Project Proposal

SPORT POLICY EFFECTIVENESS IN DISABILITY SPORT (SPEDS)

A Four-Year International Comparative Research Project.

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Executive Summary

The purpose of this project proposal and “Call to Action” is to invite interested nations, policymakers, organizations and researchers to join the SPEDS Group (Sport Policy Effectiveness in Disability Sport) in a four-year international collaborative research project aimed at improving sport policy in disability sport.

The SPEDS research project has been developed in collaboration with SPLISS (Sport Policies Leading to International Sporting Success), Vrije Universiteit Brussel and the current SPEDS steering committee. SPLISS is an international network on research collaboration that shares information and knowledge, and develops research on (high performance) sport policy and its relation to elite sporting success. As a network organization SPLISS also develops and shares the outcomes of research with policy makers, National Olympic Committees (NOCs), international (sport) organisations, and researchers worldwide (see www.SPLISS.net).

The work of the SPLISS Group (since 2002) has focused solely on able-bodied sport (Olympic sports). By developing SPEDS, we seek to develop and apply its methodology to disability sport promoting further international collaboration in this field.

The intention of the research project is to develop a theoretical model for disability sport policy and apply, test and validate it in an international comparative study of sample nations. This project will apply methodology based on SPLISS (eg. Nine Pillars and Critical Success Factors) with data collection from athletes, coaches and sport managers within national level Paralympic sport systems. The tangible outcomes of this project will include: a theoretical SPEDS model, a measurement instrument to evaluate the SPEDS model objectively; and a benchmark study where the model will be tested and validated in six or more nations.

Participating nations will gain knowledge towards improving their overall disability sport systems and international competitiveness through the self-evaluation process and the opportunity to compare their sport policies with other nations. Collaborating researchers, institutions and organisations will engage in international research and extend their research by publishing in joint publications.

We are inviting interested nations, policymakers, organizations and researchers to join the SPEDS Group and this four-year research project, and are currently searching for:

1. National Paralympic Committees and National Governments, interested in giving their nation a developmental advantage in Paralympic sport, to engage in the bench marking study.

2. Researchers and international organizations with an interest in disability sport policy to collaborate on this project and play an active role on the SPEDS steering committee (see current members below).

3. Corporate partners, with a committed interest to accessibility and inclusion, to become partners and drivers of the SPEDS project.
For further questions or to express interest in joining this project please contact:

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Veerle De Bosscher (vdebossc@vub.ac.be)

Current Steering Committee Members (see Appendix 3 for biographies):
- Prof. Dr. Veerle De Bosscher (Vrije Universiteit Brussel, BE) - SPLISS consortium group; board member of Elite sport & strategy group & Steering Committee Flanders
- Prof. Dr. Maarten Van Bottenburg (Utrecht University, NL) - SPLISS consortium group; Board Member of the Dutch Association of Sports for Disabled and of Special Olympics Netherlands
- Prof. Dr. David Legg (Mount Royal College), President of the Canadian Paralympic Committee and SPLISS partner

We are currently seeking interested researchers, institutions, sport organisations and experienced policymakers with an interest in disability sport policy to join this steering committee.
1. Introduction and Project Background

Disability sport has taken many great strides over the last decade on both international and national levels. Nevertheless, development particularly concerning its policy implementation has been fragmented. The disability sport movement is composed of three main international movements, Deaflympics, Special Olympics and the Paralympics. In similarity, these three movements seek to promote and raise awareness of human rights for persons with disabilities, by providing opportunities for physical activity, education and social engagement.

It is not realistic to examine all of these movements in one study. Through this study, we have chosen to narrow our focus to examine sport policies affecting successful development specifically in Paralympic Sport. We realize this is only one piece of the puzzle, but we hope to involve as many interested stakeholders in the steering committee as possible to encourage and support future disability sport policy research projects.

Following the United Nation Convention on Rights of Persons with Disabilities (UNCRPD) (May, 2008), signatory nations have committed themselves to the implementation of policies across their countries that ensure the full rights of persons with disabilities. With specific respect to sport, article 30.5 guarantees the right to sport, recreation and play for all persons with disabilities. While 155 nations have signed the convention, there is much room for improvement specifically in the fields of policy, participation and media coverage1

Disability sport policy development and implementation is very complex. Holistic system development inclusive of physical activity and sport opportunities from mass participation and school sport up to elite competition involves many stakeholders and has many influences. Each nation’s cultural perceptions about disability, impact to what extent persons with disabilities are included in the sport system. With the progressing implementation of the UNCRPD and encouragement from the three international movements (Deaflympics, Special Olympics and Paralympics), many countries are choosing to invest in disability sport policy development. This can be seen by nations who have developed specific disability sport policies (eg. Policy on Sport for Persons with a Disability, (Sport Canada, 2006); Disability Equality Scheme, (UK Sport, 2005)) and by the increasing number of nations participating at International competitions (eg. 165 nations, London 2012 Paralympics; 150 nations, World Special Olympics, 2011).

The complex issues of policy in disability sport, has yet to receive much global research attention. The organization of disability sport faces some important challenges, such as the integration into (able-bodied) national sport governing bodies (sport federations), the lack of disability-specific knowledge (e.g. inclusion

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1 Side Panel Event, Article 30.5 14, Sept, 2012
http://www.globalconversation.org/2012/09/29/implementing-article-305-right-sport-all-persons-disabilities
strategies in schools, recruiting and developing disability athletes), limited coaching expertise and coach education pathway, higher cost equipment, and the level of awareness and recognition in society (Radke & Doll-Tepper, 2011). These elements in combination contribute to complexity within disability sport’s organisation and development.

With particular regard to sport policy related to Paralympic development, initial literature reviews, found a limited number of articles, which included constraints based studies (Crawford & Stodolska, 2008 (Kenya); Khoo, 2011 (Malaysia); Maharaj, 2011 (Oceania) and inclusion and participation based policy articles (Hums, Moorman & Wolff, 2003; De Jong, Vanreusel, & Van Driel, 2010). Policy documents from several nations were found which outlined national disability sport strategies (eg. Sport Canada (2006), UK Sport (2005)). Overall, it was concluded that strategies and structures to develop disability sport in general, and concerning elite athlete development in particular remain unclear (De Bosscher et al., 2008; Radke & Doll-Tepper, 2011). No studies found thus far have looked at the implementation of these policies or compared them on an international level.

As research pertaining to disability sport policy was limited, it was natural to examine able-bodied sport literature. In the past few years, numerous studies have been published investigating elite sport policy development (e.g., Andersen & Ronglan, 2012; Houlihan & Green, 2008; De Bosscher, Bingham, Shibli, van Bottenburg, & De Knop, 2008; Bergsgard, Houlihan, Mangset, Nødland, & Rommetveldt, 2007; Digel, Burk, & Fahrner, 2006; Green & Houlihan, 2005). This research has contributed to a better understanding of elite sport systems in different nations and the factors that shape policy and success.

Most applicable to this project proposal is the research completed by the SPLISS Group (Sport Policies Leading to International Sporting (De Bosscher et al. 2003a/b; De Bosscher et al. 2006; De Bosscher, 2007; De Bosscher et al., 2008; De Bosscher et al 2009). The SPLISS studies have lead to the development of a nine pillar theoretical model for policy sport, and its current application in current 15 countries. This study has helped nations compare themselves to other nations and identify areas for improvement within their sport systems. This is currently one of the only global frameworks that is empirically examining and benchmarking sport policy.

The SPLISS methodology, having only been applied to national sport systems in an Olympic context (able-bodied) will now be applied to disability sport systems through the SPEDS project2.

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2 The SPLISS model was developed for application at a national, overall sports level. Currently research is being undertaken to validate the model at a sport specific level in athletics (Jasper Truyens, PhD, BE) and tennis (Jessie Brouwers, PhD, BE-AUS) and on a smaller scale it has been tested in ice skating (Renneke Boogerd, masters student, NL), Canoe Australia (Dr. Popi Sotiriadou, AUS), horse riding (Clara Van Laer, master student, BE). Two new research projects are planned to be set up in judo (Leandro Mazzei, PhD, BRA) and winter sports (Andreas Weber, PhD, SWI). The model has also been tested at the city level (Fenke van Rossum and Steven De Meijer, master students).
2. Research Design & Methodology

2.1 Research Purpose

The intention of the SPEDS research project is to develop a theoretical model for disability sport policy and to apply, test and validate it in an international comparative study of sample nations. Thus providing policymakers empirical evidence on which to make policy decisions conducive to national development and international success in Paralympic Sport.

Our objectives for this research project are:

1. To gain insights into the factors affecting sport policy effectiveness in disability sport across a variety of nations across all participation and competition levels.
2. From these insights, to develop a theoretical model (policy pillars), which has been tested and compared in an empirical environment. The model will be practical and useable for policymakers and researchers involved in the development of disability sport.
3. To develop an instrument which can be used by national policymakers to evaluate national disability sport policy and its effectiveness.
4. To compare sample nations in a benchmarking study and learn from good practices in the field.

2.2 Theoretical Model

This SPEDS research project builds on the SPLISS Group’s earlier work in able-bodied sport that was developed by the Vrije Universiteit Brussel (Belgium) in cooperation with a consortium group of researchers from the Netherlands, United Kingdom and more recently, Australia. Since 2002 this group, developed a theoretical model on the SPLISS, that was tested in an empirical environment with six sample nations (in addition to the above, also Canada, Italy and Norway).

The SPLISS model clusters elite sport policy into nine areas called pillars (De Bosscher, De Knop, van Bottenburg, & Shibli, 2006) according to the different stages of athletic development as identified by Wylleman & Lavallee (2004): initiation, development, mastery and discontinuation. These nine pillars are:

Pillar 1: Financial Support
Pillar 2: Organisation and Structure of Sport Policies
Pillar 3: Sport Participation
Pillar 4: Talent Identification and Development Systems
Pillar 5: Athletic and Post Athletic Career Support
Pillar 6: Trainings Facilities
Pillar 7: Coaches Provision and Development Systems
Pillar 8: National and International Competitions
Pillar 9: Scientific Research

(See Appendix 1 –SPLISS Model)
The SPLSS model of nine pillars was built from a multidimensional perspective (i.e., input, throughput, output), by different stakeholders and is underpinned by more than 100 critical success factors (CSF), which are elements that are vital for a strategy (pillar) to be successful. The SPLISS Framework (Figure 1) is unique for two reasons. First, it goes beyond measuring easily quantifiable variables, such as inputs (e.g., money) and outputs (e.g., participation in international competitions; medals), to successfully assess throughputs (processes) often referred to as the “black box” to success. Secondly, these throughputs are based on ratings from a high number of athletes, coaches and performance directors.

Figure 1: SPLISS Framework (De Bosscher et al., 2009)

To date, very few academic studies have been published on disability sport policy. Similarly, an international comparative study on this subject has not yet been. Assuming that elite Disability Sport (Paralympic sport for this study) closely parallels elite abled bodied sport, it is logical to use the SPLISS model as a reference point. In recognizing the unique factors affecting disability sport (e.g. limited funding, education and accessibility) it is predicted that the SPEDS model will differ substantially. Due to the complexity of disability sport in many countries this project will focus at two levels of policy development: development level (only organized sports participation/competition; not recreation) and elite level (high performance management).

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3 1090 athletes, 253 coaches and 69 performance directors in (De Bosscher, Bingham, Shibli, van Bottenburg & De Knop, 2008)
2.3 Research Design

While the SPLISS study’s primary goal is to improve the success of participating nations in the Olympic Games, the SPEDS project goal differs significantly. SPEDS seeks to improve the policy and structure of national disability sport systems, pertaining to successful national Paralympic development. Its primary goal is therefore NOT specifically to improve national medal success at the Paralympic Games.

The SPEDS research project will be carried out in two phases (Figure 2). The objective of Phase 1 will be to develop a theoretical model for SPEDS. During Phase 2 this model will be evaluated and validated in six or more nations in an empirical international environment. A mixed methods research approach (Cresswell & Plano Clark, 2007) will be used to collect and analyze data in two phases. Outcomes from the study will be a validated SPEDS Model, an instrument to measure the SPEDS Model and a benchmark study with a minimum of six nations.

Figure 2: SPEDS Development

**Phase 1: Develop the SPEDS Model**

An understanding of the key determinants will lead to development of a theoretical model for SPEDS.

1A. A **systematic literature review** will examine disability sport from three perspectives: global development and organization; public policy, policy networks and governance; and national high performance and development sport structures.

1B. **Data collection** for model development will use a mixed methods approach, both qualitative and quantitative (Cresswell & Plano Clark, 2007). With the SPLISS model as a reference point, interviews will be conducted with the following stakeholders within the disability sport system:
   a) administrators (national and international levels);
   b) coaches;
   c) athletes.

1C. **Content analysis** will lead to the development the theoretical SPEDS model with critical development factors (CDF) grouping together to form the model’s pillars (eg. 9 pillars in SPLISS model).

1D. **Validation** of the model will be explored through a factor and cluster analysis method using the quantitative data.
Phase 2: Testing the SPEDS Model

The SPEDS model will be tested in an empirical international environment in all collaborating nations.

2. Data collection for testing will be completed using two research instruments based on the SPLISS methodology:

- The **Overall Disability Sports Policy Inventory**, a semi-structured questionnaire (mainly qualitative research instrument) based on the SPEDS Model pillars and CDF, which will be completed by researchers in each nation.
- The **Disability Sport Climate Survey**, a semi structured questionnaire (mainly quantitative) based on the SPEDS Model pillars and CDF lead administrators, coaches and athletes in participating nations. The method is also widely accepted in effectiveness literature, which states that the primary stakeholders in sport organisations should be involved (Chelladurai, 2001; Papadimitriou & Taylor, 2000)

Phase 3: International Comparison

3. Data analysis will be performed using a combination of both quantitative and qualitative data, also based on SPLISS methodology:

- **Descriptive Analysis** (qualitative) will be used to understand policy organization, structure and governance in different pillars of the SPEDS Model.
- **A comparison of disability sport policies** across participating nations will be completed objectives objectively, using a measurement instrument based on SPLISS methodology.

3. Study Outcomes

The tangible outcomes of this project will include:

- The **SPEDS model**: a theoretical model outlining the critical factors affecting disability sporting success and development;
- A **measurement instrument** to evaluate the SPEDS model objectively, both quantitative and qualitative;
- A **benchmark study** in a minimum of six nations (potentially more) on the factors affecting effectiveness of sport policy in disability sport.
The final report will be presented to all participating nations and SPEDS stakeholders. Opportunities to publish National reports and further joint publications will be possible throughout the project.

4. Committing to Action

By joining SPEDS you will be immediately engaged with an international network of professionals committed to improving disability sport policy globally through research and collaboration. We are inviting interested nations, policymakers, organizations and researchers to join the SPEDS Group and this four-year research project.

A. Researchers/Disability Sport Organisations

We invite universities, individual researchers and International (disability sport) Organisations with an interest in disability sport policy to play an active role on the IRC-SDP steering committee. The steering committee will ensure research results are developed from a multidisciplinary perspective with both practical and sustainable application. Once established, this group will guide the project, secure partners and promote its work internationally.

Commitment would require:

- Availability for regular e-mail communication, attendance of annual coordination meetings and teleconferences.
- Thorough dissemination of information, results and publications within professional networks.
- For Researchers:
  - Assistance in the editing and revision support for major publications,
  - Access to Master students or research assistants to assist with in country data collection.

Engagement will lead to:

- Involvement in a growing international network of organisations and researchers committed to the development of disability sport and a forum for international comparative research.
- Opportunity to publish in common publications in international books, journal articles and articles in domestic journals.
- Access to the latest knowledge and insights in disability sport policy, making you a valuable asset in this quickly expanding field.
B. National Paralympic Committees/National Governments

We seek the commitment of a minimum of six nations through their National Paralympic Committees and/or their National Sport Ministries to engage in this four year SPEDS research project.

Commitment would require:

- Eagerness to improve your national disability sport system strategically.
- Willingness to share internal policy information and open access to national network of performance directors, coaches and athletes for survey purposes.
- Investment of 7-10 000 euros/year to support research costs and project coordination (see “Finances” for more details).
- Flexibility to dedicate a research assistant (intern, jr. staff member etc.) to the project for 20 hours/week for 6 weeks.
- Interest in contributing to joint publications and dissemination of information and results nationally.

Participation will lead to:

- Systematic analysis of your nation’s current situation regarding disability sport policies and strategies, including the involvement of athletes, coaches, performance directors and other stakeholders in the research methodology.
- Development of national policies in a benchmark study in comparison with other participating nations.
- A model and measurement instrument to evaluate national sport policy effectiveness in disability sport.
- This information will contribute to the decision-making processes surrounding the establishment and/or continued development of national disability sport systems for successful development internationally.

This call is open to all countries with Paralympic Committees recognized by the International Paralympic Committee.

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4 If this is not an option in your organization, data can still be collected and you can still participate. Additional costs would be approximately 3-4000 euros depending on geographic location (to include: research costs, travel, accommodation and modest living allowance)
C. Corporate Partners

We encourage progressive corporations in the private sector with a committed interest to accessibility and inclusion to become partners to the ICR-DSP and drivers to the SPEDS Project.

Commitment would require:

- Enthusiasm to align your brand with core values such as inclusion, research, accessibility, and development.
- Interest to play an active role on the steering committee. (optional)
- Financial investment in research and coordination costs for the SPEDS project and/or non-monetary investment in operational material (eg. computer, software, air travel, accommodation, promotional support etc.).

Partnership will lead to:

- International visibility in a multidisciplinary network.
- Brand association with innovation, research, progression and accessibility.
- Further network expansion within disability sport and sport related research.
5. Project Timeline

This research project is due to start when sufficient funding has been secured. Our goal is to launch the project January 2014, as it will take four years to complete by October 2017. A detailed work plan is as follows.

<table>
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<tr>
<th>Timing</th>
<th>Phase</th>
<th>Description</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td>2014</td>
<td>Preparation Stage</td>
<td>1. Develop steering committee, secure international partnerships 2. Develop partnerships with test countries 3. Literature review, finalize methodology and research design</td>
<td>1. Steering committee established including key stakeholders 2. Investment and written commitment from 6 or more participating nations 3. Thorough literature review and finalized project methodology</td>
</tr>
<tr>
<td>2015</td>
<td>Conceptual Stage Phase 1: Development of Theoretical (SPEDS) Model</td>
<td>1. Develop data collection instruments (based on SPLISS framework) 2. Qualitative data collection 3. Analysis of data 4. Development of SPEDS model 5. Qualitative data collection (used to validate SPEDS model)</td>
<td>1. Developed data collection instruments (Overall Disability Sport Policy Inventory &amp; Disability Sport Climate Survey) 2. Data collected from expert interviews and international stakeholders 3. Development of theoretical SPED model 4. Validation of SPED model</td>
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<tr>
<td>2016</td>
<td>Application Stage Phase 2: Application of SPEDS Model</td>
<td>1. Qualitative/Quantitative data collection (using SPEDS model) in 6 or more participating nations</td>
<td>1. Data collected in all participating nations using the two developed data collection instruments.</td>
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<tr>
<td>2018</td>
<td>Dissemination Stage</td>
<td>1. Validation of research instruments 2. Writing and dispersion of final report 3. Sharing of results, developing implementation strategy</td>
<td>1. Valid SPEDS model 2. Completed final reports 3. Final reports circulated to all project partners and promoted internationally</td>
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</table>
6. Join Us

By joining SPEDS you will be immediately engaged with an international network of professionals committed to improving disability sport policy globally.

To express interest or to request further information, please contact:

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References

Andersen, S., & Tore Ronglan, L. (2012). Nordic Elite Sport. Same ambitions, different tracks. Norway: AIT Otta AS.


UK Sport (2005) Disability Equality Scheme


Sport Northern Ireland (2010). An Impact Review of Sport Northern Ireland’s Disability Mainstream Policy

Reference:
**APPENDIX 2: Current Steering Committee**

**Veerle De Bosscher**, *Expert in Sport Policy, Policy Evaluation, Elite Sport Development*

Veerle De Bosscher is a professor at the department of Sports Policy and Management (faculty of Physical Education) in the Vrije Universiteit Brussel (VUB), Belgium. She graduated in 1994 in Physical Education and earned a Masters degree (GGS) in sports management in Brussels (VUB, 1995) and also in training and coaching in Leuven (KUL, 1995). Veerle obtained her doctorate summa cum laude on the topic “Sports Policy Factors Leading to International Sporting Success (SPLISS)” in 2007, on which she won a Best Paper Award during the SMAANZ conference. She has published her work in diverse refereed journals (such as the European Sport Management Quarterly, the Journal of Sport Management, the Sport Management Review and the International journal of Sports Marketing and Sponsorship), book chapters and she edited several Dutch and English books (e.g. the Global Sporting Arms Race, (Meyer & Meyer Sport); managing high performance sport (Routledge)). Veerle was invited as a keynote speaker at a variety of national and international conferences and contributed to the elite sport development in Flanders as a counsellor over the past years. In 2009 she was invited for a research cooperation at Bond University (Australia, Queensland). She is coordinating an international network on research in high performance sport, called SPLISS where she cooperates with more than 15 nations; she plays a leading role in international comparative research. Veerle is a member of the board of the European Association of Sport Management (EASM) and of the steering committee of elite sport in Flanders. Her research interests are in different areas of sport management related to sport- and elite sport policy and systems, international comparisons, measuring competitiveness, youth and sport development, target groups (seniors, disability), benchmarking and quality management in sport.

**Maarten van Bottenburg**, *Expert in sport governance, disability sport, social issues on sport, policy and elite sport development*

Maarten van Bottenburg is Board Member of the Dutch Association of Sports for Disabled and of Special Olympics Netherlands since 2010. Currently, he leads a four-years' research programme on sports for disabled financed by the Dutch Ministry for Health, Welfare and Sport. This research programme includes projects on Paralympics athletes as role models, the History of sports for disabled in the Netherlands, and on different approaches to Special Olympics. Furthermore, Maarten van Bottenburg is professor of sport development at the School of Governance at Utrecht University, the Netherlands. He has done research on various themes, such as the globalization of sport, sport participation, elite sport, the public value of sport, and sport management.

As author and co-author, he published in journals like American Behavioral Scientist, Actes de la Recherche en Sciences Sociales, Leisure Studies, Journal of Sport Management, Sport Management Review, European Sport Management Quarterly and the International Review for the Sociology of Sport, and in book chapters and books like The Global Sporting Arms Race, Global Games and Sports Participation in the European Union. From a sociology of organizations perspective, he also wrote three jubilee volumes of significant Dutch institutions in the realm of labour relations, health care and social security.
David Legg, Expert in Paralympic sports, sport management, adapted physical activity

David Legg is Professor in the Department of Physical Education and Recreation at Mount Royal University in Calgary, Canada. He is actively involved as an educator, researcher and volunteer in sport management and adapted physical activity. In 2004, David was a visiting professor at Dalhousie University in Halifax, Canada and in 2008-09 at Deakin University in Melbourne. As a volunteer, David is the President for the Canadian Paralympic Committee and board member for the 2015 Pan Parapan American Games being held in Toronto. David completed his Ph.D. at the University of Alberta under the guidance of then International Paralympic Committee President and IOC member Dr. Robert Steadward. In 2003, David was named one of Calgary Inc. Magazine’s “Top 40 under 40”, in 2011 winner of the Province of Alberta Gary McPherson award and in 2012 the Canadian Foundation for Physically Disabled Person's King Clancy Award.

Jennifer Wong, Experienced Regional and International Project Manager, Aspiring Disability Sport Policy Expert

Jennifer Wong is currently a project manager at the International Council of Sport Science and Physical Education (ICSSPE), responsible for facilitating the content development process for UNESCO’s upcoming MINEPS V (5th International Meeting of Ministers and Senior Officials Responsible for Sport and Physical Education), May 28-30th, 2013. Her role requires the management of over 65 international experts contributing to the drafting and revisions of the future recommendations for the world of sport. Jennie graduated in 2007 in Kinesiology from the University of Western Ontario, Canada and later earned a Master’s degree from the Erasmus Mundus Master in Adapted Physical Activity (EMMAPA) Program, Katholieke Universiteit Leuven, Belgium (2012). Between degrees (2008-2010), Jennie worked for Commonwealth Games Canada as a Capacity Sport Officer in Trinidad & Tobago and later became a Sport Development Officer with the Trinidad & Tobago Alliance for Sport and Physical Education (TTASPE, now re-branded as CDSA). In her role at TTASPE, Jennie developed and managed the Ready and Able, a sport for development program creating opportunities for participation in and through sport for persons with disabilities across the English speaking Caribbean. She also played an integral role in the registration and strategic development of the Trinidad and Tobago Paralympic Committee. Jennie has volunteered at the 2011 World Special Olympics in Athens, Greece and at the 2012 Paralympic Games in London. She also works voluntarily with the Right to Dream Paralympic Programme in Ghana and has co-founded a developing non-profit, Adapt It Sport, which seeks to improve access to sport by teaching and supporting physical activity practitioners to develop and adapt sport equipment and safe spaces for better inclusion of people with disabilities.