Emma. Avslutningsvis hade vi två mix-stafett lag, ett på junior och ett på senior, där alla i laget presterar på topp och slutar på en 14:e plats. Det har varit ett fantastiskt mästerskap med många fina prestationer!

/Angela Fox

SWEDEN
TRIATHLON

Informationsunderlag - Paratriathlon

Styrelsemöte: 2021-06-28

Verksamhetsområde: Paratriathlon

Författare: Camilla Oldberg

Information om vad som har hänt och vad som planeras:

- Nätverk

Vi fortsätter att knyta kontakter då vi tror att framgång i projektet kommer av att vi samverkar med andra. Fritidsbanken blev under våren officiell partner till förbundet och deras projekt Parateket med fokus på parautrustning kommer att knytas närmare till vårt projekt efter sommaren. Vi har även etablerat kontakt med bla Stockholms parasportförbund som har stor erfarenhet kring föreningsutveckling inom paraidrott som vi kan ha stor nytta av.

- Rekrytering

Rekryteringen går framåt. Under våren har vi aktivt sökt upp personer. Under sommaren kommer vi tillsammans med föreningar och andra partners anordna aktiviteter där vi når en större målgrupp. Inför 2022 har vi knutit kontakter med bland annat Start your impossible camp som kommer att ge oss möjligheter att synas och representera triathlon i ett större och mer etablerat sammanhang.

- Klassificering

Pga pandemin har det inte varit möjligt att arrangera en utbildning för klassificerare i Sverige, men en av våra aktiva deltar i ett klassificeringsevent i Madrid 16-19 juni. Efter att han har fått sin klassificering har han som mål att komma ut och tävla internationellt. Till hösten har vi en förhoppning att kunna arrangera en utbildning och bjuda in våra nordiska grannländer, men om pandemin sätter stopp har Norges klassificerare sagt att hon gärna är behjälplig för Sverige.

- Utrustning

Som ett led i att kunna arrangera prova på tillfällen håller vi på att köpa in utrustning att kunna ta med till olika event. På sikt hoppas vi på att ett samarbete med Fritidsbanken kommer att kunna förse föreningar och aktiva med utrustning vid särskilda aktiviteter.

- Arrangemang

Sommaren innehåller ett flertal aktiviteter, alltifrån föreläsningar till prova på tillfällen i samband med aktiviteter anordnade av samarbetspartners, Try triathlonaktiviteter arrangerade av våra egna föreningar samt tävlingar med paraklass. Vi ser fram emot en händelserik och lärorik sommar!

//Camilla Oldberg

SWEDEN
TRIATHLON

Informationsunderlag

Styrelsemöte: 2021-06-28

Verksamhetsområde: Marknad & kommunikation

Författare: Maja Carlsson

Information om vad som har hänt och vad som planeras:

Början av juni öppnande vi shop 3 Team Sweden Shopen med Trimtex. Tidigare shoper (1 och 2) gick väldigt bra därav vi ville öppna ytterligare en shop. Återigen med ”limited edition” kollektionen.

Beslutat är att Filmbruket kommer producera livesändning för MAXI Linköping Triathlon 2021.

Förbundets kommunikatör har deltagit i utbildningen ”marknadsföring i sociala medier”.

Inför EM 2021 i Kitzbühl fotograferades landslagstruppen med professionell fotograf.

Förbundets kommunikatör medverkade på hela Europa Mästerskapet som ledare. Väldigt uppskattat från alla håll, tränare och aktiva samt gav det väldigt bra möjligheter att aktivt rapportera i våra olika kanaler från mästerskapet.

På förfrågan av PwC Sverige deltog förbundets kommunikatör tillsammans med elitaktiva Emma Varga på en företagstriathlon. Syftet var att marknadsföra triathlon, Fritidsbanken (nytt samarbete) och förbundet när de genomförde en intern triathlonträning.

Ny hemsida håller på att skapas för Arlandastad Triathlon, en ny tävling i Svenska Triathloncupen 2021.

/ Maja Carlsson

SWEDEN
TRIATHLON

Informationsunderlag - Omvärld

Styrelsemöte: 2021-06-28

Verksamhetsområde: Omvärld

Författare: Ria Damgren Nilsson

Information om vad som har hänt och vad som planeras:

RF
Riksidrottsmötet genomfördes sista helgen i maj. Medverkande ombud för Svensk Triathlon: Henrik Nöbbelin, Johanna Green och Ola Silvdahl. Ria närvarade som SOK gäst, utan tal och rösträtt.

Vi hade som ni vet skickat in två motioner. En som har med demokrati och värdegrund. Den fick vi delvis bifall på, delvis avslag.

Den andra motionen som handlar om att vi anser att inget SF ska kunna få mer än 10% av de centrala medlen som ska fördelas till alla SF. Den fick bifall med stor majoritet. 116 vs 65. Det är naturligtvis positivt att så många andra SF har samma åsikt och tankar. Tyvärr har det blivit ett tråkigt efterspel av just den motionen, och som många av er sett i media gick fotbollen ut och ”hotade” med att de ska göra en analys kring deras medverkan i RF eller om de ska bryta sig ur. Deras statement finns att läsa längre ner i detta dokument som en bilaga.

Fokus har nu flyttat från 10% taket till att handla om idrottens grundläggande demokratiska grund, den som är fundamentet av vår rörelse och som vi är så stolta över. *Man engagerar sig i strategiarbetet, för idrottens framtid. Man tänker till och skickar in en motion som vi vill pröva inför de andra medlemmarna. Den debatteras och diskuteras, innan, under och när klubban slår, har majoriteten sagt sitt och man accepterar beslutet. Det kallas demokrati.*

Den debatt som nu drogs ingång, är en oerhört viktig fråga där vi kommer i all högst grad vara delaktiga för att skapa tydlighet i idrottens fundament och demokratiska principer. Mer info muntligen på mötet.

SOK
Europeiska Olympiska Kommittén firade 50år i samband med att General Assembly i Athen. Undertecknad tillsammans med Mats Årjes representerade på plats.
Val av ny ordförande samt styrelse, ny ordförande blev Spyros Capralos från Grekland.

OS i Tokyo förbereds för fullt och vi hoppas Gabriel får en plats på startlinjen.

/ Ria Damgren Nilsson

SWEDEN
TRIATHLON

Bilaga 1. RF nyhet samt SvFF officiella uttalande efter beslutet.

Riksidrottsförbundet kommenterar frågan om bidragstak
På Riksidrottsmötet beslutades om ett tak i RF:s stödsystem från 2022, att inget specialidrottsförbund (SF) får erhålla mer än 10 procent av stödet till SF. Fotbollförbundet har idag presenterat en åtgärdslista med anledning av beslutet.
Uppdaterad: 31 MAJ 2021 15:07

– Det är en tråkig utveckling. Riksidrottsstyrelsen var emot förslaget om att återinföra bidragstaket. Men en majoritet av medlemmarna röstade mot Riksidrottsstyrelsens förslag, säger Björn Eriksson ordförande i Riksidrottsförbundet.

Mellan 2012 och 2019 har bidragstaket använts för att fördela statens stöd till idrottsrörelsen. 2019 fastställdes nya principer för RF-bidragen av en enhällig RF-stämma och då togs det tidigare bidragstaket bort.

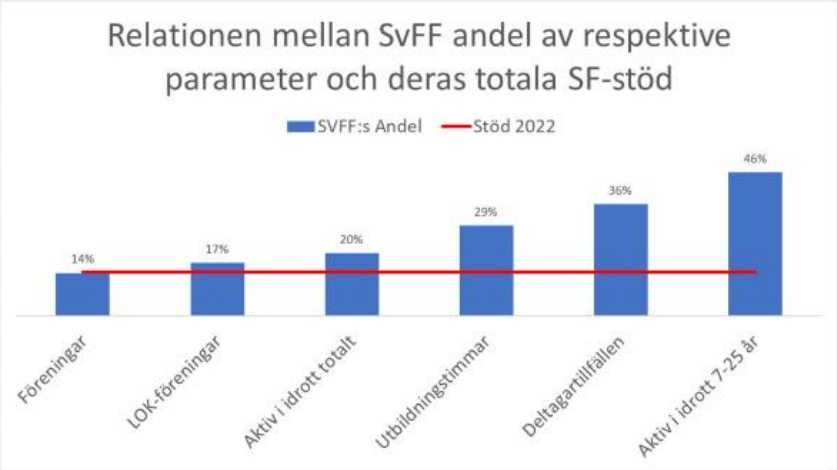
– Vi kommer nu att analysera konsekvenserna av detta beslut och föra samtal med våra förbund. Vikten av en sammanhållen idrottsrörelse kan inte nog betonas, säger Björn Eriksson.
Läs mer om Fotbollförbundets åtgärdslista
Mer om: Riksidrottsmötet
Publicerad: 31 maj 2021 15:07

SvFF agerar efter beslut om tak i RF-stödet
31 maj 2021, 14:00
Riksidrottsmötet röstade i helgen, trots att Riksidrottsstyrelsen yrkat på avslag, igenom Triathlonförbundets motion om ett tak i RF:s stödsystem från och med 2022, vilket innebär att inget enskilt Specialidrottsförbund får erhålla mer än 10 % av det totala stödet. Beslutet får stora konsekvenser för svensk fotboll. Svenska Fotbollförbundet kommer att gå miste om cirka 25-30 miljoner årligen i stöd riktade till barn och ungdomar.

– Det här slår hårt mot vår barn- och ungdomsverksamhet. Stödsystemet har länge innehållit ett stort mått av solidaritet där vi från fotbollens sida över tid avstått medel som vi egentligen skulle kunna anses berättigade till. Nu tvingas vi avstå ännu mer och det går klart över gränsen för vad vi kan acceptera. Det går så långt att likabehandlingsprincipen sätts ur spel och vi kommer därför att agera, säger SvFF:s ordförande Karl-Erik Nilsson.
Idag är fotbollens andel av de olika RF-stöden 14 %, trots att fotbollens andel av verksamhet inom de olika kategorierna är långt högre och ett tak på 10 % för enskilda Specialidrottsförbund slår hårt mot fotbollen. 25-30 miljoner tas 2022 från det SF-stöd som skulle tillfallit Svenska Fotbollförbundet, i stort sett allt tas från stödet till vår verksamhet för flickor och pojkar.
Behoven av föreningsutveckling är stora för alla våra föreningar och en följd av Riksidrottsmötets beslut blir att fotbollens satsningar på barn- och ungdomar i utsatta områden försvåras, eller rentav omöjliggörs. I ljuset av fotbollens ställning som den klart största idrotten betyder det med stor sannolikhet att idrottens totala satsning i utsatta områden kommer att minska.

SWEDEN
TRIATHLON

Hög grad av solidaritet



Fotbollens andel av RF-stödet idag. Källa RF.

RF:s stödsystem innehåller redan idag ett oerhört stort mått av solidaritet. Fotbollen får idag 14% av bidragen, men genererar avsevärt mera.

- Vår andel av utbildningstimmarna är 29 % och vi stöttas med 14 % av stödet.
- När det gäller antalet deltagartillfällen svarar fotbollen för 36 %, men bidraget är 14 %.
- Av antalet aktiva i idrott i åldrarna 7-25 år svarar fotbollen för 46 % och bidraget är 14 %.

Så sent som 2019 fastställdes nya principer för RF-bidragen och vid helgens Riksidrottsmöte revs de principer vi var överens om tidigare alltså upp. Fotbollen kan inte acceptera en sänkning av de olika stöden till 10 %. Det går så långt att likabehandlingsprincipen sätts ut ur spel.

Svenska Fotbollförbundet anser därför att det är nödvändigt att agera och Förbundsstyrelsen beslutade den 30 maj om följande åtgärdslista:

- I detalj analysera och beräkna konsekvenserna av beslutet för svensk fotboll.
- Analysera konsekvenserna av att lämna medlemskapet i Riksidrottsförbundet och återkomma till Förbundsstyrelsen med slutsatser den 21 september.
- I avvaktan på FS-behandlingen den 21 september endast i undantagsfall delta i aktiviteter med RF och andra SF.
- Informera statsministern och idrottsministern.
- Omgående analysera förutsättningarna för rättsliga åtgärder om en oberoende juridisk granskning visar att RIM-beslutet är oförenligt med likabehandlingsprincipen.
- Begära hos Regeringen att SvFF:s statliga bidrag utbetalas direkt av Regeringen till SvFF.

SWEDEN
TRIATHLON

Beslutsunderlag - Omvärld

Styrelsemöte: 2021-06-28

Verksamhetsområde: Omvärld

Ämne: Erasmus+ projekt

Förslagsställare: Jannike Linne & Ria Damgren Nilsson

Förslag till beslut:

Beslutades *att* STF ska ingå i det beskrivna Erasmus projektet, och verkar för att det ska resultera i ett positivt resultat, under förutsättning att projektet godkänns av EU under senare delen av 2021.

Beslutades vidare *att* Jannike och Ria leder STF del av projektet och flaggar om hjälp behövs för att ta fram underlag eller material.

Bakgrund:

Erasmus+ project ”Governance, Leadership and Diversity for Sport” 2021-2022

Projektbeskrivning Svenska Triathlonförbundets deltagande.
EU-projektet ”Governance, Leadership and Diversity for Sport” är ett sk mindre partnerskap som leds av en franska föreningen Mixity et Performance (”Mixity”). Detta projekt kommer att genomföras under 12 månader och syftar till att främja mångfald inom sportorganisationer, särskilt i deras styrning och globala prestanda. Mixity representerar kvinnor och män med olika bakgrund och med respekt för varandras rättigheter, kvaliteter och färdigheter i paritet.
Huvudmålet är att skapa en innovativ etikett (jfr. kvalitetslogo) som kan öka jämställdheten inom, kvinnors synlighet och representation och agera mot diskriminerande beteenden för att säkerställa en hälsosam och inspirerande miljö inom idrotten för både motionsidrottare och proffs. För att uppnå detta kommer flera åtgärder att genomföras av tre partnerorganisationer från tre europeiska länder (Frankrike, Italien och Sverige), varav Svenska Triathlonförbundet är det svenska.

Flera specifika mål kan belysas:

- Utföra en analys och kartläggning av juridiska, sociala och kulturella metoder för jämställdhet i idrottsförvaltningsorganisationer i de tre europeiska länder som deltar i detta projekt.
- Skaffa ett riktmärke med konkreta och operativa styrindikatorer för att skapa en etikett för att stödja professionella klubbar, federationer, ligor och organisationer i deras utvecklingspolitik och genomföra en handlingsplan genom att anta en europeisk uppförandekod och riktlinjer.
- Sprida och främja denna etikettmärkning i de tre inblandade europeiska genom att skapa ett nätverk mellan strukturer som delar tanken att mångfald är en rikedom för sportstyrning.

För Svenska Triathlonförbundet har Ria Damgren och Jannike Linné föreslagits som representanter. Ria har gedigen och lång erfarenhet av internationella projekt och Jannike stöttar med en projekterfarenhet och kunskaper i franska språket.

Projektet har tagit sitt första steg i juni 2021 då man lämnat in en sk ”Grant application” (se bilaga) till EU. Om och när den godkänns kan projektet starta, vilket beräknas ske under början av 2022. För Svenska Triathlonförbundet förväntas det inte innebära någon kostnad i rena pengar utan insatsen består i att delta med kunskap och erfarenhet samt att bistå med analyser och underlag, vilket kommer att ta en del tid i anspråk. Ria och Jannike har gjort bedömningen att de kommer att kunna hantera detta inom ramen för sin kapacitet.

Anledningen till att just Svenska Triathlonförbundet blivit tillfrågat är dels att vi i Sverige ligger i framkant vad gäller jämställdhet inom idrott (genom en hel del nationella initiativ såsom ”idrottslyftet” som startade redan 2006 och SOK’s pågående kampanj ”coached by a woman”, mfl), dels för att Ria ingår i ett nätverk där initiativtagare till projektet också ingår.

Vi anser att det är viktigt att dela med sig av den erfarenhet vi kan ge från svenskt håll, men tror också att detta projekt kan ge vårt förbund värdefull kunskap och insikter för att fortsätta ligga i framkant vad gäller jämställdhet, ett område som närmast är att beteckna som färskvara, dvs ständigt underhållas.”

/ Jannike Linne & Ria Damgren Nilsson



Erasmus+ Programme (ERASMUS)

Application Form

Technical Description (Part B)

(ERASMUS Standard LS Type I)

Version 1.0
25 February 2021

Disclaimer
This document is aimed at informing applicants for EU funding. It serves only as an example. The actual web forms and templates are provided in the Funding & Tenders Portal Submission System (and may contain certain differences). The applications (including annexes and supporting documents) must be prepared and submitted online via the Portal.

IMPORTANT NOTICE

What is the Application Form?

The Application Form is the template for EU grants applications; it must be submitted via the EU Funding & Tenders Portal before the call deadline.

The Form consists of 2 parts:.

- Part A contains structured administrative information
- Part B is a narrative technical description of the project.

Part A is generated by the IT system. It is based on the information which you enter into the Portal Submission System screens.

Part B needs to be uploaded as PDF (+ annexes) in the Submission System. The templates to use are available there.

How to prepare and submit it?

The Application Form must be prepared by the consortium and submitted by a representative. Once submitted, you will receive a confirmation.

Character and **page limits**:

- page limit normally 40 pages for calls for low value grants (60 000 or below); 70 pages for all other calls (unless otherwise provided for in the Call document/Programme Guide)
- supporting documents can be provided as an annex and do not count towards the page limit
- minimum font size — Arial 9 points
- page size: A4
- margins (top, bottom, left and right): at least 15 mm (not including headers & footers).

Please abide by the formatting rules. They are NOT a target! Keep your text as concise as possible. Do not use hyperlinks to show information that is an essential part of your application.

⚠ If you attempt to upload an application that exceeds the specified limit, you will receive an automatic warning asking you to shorten and re-upload your application. For applications that are not shortened, the excess pages will be made invisible and thus disregarded by the evaluators.

⚠ **Please do NOT delete any instructions in the document. The overall page limit has been raised to ensure equal treatment of all applicants.**

TECHNICAL DESCRIPTION (PART B)

COVER PAGE

Part B of the Application Form must be downloaded from the Portal Submission System, completed and then assembled and re-uploaded as PDF in the system.

Note: *Please read carefully the conditions set out in the Call document/Programme Guide (for open calls: published on the Portal).Pay particular attention to the award criteria; they explain how the application will be evaluated.*

PROJECT	
Project name:	[GOvernance, Leadership and Diversity for Sport]
Project acronym:	[GOLD Sport]
Coordinator contact:	[Ludmila MONTEIRO], [Mixity & Performance]

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PROJECT SUMMARY

Project summary *(in English)*

See Abstract (Application Form Part A).

The project “GOvernance, Leadership and Diversity for Sport” is a small-scale partnership led by the Mixity et Performance association. This project will be conducted for 12 months and aims to promote diversity in sport organization, especially in their governance, global performance. Mixity represents women and men from diverse and multiple backgrounds, respectful of each other’s rights, qualities and skills in perfect parity. The main objective is to create an innovative label that can boost equality in sport leadership, women visibility and representation, and act against discriminatory behaviours in order to ensure a healthy and inspiring environment in the sports field for both athletes and professionals.

In order to achieve this overall goal, several actions will be conducted by the 3 partner organizations from 3 European countries. Several specific objectives can be highlighted:

- Perform an analysis and mapping of legal, social, and cultural practices of gender equity in sport governance organizations in the 3 European countries involved in this project (France, Italy, and Sweden).

- Obtain a benchmark with concrete and operational steering indicators to create a label in order to support professional and amateur sport clubs, federations, leagues and organizations in their development policy and implement an action plan by adopting an European code of conduct and guidelines

- Disseminate and promote this label in the 3 European countries involved by creating a network between structures sharing the idea that diversity is a richness for sport governance

1. RELEVANCE

1.1 Background and general objectives

Background and general objectives

Please address all guiding points presented in the Call document/Programme Guide under the award criterion ‘Relevance’.

Describe the background and rationale of the project.

How is the project relevant to the scope of the call? How does the project address the general objectives of the call? What is the project’s contribution to the priorities of the call?

In 2024, France will be the nation of the Olympic Games in the eyes of the world. Yet, the renovation of Olympism by Pierre de Coubertin has excluded women from the practice and a fortiori from the governance.

There is still a long way to go, both in France and internationally, to correct this original flaw.

To do so, French and European legislation and the policies of the sports movement have evolved (25 recommendations presented by Marisol Casado, IOC member since 2009 and President of the World Triathlon, presence of new mixed sports, mixed flag bearers…)

This approach is part of a European and international dimension, in line with European and international policies :

· **The White paper on sport** (2007) integrated the gender aspect into all its policies (Articles 153

and 19), and adopted specific measures in favor of women's emancipation, one of the goals of the project is to encourage more women to take leadership positions.

- In December 2015, the European Commission also published its "**strategic engagement for gender equality 2016-2019**", following on from its strategy for equality between women and men (2010-2015), where sport is mentioned – combating violence and stereotyping linked to gender, with the aim of promoting women's access to posts of responsibility (governance and coaching) in sport.
- The **EU Strategic Action Plan - A Union of Equality**: Strategy for equality between women and men 2020-2025

In the forthcoming Commission Communication on the European Education Area, equality between women and men will be presented as one of the main elements. The renewed strategic framework for gender equality in sport will promote the participation of women and girls in sport and physical activity as well as gender balance in leadership positions in sport organizations.

The European Commission's **Gender Equality Strategy of the EU Work Plan for Sport** of 2017-2020 already stressed the importance for women to occupy positions of responsibility and the need to reach parity: "The Commission therefore aims to promote to female role models that could inspire younger generations, achieve gender balance in decision-making positions - for example by removing barriers and actively encouraging women to take up leadership roles within sport organisations, encourage gender equality in coaching by facilitating access to coach education and, ultimately, to a more balanced profession."

In the **EU Work Plan for Sport for 2021-2024**, this objective is reaffirmed as the document mentions the the need to "Increasing the share of women, especially among coaches and leadership positions in sports organizations and sports clubs". One of the key topics is also "Good governance development and promotion within sport" that calls for the process of "identifying governance related obstacles to tackle within sport". Our project exactly plans to address these two topics by promoting mixed models within governance.

This project brings together 3 different actors from the world of sport, newcomers for European project :

- Mixity & Performance, association in France

- The Volley Academy, collective sport club in Italy

- Sweden Triathlon, individual sport federation in Sweden

The organizations members of the consortium offer a complementary mix of expertise, skills and fields of actions. These actors new to the program will bring a new eye and new contributions to the project. The collaborative work of the project is going to increase the ability to work with different type of actors for everyone. Each organization will also learn from one another, as they will be able to observe specific mechanisms they did not know before.

Directly in line with the "Inclusion and Diversity" theme, this project will encourage integrity and values in sport by improving good governance in sport and promoting positive values in sport.

This project will contribute to combating all forms of discrimination and promoting equality in sport, including equality between women and men, by creating a new European label to accompany and make visible positive change initiatives in the governance of sports organizations.

To respect the environment, all aspects of the project will integrate ecological practices at all phase (virtual meeting, reducing paper print, use of ecological green travel mode etc...)

1.2 Needs analysis and specific objectives

Needs analysis and specific objectives

Please address the specific conditions/objectives set out in the Call document/ Programme Guide, if applicable.

Describe how the objectives of the project are based on a sound needs analysis in line with the specific objectives of the call. What issue/challenge/gap does the project aim to address? The objectives should be clear, measureable, realistic and achievable within the duration of the project. For each objective, define appropriate indicators for measuring achievement (including a unit of measurement, baseline value and target value).

For low value grants (less or equal to 60.000 EUR), it is not necessary to describe sound needs analysis and to

define indicators for measuring achievement.

In France and Italy, there are a few women in leadership positions of sport institutions or organization is and the participation of women in sport is also low. The situation in Sweden is better which is why it is interesting to gather these three countries on the same project. The following paragraphs will go more into the details of data related to sport governance and the gender equality issue in these three countries.

In Italy, gender gap in leadership positions is a huge challenge and sport is not excluded: with almost 18 million women participating in sport, a number that has increased by 11.9% in the last ten years, they still represent less than 30% of people in sport. Among sports operators, there are even fewer: 19.8% of coaches, 15.4% of club managers and only 12.4% of Federation managers. In 2021, out of 45 national sport federations, only one is led by a women president. Volleyball is the third sport most played by girls, with 77% of women athletes. Nevertheless, women represent less than 20% of managing and direction boards.

In France, overall 63% of women participated in sport in 2018 (compared to 69% of men) and they represent 38% of licensees in federations. Compared to men, women are more likely to practice sport in a supervised manner (53%) or in a club (35% compared to 32%), but fewer participate in tournaments/competitions (16% compared to 31%) or have a licence (18% compared to 30%). Single-sport federations are predominantly male (68%): in fact, women are more numerous in only nine federations (out of 88). Multi-sport federations, on the other hand, are more female (52%). The French legislation has also evolved with the integration of a mixed gender dimension in sports federations. The law on representatively (2014) includes strong measures to improve women's daily lives, advance their rights and change mentalities. More importantly, in sport "Where the proportion of licensees of each sex is greater than or equal to 25%, the Statutes shall lay down the conditions under which a minimum proportion of 40% of the seats in the governing bodies shall be guaranteed for persons of each sex ". However many French Olympic federations do not respect this law. For instance, in 2020, out of 36 federation, 14 did not reach this 40% threshold.

In Sweden, women participation overall is also at 38,8% but elected board in federation are constituted of 50% of women and 50% of men. Overall, in Sweden sports confederation there is a target set to have 50% equal gender in the elected boards

Moreover, the rate of dropout and earlier retirement is more than double than their male peers and one of the factors that impact on this situation is represented by the barriers to climb the ranks of sports federations that are strictly connected to cultural, social, educational gaps in sport that need to be tackled by pushing and supporting sport organizations to increase their knowledge and commitment to gender equality, respect, contrasting discriminations and promoting positive actions to support girls and women in sport.

Therefore, educational and advocacy activities to promote an advancement of women and girls participation in sports and in sport management is strongly needed and requires a huge investment in overcoming stereotypes, barriers, discriminations.

Several studies have shown that mixity is a factor of performance for companies when the mixity rate is superior at 40%. In details :

- mixed team (containing 40 to 60% of women) have increase their gross profit of 23% more than non-mixed team
- 69% of companies where a real policy of diversity have been implemented have seen their brand image and corporate look increase.

(Source of references : Equality, Mixity, Diversity 2020, McKinsey & CY 2013, Sodexo 2015, Michel Ferrary 2010)

As all partners have observed, there is a verified delay in sport movement, especially for women's role in key position, and a special need for tackle against violence and discrimination, and promoting respect for sports values. We identified some lack that could explain the situation :

- There is no common frame of reference in the sports world that often leads to diagnostic and prevention tools contrary to the multiplicity of tools that we can find in the world of work.
- So, there is no control, audit, quality control, risk mission, in the sport world while there are very common and regular in work domain

This observation led to implementation of an indispensable evolution to enable transformation and change (at individual, organizational or sector level), leading to improvements, in a manner proportional to the context of each organization in the sports world.

This is why this project assembles and connects different actors at many scales (The volley Academy a volleyball club based in Italy, the Sweden federation of triathlon and the Mixity & Performance association located in France) and federates existing synergies to create a necessary tool in order to support organizations in this indispensable change. All the partners are involved for the first time in a European cooperation project but have the ambition to go further and with a larger-scale European cooperation in the near future.

1.3 Complementarity with other actions and innovation — European added value

Complementarity with other actions and innovation

Explain how the project builds on the results of past activities carried out in the field, and describe its innovative aspects (if any).

Explain how the activities are complementary to other activities carried out by other organisations (if applicable). Illustrate the trans-national dimension of the project; its impact/interest in the EU area; possibility to use the results in other countries, potential to develop cross-border cooperation among Programme countries and Partner countries, if applicable, etc.

In France, Mixity & Performance association (M&P), made up of 18 experts from large spectra of activity, inform and act to fight against all forms of violence and discrimination, promotes the place of women leaders in key positions and respect for the values of sport.

In its three years of existence, M&P association has organized various initiatives, including the launch of a citizen label for the application of public policies called the “Diversity & Performance Label”.

M&P have been associated with candidate lists for the presidency of various sports federations such as the French Badminton Federation, the French Basque Pelota Federation, the French Rugby League Federation, and the French Tennis Federation. The association pre-labelled the lists as soon as the election campaign begins, to give credibility and value their commitment to gender equality based of 3 non-negotiable criteria :

- fight against all forms of violence and discrimination (preventive and reactive actions)
- place of women leaders in key positions (following the French law: Executive committee, Executive Board, chairmanships of committees, training actions)
- respect for the values of sport (Ethics and Deontology Charter, Mixed Charter)

In the case of a successful election, the list undertakes the implementation of the Mixity & Performance program.

Sweden Triathlon is one of the founding members of triathlon in Europe and World Triathlon. So we are use to drive change and development

The members of the Swedish Triathlon Association are non-profit associations. The association has four districts - West, East, North and South - which make up the triathlon's regional organization. An association that is a member of the Swedish Triathlon Association automatically becomes a member of the district where it has its geographical affiliation.

They have over the 25 years grown in a stable and sustainable way. Today, the federation is made up of 246 members (local clubs) and a total of approx. 13 000 members whereof 61% are men and 39% women. Equality in their sport has been a key element since the very beginning and still are. Sweden had one of the first women Presidents of a National Federation and has always had well balanced EB of both genders. One key element within triathlon but also within Swedish Sport Confederation and the Swedish Olympic Committee, has always been to support and strive for equality in sports. And they have come a very long way and are in the forefront in these areas. Not only in gender equality but also in good governance. Therefore, they will be able to contribute to other countries, with their experience, knowledge, and governance in this matter.

Even though the Swedish Federation of Triathlon has not been involved in a European project before,

nationally they have been part of the strategic work setting the overall Strategy for the sports in Sweden that belongs to the Sports Confederation, where one part contains equally. In that regards, they have been involved to set the target and standard where we like to be with respect to equality and good governance.

The Volley Academy, one of the partners, is fully committed in promoting more and more the engagement and participation of girls and women in sport, not only as athletes, but also in coaching, managing and directing sport clubs, organizations and federations. The main aim of the Volley Academy is contributing to the possibility that every boy and girl, every man and woman, in practicing a sport, can feel that same joy that its founder Manù Benelli, a setter with an extraordinary career, can still represent today. The Volley Academy develop some specifics actions for this purpose :

- The Volley Clinic is intended for sports clubs and territorial committees, which can entrust athletes and coaches to an innovative training project, involving practical lessons in the gym and theoretical training in the classroom, together with video analysis and technical meetings; with the aim of improving the performance of the various roles in volleyball. In all the courses, the values of inclusion, equality, respect and diversity are full part of the program.
- Workshops : In the last years, Manù Benelli personally have carried out an intense activity of workshops and conferences, providing numerous courses for coaches and referees for the main sport and volleyball organizations (FIPAV, CONI, CSI, UISP, and others), informative meetings and seminar to promote and testify the experiences of gender equality and respect in the world of volleyball.

This collaboration project will be very innovative by creating new tools that allow a global approach according to different items in order to diagnose but also to support organizations and governance of sports institutions through the prism of diversity and with a framework and a protocol developed by the experts in this consortium. These tools will be adaptable for all types of organization, club, federation, but also valuable for all European countries.

Now, to the best of our knowledge, such tools do not exist yet.

This project is also in line with the previous European mentoring program SWinG, which enabled 20 women to be supported to apply for board positions of their choice. It also resonates to the project “Step Up Equality” (2019-2021) led by Girls in Sport, a Swedish organization which consisted among other things in analyzing the barriers preventing women to take up leadership positions in sports organizations.

Here, with GOLD Sport (Governance, Leadership and Diversity in Sport) we do not want to accompany only women, but all those present in the governance who want to instill a new dynamic of performance based on skills and allow women who are currently in the minority to join key positions in the organization of federations, clubs or leagues. The will is not to be interested only in women but also in men who are open and who influence a dynamic and a desire of more equality. The objective of the label and the support that goes with it is to go beyond the simple quota to be obtained, not to have more women in the governing bodies just for the sake of more women, but to surround oneself with competent people to federate around good practices so that this approach does not appear to be a sanction or an obligation: the label must make people want to achieve a more competent organization that is fairer for all.

The innovative aspect also lies in the composition of the consortium. Indeed, the Swedish federation of individual sports, a major country recognized for its actions in favor of gender equality, will allow us to draw the best from these actions which are envisaged for Latin countries (such as France and Italy) but also for collective sports clubs which are aware and actors of this change but whose actions are still too less perceptible to bring about a real change (such as the Volley Academy).

Furthermore, Sweden, as a nation has also a lot to offer in terms of digital innovation as they are at the forefront in this field and have also an exemplary democratic parliamentary system.

We want to make the most of what is being done at European level in favor of gender equality in sport's governing bodies to create an efficient tool for all, which will take into account their local challenges but which will pull all European countries forward towards more equality and gender diversity.

2. QUALITY

2.1 PROJECT DESIGN AND IMPLEMENTATION

2.1.1 Concept and methodology

Concept and methodology

Please address all guiding points presented in the Call document/Programme Guide under the award criterion 'Quality of the project design and implementation'.

Outline the approach and methodology behind the project. Explain why they are the most suitable for achieving the project's objectives.

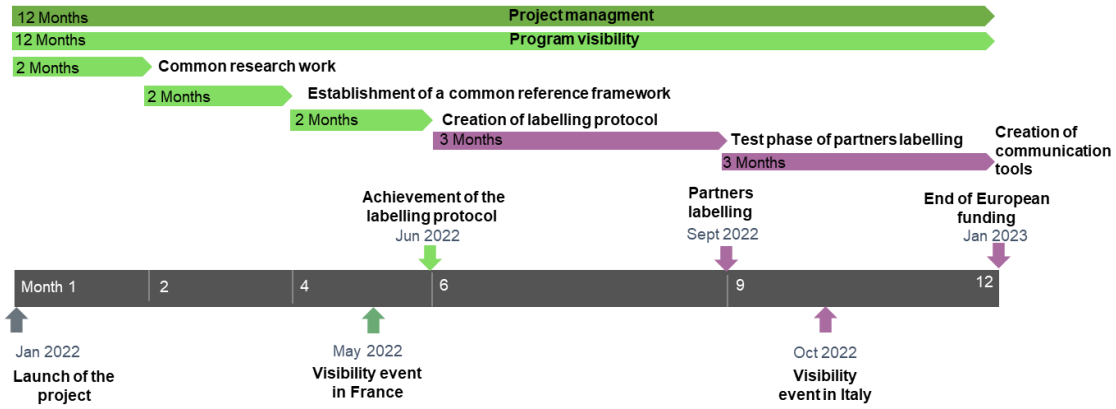
Thanks to mixity, the governance increased her individual and collective performance. All project partners believe that is also a fact for the sport governance body. Beyond men and women equality that is a former principle, the performance approach allows instilling new dynamics and delivering concrete results.

It is on these observations that the Mixity & Performance association had developed different tools and a protocol to pre-label some list candidates for sport governance in clubs or federations in France. This previous work has enabled the association to acquire expertise in this field but also to show the need for a reference framework and a common European dynamic that will further enhance the initiatives of each country.

Therefore, the main aim of this collaborative project is to establish a framework of mixity at European scale using all expertise partners and benchmark studies between France, Italy and Sweden actions to improve mixity in sport governance. This framework will allow us to improve and create a labelling protocol, adapt also tools (such as the evaluation grid and associated criteria), and protocol to labelling sport governance.

The aim of this label is not only to diagnose sports organizations at a given time and to give a good or bad mark, particularly to the governance bodies to which it is addressed, but also to guide them towards good practices and performance via gender equality, the fight against discrimination and to ensure recognition of the values of sport. The choice of creating a label make it possible to ensure a precise diagnosis based on concrete criteria, to ensure recognition of good practices and also to provide support over a cycle of several years to the governance of sports institutions in order to sustain their performance.

The project will be planned as follows over a period of 12 months:



Throughout the project, Mixity et Performance will ensure the coordination, the steering and the follow-up of the tasks, the liaison with the European office and the follow-up of the budget.

A specific task of visibility of the project will be ensured by all the partners (mention of the project in progress, updates on social networks and within their ecosystem). More specifically, two visibility events of the work in progress will be organised in connection with local partner events (triathlon competition in France, and a women's volleyball league in Italy) and will be developed in the Communication,

dissemination and visibility section.

The common research work will be initiated at the beginning of the project and will last two month to compare all the mixity references in the different countries involved such as :

- Legal text, countries policies, chart,
- Initiatives, paper or events, personalities

In order to carry out this research work, regular working meetings will be organized via Zoom to compare the feedback and practices of these three countries. The project leaders will also be able to draw on their network of local experts to provide input. Meetings will be held at least twice a month to allow partners to gather the necessary information.

The results report of this will lead us to be in accordance with a common framework with concrete criteria to obtain the future label and establish a protocol with an acceptable use for club, federation and all types of sport governance. The differences in practices and visions can only enrich the label put in place. We determined this phase of creating a common European reference framework and the creation of common evaluation criteria in two months, also in the form of collaborative work meetings via Zoom. Here too, Mixity & Performance will coordinate the feedback in the light of its expertise and its previous work.

The next two months will be devoted to the development of the labelling protocol. This protocol will be based on the previous work of Mixity & Performance association for the pre-labelling of candidates lists, and enriched by the various experiences and benchmarks of the partners in order to adapt perfectly to the European dimension and the variety of organizations present in the consortium (club and federation, team and individual sport). It will contain a special operating mode comprising interviews and dedicated questions and an evaluation grid allowing classification for practices and future actions led by the governance.

At mid-project to verify this quality point, the new tools will be tested directly on the partners of the project (Volley Academy club and Sweden Federation of Triathlon) to allow them to be our first club and federation labelled. Mixity & Performance will perform a first diagnostic for each organization governance's bodies based on the approaches and actions taken within its structures. The partners club and federation will receive a medal according to the level reached (gold / silver / bronze) in the various items analyzed. This first medal will allow them to continue and improve actions in favor of diversity, respect for the founding values of sport and to communicate these values to all partners at European level. This will give the label increased visibility and a guarantee of effectiveness.

Monitoring will be perpetuated between the three actors of the consortium well beyond the European project for support but also to monitoring the label granted. Objective for the sports members of the consortium: obtain the Mixity & Performance Gold Label in 2024!

The last months of the funded project will be used to develop a strategy and communication tools specifically dedicated to the label and to promote the work done by the consortium graphic charter with label logo, website, social networks, and label presentation documents thanks to the communication expertise of the consortium members.

2.1.2 Project management, quality assurance and monitoring and evaluation strategy

Project management, quality assurance and monitoring and evaluation strategy

Please address the specific conditions set out in the Call document/ Programme Guide.

Describe the measures foreseen to ensure that the project implementation is of high quality and completed in time.

Describe the methods to ensure good quality, monitoring, planning and control.

Describe the evaluation methods and indicators (quantitative and qualitative) to monitor and verify the outreach and coverage of the activities and results (including unit of measurement, baseline and target values). The indicators proposed to measure progress should be relevant, realistic and measurable.

For low value grants (less or equal to 60.000 EUR), it Is not necessary to describe evaluation methods and indicators to monitor the outreach and coverage.

This project will follow an agile approach by adapting to all numeric tools available. We have at disposal: Zoom for virtual meetings, Trello for sharing documents and work and of course usual desktop applications to exchange information. Throughout the project, Mixity et Performance will ensure the coordination, the steering and the follow-up of the tasks, the liaison with the European office and the follow-up of the budget as describe in work package 1. The budget has been built respecting cost-

effectiveness allocating the funds proportionally to what is needed for the organizations to organize the events in their country and taking into account the applicable funding rules of the EU related to each country in terms of transportation, daily allowance and staff involved.

All partners agree with this common process and are involved in tasks. During the period of this project, regular meetings to exchange ideas, point of view or difficulties will be organized and managed by the coordinator in order to follow deadlines, tasks monitoring and deliverables.

The members of the consortium will be supported in the coordination of this type of project and advised on the theme by the Alice Millat foundation that has labelled the association Mixity & Performance. Created in 2015, this association aims to promote women's sport, equal opportunities for access to sport and gender diversity. The Alice Millat association develops these themes in their entirety (all disciplines combined) and finances concrete actions. The association has already been awarded a prize as project leader on two occasions and is also present in several ERASMUS + consortiums. It has worked for the recognition of Alice Milliat, a pioneer in the world of sport, through various operations;

- The Alice Milliat Challenge was created in 2016. It is an annual connected solidarity challenge aiming at gathering the largest number of male and female participants at the international level to run for equality between men and women in sport
- The Alice Milliat exhibition: a project conceived by the foundation to make Alice Milliat's work known and recognised by the general public.
- Participate in the Alice Milliat Commission created within the CNOSF in the context of the Paris 2024 Olympic and Paralympic Games to pay tribute to Alice Milliat and her work in favor of sport. A statue was inaugurated in March 2021
- The establishment of an agreement with the Museum of Sports to create an Alice Milliat fund dedicated to women's sport.

To establish the first inventory of the situation, the Mixity & Performance association will lead the collaborative research work concerning the primary actions implemented in partner’s organizations and their ecosystems, for Sports Values and the importance of combating discrimination in sport political strategy ; legislative texts, national projects, local charter, feedback with support of the community of experts, local scientists and key opinion leader. The research will concerns all actions or initiatives following this item’s categories :

- Educate, Nurture, Form
- Control, Manage, Handle
- Communicate, Inform, Share
- Quantify, Evaluate
- Improve, Optimize
- Innovate, Create
- Maintain, Construct

Discussions, on virtual form using Zoom tool, will be conduct with associated experts from The Mixity & Performance association and referees designated in the governance of partners structures (Volley academy & Sweden Triathlon Federation) to further items with the following criteria :

- RELEVANCE of the analysis of the pedagogy used, or the innovation of the solutions proposed in relation to the problem identified. Qualities, correctness of ideas, pedagogy, actions, projects, policies, reforms, solutions implemented ...
- COHERENCE : Logic, correlation and adequacy on the problem diagnosed, the method of intervention and the solutions implemented for women in positions of responsibility, remuneration policy, parental leave, training of leagues on the fight against sexual violence ...
- IMPACT : Measures the impact of actions on federal or club policy, on the geographical region, on the various target audiences, the problems encountered on the employability of women and recruitment : increase of the number of female licensees, women application for key post, reduction of stereotypes in structure communication (speech, social media, event)...
- TIMING: Duration for the actions implementation compared to announced, scheduling timing, speed of project implementation, respect of deadlines: monthly newsletter, conference every 3 years, annual growth in women staff….
- EFFICIENCY: Measures or actions taken in terms of gender diversity, ethics, fight against all forms of discrimination: parity and diversity for involved actors, reduction of aggressions or sexual assault in sports, rate of women at key post.
- SUSTAINABILITY OF COMMITMENTS: Fight against the “feminism washing” effect, respect

for immediate commitments and long-term commitments: repetition of awareness and training actions, redaction or review of charter, transparency of indicators and statistics, continuous communication towards all public on the policy carried out…

- SCALE taking into account the local, regional, national, international level: deployment of the policy to fight against all forms of discrimination at local (clubs), regional (committees), national (youth athletics training school, leagues) level…
- WEALTH AND VARIETY of the means of struggle and communication implemented workshops, training, flyer, website, newsletter, creation of an academy to train the leaders of tomorrow, free webinar on the prevention of abuse, social media, agreement and partnerships with local associations…
- VARIETY OF TARGET AUDIENCES: number of people targeted in communications. Preferential targets: young people, women, coders, volunteers, elected officials, partner structure

This indispensable work will provide to the consortium a data repository of good practices and actions on French, Italian and Sweden countries and allow partners to establish an evaluation chart with concrete and operational steering indicators based on 4 levels :

- not acquired,
- identified but not acquired
- in the process of being acquired
- acquired

All this documents will be proceed to establish a valuable labelling protocol applicable to the different types of structure (club, federation) in 3 phases with an analytic and accurate method : Diagnose / Support / Monitor

This Mixity & Performance label will have 3 levels: Bronze, Silver, Gold according to levels previously defined. To access the next level, you must have obtained the previous one. The process will probably take a couple of years and is initiated by the audited organization. At each level, it is necessary to define and achieve several objectives specific to the process, which are outlined by the 4 following themes:

Theme 1 | Culture, Education, Communication

Theme 2 | Management, Operation, Organization

Theme 3 | Resources for Performance Mixing

Theme 4 | Evaluation of Mixity Performance

The actions are differentiated according to the initial context and the consortium data repository. Throughout their implementation, they are evaluated and optimized. At each level, the labelled organization goes further in its Mixity approach. The entire rating defines the level of labelling granted for the first audit.

These first two labelled entities will allow all the members of the project to communicate on the creation of this label with its specific logo, its effectiveness and its desire to meet the need of all types of sports organizations through diagnostic tools and the development of support and monitoring actions

2.1.3 Project teams, staff and experts

Project teams and staff

Describe the project teams and how they will work together to implement the project.

List the staff included in the project budget (budget category A) by function/profile (e.g. project manager, senior expert/advisor/researcher, junior expert/advisor/researcher, trainers/teachers, technical personnel, administrative personnel etc. and describe shortly their tasks. If required by the Call document/Programme Guide, provide CVs of all key actors.

Name and function	Organisation	Role/tasks	Professional profile and expertise
Manu Benelli, Trainer	Volley Academy	Expert coach	One of the most successful Italian volleyball setters, she played for the best teams and the Italian national volleyball team, in Italy and internationally. She will add

			a real value in terms of quality in training girls and women, experience in gender equality in sport also as relevant sport testimonial that relates with the main Italian sport institutions on this topic (as our Olympic Committee). She can promote the Label through public institutions, volleyball clubs, sport organizations, and private donors.
Luisa Rizzitelli, Communication manager	Volley Academy	Communication expert, event manager	Previous volleyball player, as long term consultant of VA and major volleyball teams and Leagues, she will boost the communication and dissemination of the Label within the Italian sport system, coordinate the organization of transnational meetings and events.
Alice Bruni, Project Manager	Volley Academy	Project Manager	With more than 10 years of experience in managing EU funded projects, and specific expertise in Sport programme, she will ensure the participation in project management, partners meeting, complying with all the reporting and management rules and requirement, as well as ensuring synergies and complementarities with other activities and projects from the Italian volleyball sector
Agnès Fanjaud, Senior public finance executive	Mixity & Performance	Expert advisor	President & founding member of the association Mixity & Performance Senior public finance executive, management expertise, auditing, quality control, accountant, association leader, former president of the Triathlon sports league, former administrator of the French Federation of Triathlon Board, development officer
Denis Jaeger, freelance	Mixity & Performance	Event Manager	Treasurer of the association Mixity & Performance, former Vice-president of the European Triathlon Union, former treasurer of French Triathlon Federation, green space contractor
Ludmila Monteiro, Business developer	Mixity & Performance	Coordinator and project manager	Member of the Mixity & Performance association. Business developer in the health domain with 6 years of experience in partnership for research and development and innovative projects between public laboratories and companies. She will be in charge of the project coordination with all partners, and following the task and deliverables.
Jannike Linne, Group Communication Manager	Sweden Triathlon	Communication expert	Communication manager at a big company in Sweden. She as background within different sports at all levels and roles.
Ria Damgren Nilsson, Business developer	Sweden Triathlon	Project Manager	Business development, communication and strategy. President Sweden Triathlon. Vice president Swedish Olympic Committee, Vice President of International Triathlon Union.

Outside resources (subcontracting, seconded staff, etc)

If you do not have all skills/resources in-house, describe how you intend to get them (contributions of members, partner organisations, subcontracting, etc).

If there is subcontracting, please also complete the table in section 4.
The budget for subcontracting will be dedicated to the translation of the produced content in the three languages of the countries represented in the consortium (Swedish, Italian and French). Another part of the budget will also be used for the printing of visual content during the dissemination events and the creation of the visual identity of the project.

2.1.4 Cost effectiveness and financial management

Cost effectiveness and financial management *(n/a for prefixed Lump Sum Grants)*
Not applicable.

2.1.5 Risk management

Critical risks and risk management strategy

Describe critical risks, uncertainties or difficulties related to the implementation of your project, and your measures/strategy for addressing them.

Indicate for each risk (in the description) the impact and the likelihood that the risk will materialise (high, medium, low), even after taking account the mitigating measures.

***Note:** Uncertainties and unexpected events occur in all organisations, even if very well-run. The risk analysis will help you to predict issues that could delay or hinder project activities. A good risk management strategy is essential for good project management.*

For low value grants (less or equal to 60.000 EUR), it Is not necessary to present critical risks and risk management strategy.

Risk No	Description	Work package No	Proposed risk-mitigation measures
1	Low participation due to the lack of availability of participants	1	Regular rhythm of meetings to optimise planning for partners, use of video calls
2	Delay in task of a partner organizations from the project team	1	Project coordinator and partners will either redistribute the task if it's needed depending on the expertise of partners
3	Impossibility to organize in persons events	1	Due to health or economic conditions. If necessary, the decision will be taken to organise events accessible online: conference, round table, webinar

2.2 PARTNERSHIP AND COOPERATION ARRANGEMENTS

2.2.1 Consortium set-up

Consortium cooperation and division of roles (if applicable)

Please address all guiding points presented in the Call document/Programme Guide under the award criterion 'Quality of the partnership and the cooperation arrangements'.

Describe the participants (Beneficiaries, Affiliated Entities and Associated Partners, others, if any) and explain how

they will work together to implement the project. How will they bring together the necessary expertise? How will they complement each other?

In what way does each of the participants contribute to the project? Show that each has a valid role and adequate resources to fulfil that role.

***Note:** When building your consortium you should think of organisations that can help you reach objectives and solve problems.*

« Mixité & Performance » (« Diversity and Performance) is an association based in Dijon in France that was created in 2018. It was initiated by Agnès Fanjaud, who is the current president of the association and it was supported by Marie-Georges Buffet, former French Sports Minister.
It is made up of 18 experts in a perfect mixity between men and women, bringing together the following expertise available to the sports world :
jurist, lawyer, chartered accountant, tax expert, accountant, former treasurer of the French Triathlon Federation for 15 years (1998 to 2013), business developer and manager of innovative projects, doctor of the French Triathlon teams, financial director, consultant, sports strategy consultant-coach in development towards Performance, organizer of international events (Triathlon World Championship), security manager in a large company, coach for young people and adults in gender diversity, web marketing communication expert, development director particularly in health prevention, English-speaking host of national and international sports events and high school headmaster, human resources director for strategy, marketing and development and deputy president of a handball club.
This wealth of sporting experience and profiles allows us to have the resources to manage the coordination of projects and large budgets with peace of mind. Skills in project management, budgeting, communication and organizing international events will be particularly important for the realization of this collaborative project.

What do we mean by diversity? Diversity can be found through women and men from diverse and multiple backgrounds, respectful of the rights, qualities and skills of one another in perfect parity.
What do we mean by performance? Obtaining concrete and significant results at the collective level in terms of objectives achieved, involvement, and individual well-being.

Based on the findings of several studies and statistics, our association aims to promote diversity as a performance factor at all levels, in all areas, enhance the practice of sport and its governance, and have an influence on institutions, media, and mentalities to promote diversity.
Our goals revolve around 3 key causes:
- The fight against all forms of violence and discrimination (preventive and reactive actions)
- The place of women leaders in key positions
- Respect sports values

With the idea of furthering these themes at a larger scale, we want to create the European Diversity & Performance Label that would be made collaboratively and adapted to all the legislation of the participating countries in the field of sport.
We are thus seeking to set up an inter-European consortium in order to consolidate diversity within the sports world, through the fight against all forms of violence and discrimination, the promotion of the place of women in key positions, and respect for sports values by associating experts in the legislation of each country, and sports experts.

We have asked Sweden to participate in this project as full partners because of our common knowledge of triathlon as an individual and mixed sport, and our common interest in progressing on the subject of gender equality. The presence in Mixity & Performance association of a former vice-president of the European Triathlon Federation allowed us to get in touch with the Swedish triathlon federation, a country that is relatively advanced in terms of fairness in sports governance.
This federation, based in Göteborg, have 246 clubs distributed around Sweden with 13 000 members whereof 61% are men and 39% women. Equality in this sport has been a key element since the very beginning and still are. Sweden had one of the first women Presidents of a National Federation and has always had well balanced elected board of both genders. This federation have manage to develop in a good and steady pace, delivering World Triathlon Serie events, Olympic silver medalist, etc and also received the Sportfederation of the Year 2015, within Sweden, a huge honor for all the work done over the years.. The elected board consists of elected chairman and 8 board members, athletes representative, employee representative and SG. The members of the Swedish Triathlon Association are non-profit associations. The association has four districts - West, East, North and South, which make up the triathlon's regional organization. An association that is a member of the Swedish Triathlon Association automatically becomes a member of the district where it has its geographical affiliation Sweden Triathlon is one of the founding members of triathlon in Europe and World Triathlon.
One key element within triathlon but also within Swedish Sport Confederation and the Swedish Olympic Committee, has always been to support and strive for equality in sports. It is just basic and Sweden

have come a very long way and are in the forefront in these areas. That is considering not only gender equality but also in good governance. Therefore, we believe that the Swedish Federation of Triathlon can contribute to other countries, with their experience, knowledge, and governance in this matter, and will be very implicated on framework and criteria creation.

The Italian Volleyball Academy completes full partners on the consortium with a collective sport that can be played by women, men and mixed teams. The commitment of the Italian club on this theme will be a strong point. We constitute a consortium that represents Europe on a vertical trajectory (from North to South).

Manù Benelli, a legend of Italian and European volleyball, found the Volley Academy (VA).In line with the European Union's "White Paper on Sport", the Volley Academy intends to convey a message of mutual friendship, equality, and respect for differences, ethics and passion through the world of volleyball.The Volley Academy is affiliated to the Italian Volleyball Federation (FIPAV) and believes that the communicative power of sport, its sound principles and its great educational and emotional relevance are values universally shared by all those who love sport.

The main aim of the Volley Academy is contributing to the possibility that every boy and girl, every man and woman, in practicing a sport. This is the mission that the Volley Academy wants to accomplish every day, with seriousness and dedication, both in the highly specialised training direction for setters and libero players, and in the promotion of volleyball, sitting volleyball and beach volleyball in Italy and Europe. The need to have players who are increasingly specialized in their roles and capable of managing their technical, physical and psychological capacities, together with a deep knowledge and respect for basic values of equality, respect and cooperation in sport, is a the core of the VA activities of in-depth study, comparison and advanced training. The Volley Academy has about 130 members, with whom it participates in youth and minor league sports, 30 coaches and 20 managers, all of whom are volunteers.

This club organizes national and regional youth events in which the seasonal titles of the various categories are awarded as Volley Camp created as a weekly intensive training session, differentiated for athletes from 6 to 13 years old and from 14 years old onwards, Volley Week, offered as a sports retreat for volleyball teams and groups to increase team spirit and build up training dedicated to individual players. The organization of the retreat is the result of experience and dedication, to solve all the needs of a sports team in the best possible way. This club also have also a Volleyball School, with specific courses for different roles, training school for coaches, training school for sitting volleyball with athletes with and without disabilities.

These skills acquired for the pedagogy, the transmission of the values of the sports to the young and less young, and the communication will allow the club to be fully committed in the project.

To conclude this project associates an appropriate mix of types of organization in terms of profile: engaged club, mixed federation.. This project also includes first time applicants and less experienced organizations in label creation and sustainability.

Tasks repartition, as described earlier in the application document, shows engagement and active contribution from all associated partners.

This proposition includes all efficiency mechanisms for coordination and communication between all associated organizations: Trello for shared documents, Zoom for meeting and discussions etc...

2.2.2 Consortium management and decision-making

Consortium management and decision-making (if applicable)

Explain the management structures and decision-making mechanisms within the consortium. Describe how decisions will be taken and how regular and effective communication will be ensured. Describe methods to ensure planning and control.

***Note:** The concept (including organisational structure and decision-making mechanisms) must be adapted to the complexity and scale of the project.*

Each organization will provide one project manager in charge of following work for the experts from partners (as coach, trainer, advisor, event & communication manager) These project managers will have regular communications with the project coordinator (Zoom meeting, mail exchange) to plan and organize work meetings following all partners schedule (Doodle tool can be necessary if a regular and dedicate slot is not possible).

To make key decisions, a steering committee composed by the coordinator, project managers and head of each organization will be organized easily according to work progress. Each participant will receive advance notice for an effective consultation. At least, each milestone (according to the end of tasks) needs to be validated by the steering committee to engage the following tasks

3. IMPACT

3.1 Impact and ambition

Impact and ambition

Please address each guiding points presented in the Call document/Programme Guide under the award criterion 'Impact'.

Define the expected short, medium and long-term effects of the project. Who are the target groups? How will the target groups benefit concretely from the project and what would change for them?

With this project, we will be able to label two organizations governance bodies as founders of the label with deliverance of two medals (one for each full partners) and thus reach all their stakeholders .The Volley Academy will ensure the participation of its athletes in youth and minor league sports, including the girls and boys of the sitting volley training class with different disabilities, coaches (30), as well as 20 managers, all of whom are volunteers. For the Swedish federation of triathlon, the 8 members of the elected board will be involved. This new label will also touch the 246 clubs derived from the federation.

The impact will also be noticeable on the national leagues where the members of the consortium are very involved and we also hope that the international events in Italy and France will allow us to raise the awareness of as many sports organizations as possible of the existence of this new European label for the promotion of gender equality in sports governing bodies. The numerous supports and contacts of the association Mixity & Performance and of the Alice Millat Foundation will also allow us to reach the Olympic networks and the federations of other sports, with the support of Marisol Casado, President of the International Triathlon Federation, IOC member in charge of gender equality, so that this label becomes a quality and value criterion in the world of sport.

The impact will be on the creation of the new European label, but also on the tools, the approach, and the support that goes with it. We are convinced that these will be recognized as a solid basis for gathering a network of other sports organizations to label and to continue the work with.

The method, audit-diagnosis, allows the identification of strong and weak points on the theme, areas for improvement, monitoring of progress through an evaluation grid that allows it to be formalized. Progression towards a label with bronze-silver-gold levels is a means of creating emulation and dynamics within the community. The Label project will have positive effects in terms of internal and external communication and will contribute to the recognition of the structure and its community, and to the attractiveness and loyalty of partners. The evaluation grid, once adapted to the European context, allows for the monitoring of actions over several years. It is a tool for diagnosis, monitoring and final evaluation.

This project will also allow the organization of conferences, webinars, and the design of materials to be distributed to partners, such as a logo to be used on all their communications

Therefore, the project proposal includes concrete and logical steps to integrate the project results into the regular work of the participating organization and is likely to have positive effects on its participants and participating organizations, as well as on the wider community. This proposal also contain appropriate means of evaluating the results and concrete and effective measures to publicize the results of the project within the participating organizations, share the results with other organizations and the public, and publicly acknowledge EU funding.

3.2 Communication, dissemination and visibility

Communication, dissemination and visibility of funding

Describe the communication and dissemination activities which are planned in order to promote the activities/results and maximise the impact (to whom, which format, how many, etc.). Clarify how you will reach the target groups, relevant stakeholders, policymakers and the general public and explain the choice of the dissemination channels.

Describe how the visibility of EU funding will be ensured.

Regular communication will be carried out via the social media of the associated partners (for example : 500 000 visits on the website of the Swedish federation and 10 000 followers on social media as Facebook and Instagram) an, but also during the events in which they participate as a sports structure (competitions or tournaments, annual general assembly, meetings with clubs, other federation, partners…), thanks to the communication experts included in the project team. The sports partners will also be able to count on their network and their federations as described below :

The association Mixity & Performance will be able to count on the previous partners and the very important network of institutions with which the association has been able to collaborate for other works (organization of public authorities, cabinet of standardization). This will allow us to increase the visibility of the project well beyond the practice of volleyball and triathlon.

As a member of FIPAV, Volley Academy will ensure connections and synergies with the Volleyball Federation and its member clubs, to ensure a wider dissemination of the project. As a founding member of ASSIST, the Italian Women Athletes Association, the founder Manu Benelli will also ensure the engagement of relevant sport athletes and sport experts on women and girls in sports that can enrich the quality of public dissemination events and activities that will be realized, also involving relevant testimonials as ex Olympic athletes that can affect stakeholders.

The Swedish Triathlon Federation is present on social media but will also use other channels to promote and talk about this project. They have a national, regional and international network within the sports confederation that we will use to communicate this project and make sure as many as possible to support and to join the target to achieve. Additionally, they have contact with the Swedish Olympic Committee as well as relevant stakeholders, organizations in Sweden.

A specific graphic charter will be established to harmonize the communication of all collaborates with a common logo for the label. A dedicated website using this graphic charter will also be created to showcase the new label.

Concerning the organization of visibility event:

During the may 2022 edition of the Belfort International Triathlon in France, and which welcomes 14 nationalities and 3000 participants, it will be possible to :

- organize a conference to talk about our European work,

- participation of women from the three countries in the consortium at the “Triath'lionne” race even for volleyball players, as the race format is very small and accessible to sportswomen who can also do it in relays or participate in the “DuoMixte”, with mixed teams, and other races in other formats, classic and original, day or night.

We will also give the opportunity to our supporters to intervene during this event as an Alice Milliat exhibition with the foundation Alice Millat.

The proximity of Belfort is an asset as well as the location at 45 minutes from the Basel-Mulhouse airport, and 15 minutes from a TGV station. Project manager Denis Hansjacob, president of “Territoire de sports”, vice-president of the association Mixity & Performance and former organizer of the world triathlon championships, has the skills to organize large-scale events.

Invitations will also be sent to potential partners of the 2022 project to extend the European label, for this sporting, festive and European event taking place in the superb setting of the Malsaucy peninsula (site of the famous “Eurockéennes” music festival) As the event is annual, it could be renewed to reach and raise awareness among a maximum number of people and sports organizations.

During the October 2022, launch of the volleyball season in Italy and launch of the European label !

On the occasion of the resumption of the women's volleyball league season, an event with a national impact will be organized in Ravenna, Italy (a beautiful seaside town) where the Volley academy is based. This event will be attended by the lega pallavolo femminile (series A club) with volley year starts, local regional and extra regional teams. It will allow us to present the project, to promote the participants involved in the discussion groups (experts, key opinion leaders, coaches and players) and to announce the creation of the European label as well as the ongoing labelling process of the Volley Academy and the Swedish Triathlon Federation as founding member!

The visibility of the EU funding will be ensured and checked at all time of the project by the coordinator. It will be present in all the production realized by the collaborative work of the consortium, on online communication and during the dissemination events as well.

3.3 Sustainability and continuation

Sustainability, long-term impact and continuation

Describe the follow-up of the project after the EU funding ends. How will the project impact be ensured and sustained?

What will need to be done? Which parts of the project should be continued or maintained? How will this be achieved? Which resources will be necessary to continue the project? How will the results be used?

Are there any possible synergies/complementarities with other (EU funded) activities that can build on the project results?

The Volley Academy will continue value lesson learned and outcomes reached with the project in its regular activities of volleyball schools with young athletes and coaches, as well as keep promoting the label and its values in the constant activity of communication, training, workshops that it organizes together with the main institutions and federations of Italian sport as already mentioned.

Sweden Triathlon is also committed to continue to work for a sustainability in this matter. For the best interest of our children and for a better future and opportunities.

Maintaining the label will only be possible by maintaining the actions and a follow-up will be ensured by the association Mixity & Performance. A renewal will also be ensured every 4 years

This this project is a first step that will lead us to the perpetuation and optimization of the label via other structures with an opening on the possibility of setting up a longer project with more actors, the will to develop a common European reference framework in terms of the fight against discrimination and the promotion of gender diversity in the management bodies.

After having studied with the two partners the feasibility of the label's criteria, their basis in the laws of each country, and their compatibility with European provisions, the creation of the first European Gender and Performance Label will enable the promotion and extension of the scheme in 2022 to other partners within the framework of a second ERASMUS SPORT project integrating research work with European universities on the link between gender and performance. We already have the interest of the European Triathlon Federation, the European Badminton Confederation, the Serbian Rugby Club, one Polish Institute and the Alice Milliat Foundation. We are confident that this list will only grow with this first project.

4. WORK PLAN, WORK PACKAGES, TIMING AND SUBCONTRACTING

4.1 Work plan

Work plan

Provide a brief description of the overall structure of the work plan (list of work packages or graphical presentation (Pert chart or similar)).

		Coordinator	2022											
			M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
WP 1	Project management													
1.1	Operational management : Liaison with EACEA, reporting, budget management	MP												
1.2	Project visibility	ALL												
1.3	Analysis and mapping of legal, social, and cultural practice of equality in sport governance organizations in the 3 European countries involve in this project.	ALL												
1.4	Benchmark with concrete and operational steering indicators	ALL												
1.5	Creation of the labelling protocol	MP												
1.6	Achievement of the labelling of the partners	MP												
1.7	Creation of communication tools : website, graphic charter and logo, events, post on social media	MP												
3														

4.2 Work packages and activities

WORK PACKAGES
This section concerns a detailed description of the project activities. *Group your activities into work packages. **A work package means a major sub-division of the project**. For each work package, enter an objective (expected outcome) and list the activities, milestones and deliverables that belong to it. The grouping should be logical and guided by identifiable outputs.* *Projects should normally have a minimum of 2 work packages. WP1 should cover the management and coordination activities (meetings, coordination, project monitoring and evaluation, financial management, progress reports, etc) and all the activities which are cross-cutting and therefore difficult to assign to another specific work package (do not try splitting these activities across different work packages). WP2 and further WPs should be used for the other project activities. You can create as many work packages as needed by copying WP1. The last WP should be dedicated to Impact and dissemination* *For low value grants (less or equal to 60.000 EUR), it is possible to use a single work package for the entire project (WP1 with the project acronym as WP name).* *Please refer to the Call Document/Programme Guide for specific requirements concerning the number and the typology of work packages.* ⚠ *Enter each activity/milestone output/outcome/deliverable only once (under one work package).*

Work Package 1

Work Package 1: [Project management and coordination]			
Duration:	M1 – M12	**Lead Beneficiary:**	Mixity & Performance
Objectives *List the specific objectives to which this work package is linked.*			
▪ Analysis of practices for equality in the 3 European countries involved ▪ Creation of a benchmark with concrete and operational steering indicators in order to develop an labelling protocol for sport governance organization ▪ Labelling all the partners involved ▪ Promote the new label and create a network around labelling organizations			

Activities (what, how, where) and division of work

Provide a concise overview of the work (planned tasks). Be specific and give a short name and number for each task.
Show who is participating in each task: Coordinator (COO), and if applicable Beneficiaries (BEN), Affiliated Entities (AE), Associated Partners (AP) and others, indicating in bold the task leader.

Task No (continuous numbering linked to WP)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role (COO, BEN, AE, AP, OTHER)	
T1.1	Project management	Operational management : Liaison with EACEA, reporting, budget management	**Mixity & Performance** The Volley Academy Swedish Federation	COO AE AE	n/a
T1.2	Program visibility	Mention of the project in progress, updates on social networks and within their ecosystem	**Mixity & Performance** **The Volley Academy** **Swedish Federation**	AE COO AE	n/a
T1.3	Common research work	Mapping of legal, social, and cultural practice of equality in sport governance organizations in the 3 European countries involve in this project based on expertise and experiments of partners	Mixity & Performance The Volley Academy **Swedish Federation**	COO AE AE	n/a
T1.4	Establishment of a common reference framework	Results of analysis will allow the partners to enlight concrete and operational steering indicators to evaluate Mixity in governance.	**Mixity & Performance** The Volley Academy Swedish Federation	COO AE AE	n/a

T1.5	Creation of labelling protocol	Development of labelling protocol conform to partners expectations based on previous results and Mixity & Performance expertise	**Mixity & Performance** The Volley Academy Swedish Federation	COO AE AE	n/a
T1.6	Test phase of partners labelling	Application of the labelling protocol on the partners by experts audit team (Mixité et Performance)	**Mixity & Performance** The Volley Academy Swedish Federation	COO BEN BEN	n/a
T1.7	Creation of communication tools	Creation of communication tools and plan ; website, graphic charter and logo, social media, press and social media releases, launch event (also digital if needed)	Mixity & Performance **The Volley Academy** Swedish Federation	AE COO AE	n/a

Milestones and deliverables (outputs/outcomes)

Milestones are control points in the project that help to chart progress. Use them only for major outputs in complicated projects. Otherwise leave the section on milestones empty.

Means of verification are how you intend to prove that a milestone has been reached. If appropriate, you can also refer to indicators.

For low value grants (less or equal to 60.000 EUR), it Is not necessary to include milestones.

***Deliverables** are project outputs which are submitted to show project progress (any format). Refer only to major outputs. Do not include minor sub-items, internal working papers, meeting minutes, etc. Limit the number of deliverables to max 10-15 for the entire project. You may be asked to further reduce the number during grant preparation.*

For deliverables such as meetings, events, seminars, trainings, workshops, webinars, conferences, etc., enter each deliverable separately and provide the following in the 'Description' field: invitation, agenda, signed presence list, target group, number of estimated participants, duration of the event, report of the event, training material package, presentations, evaluation report, feedback questionnaire.

For deliverables such as manuals, toolkits, guides, reports, leaflets, brochures, training materials etc., add in the 'Description' field: format (electronic or printed), language(s), approximate number of pages and estimated number of copies of publications (if any).

For each deliverable you will have to indicate a due month by when you commit to upload it in the Portal. The due month of the deliverable cannot be outside the duration of the work package and must be in line with the timeline provided below. Month 1 marks the start of the project and all deadlines should be related to this starting date.

The labels used mean:

Public — fully open (⚠ automatically posted online on the Project Results platforms)

Sensitive — limited under the conditions of the Grant Agreement

EU classified —RESTREINT-UE/EU-RESTRICTED, CONFIDENTIEL-UE/EU-CONFIDENTIAL, SECRET-UE/EU-SECRET under Decision 2015/444.

Milestone No (continuous numbering	Milestone Name	Work Package No	Lead Beneficiary	Description	Due Date (month number)	Means of Verification

not linked to WP)						
Not applicable.						
Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D1.1	Report of analysis	1	Mixity & Performance	[R — Document, report] [[DATA — data sets, microdata, etc]]	[PU — Public]	M2	English, pdf document estimate at 60 pages
D1.2	Benchmark of indicators	1	Mixity & Performance	[R — Document, report] [DATA — data sets, microdata, etc]]	[SEN — Sensitive]	M4	English, pdf document estimate at 30 pages
D1.3	Labelling protocol	1	Mixity & Performance	[R — Document, report] [DEM — Demonstrator, pilot, prototype] [DMP — Data Management Plan	[SEN — Sensitive]	M6	English, pdf document estimate at 15 pages
D1.4	Label results and type of medal obtained	2	Volley Academy Swedish Federation	[R — Document, report] [OTHER]	[PU — Public]	M9	Official letter of results & specific logo for the medal (electronic document in english)
D1.5	Communication tools	2	Mixity & Performance	] [DEC — Websites, patent filings, videos, etc	[PU — Public]	M12	Website, graphic charter, logo, flyer, press release, post in english

Estimated budget — Resources *(n/a for prefixed Lump Sum Grants)*
For certain Lump Sum Grants, see detailed budget table/calculator (annex 1 to Part B; *see Portal Reference Documents*).

Work Package …

To insert work packages, copy WP1 as many times as necessary

Events and Meetings

Events and meetings

This table is to be completed for events and meetings that have been mentioned as part of the activities in the work packages above
Give more details on the type, location, number of persons attending, etc.

Event No (continuous numbering linked to WP)	**Participant**	**Description**					**Attendees**
		Name	**Type**	**Area**	**Location**	**Duration** (days)	**Total**
E1.1	[ALL]	[International Annual Triathlon of Belfort]	[Competition]	[Communication about the project, the new label, and promotion]	[Belfort,FRANCE]	[2]	[3000]
E1.2	[ALL]	[Launch of the label and the volleyball season]	[,event,]	[label launch and promotion]	[Ravenna, ITALY]	[2]	[1500]

4.3 Timetable

Timetable (projects up to 2 years)

Fill in cells in beige to show the duration of activities. Repeat lines/columns as necessary.

Note: *Use the project month numbers instead of calendar months. Month 1 marks always the start of the project. In the timeline you should indicate the timing of each activity per WP.*

ACTIVITY	MONTHS																							
	M 1	M 2	M 3	M 4	M 5	M 6	M 7	M 8	M 9	M 10	M 11	M 12	M 13	M 14	M 15	M 16	M 17	M 18	M 19	M 20	M 21	M 22	M 23	M 24
Task 1.1 - Operational management : Liaison with EACEA, reporting, budget management																								
Task 1.2 - Project visibility																								
Task 1.3- Analysis and mapping of legal, social, and cultural practice of equality in sport governance organizations in the 3 European countries involve in this project.																								
Task 1.4 - Benchmark with concrete and operational steering indicators																								
Task 1.5 - Creation of the labelling protocol																								
Task 1.6 - Achievement of the labelling of the partners																								
Task 1.7 - Creation of communication tools :																								

website, graphic charter and logo, events, post on social media																							

Timetable (projects of more than 2 years)

Fill in cells in beige to show the duration of activities. Repeat lines/columns as necessary.

Note: *Use actual, calendar years and quarters. In the timeline you should indicate the timing of each activity per WP. You may add additional columns if your project is longer than 6 years.*

ACTIVITY	YEAR 1				YEAR 2				YEAR 3				YEAR 4				YEAR 5				YEAR 6			
	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
Task 1.1 - …																								
Task 1.2 - …																								
Task …																								

4.4 Subcontracting

Subcontracting
Not applicable.

5. OTHER

5.1 Ethics

Ethics (if applicable) *If the Call document/Programme Guide contains a section on ethics, describe ethics issues that may arise during the project implementation and the measures you intend to take to solve/avoid them.* *Describe how you will ensure gender mainstreaming and children's rights in the project activities.*
Not applicable

5.2 Security

Security
Not applicable.

6. DECLARATIONS

Double funding	
Information concerning other EU grants for this project ⚠ *Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).*	**YES/NO**
We confirm that to our best knowledge neither the project as a whole nor any parts of it have benefitted from any other EU grant *(including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, European Investment Bank, etc)*. If NO, explain and provide details.	YES
We confirm that to our best knowledge neither the project as a whole nor any parts of it are (nor will be) submitted for any other EU grant *(including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, European Investment Bank, etc)*. If NO, explain and provide details.	YES

Financial support to third parties (if applicable) *If your project requires a higher maximum amount per third party than the threshold amount set in the Call document/Programme Guide, justify and explain why this is necessary in order to fulfil your project's objectives.*
Not applicable

ANNEXES

LIST OF ANNEXES

Standard
Detailed budget table/Calculator (annex 1 to Part B) — *mandatory for certain Lump Sum Grants (see Portal Reference Documents)*
CVs (annex 2 to Part B) — *mandatory, if required in the Call document/Programme Guide*
Annual activity reports (annex 3 to Part B) — *not applicable*
List of previous projects (annex 4 to Part B) — *mandatory, if required in the Call document/Programme Guide*

Special
Other annexes (annex 5 to Part B) — *mandatory, if required in the Call document/Programme Guide*

LIST OF PREVIOUS PROJECTS

List of previous projects *Please provide a list of your previous projects for the last 4 years.*					
Participant	Project Reference No and Title, Funding programme	Period (start and end date)	Role (COO, BEN, AE, OTHER)	Amount (EUR)	Website (if any)
[name]					
[name]					

HISTORY OF CHANGES		
VERSION	PUBLICATION DATE	CHANGE
1.0	25.02.2021	Initial version (new MFF).
2.0	17.06.2021	Final version