



**4-YEAR PLAN
2020-2023**

**ATHLETES'
COMMISSION**

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1. 4-Year Plan Summary

The Athletes' Commission's four-year plan focuses on representing, advocating, and communicating the athletes' perspective and voice within World Athletics as they lead, govern, and develop Athletics in all its forms worldwide.

The plan also provides the framework for the efforts to grow the engagement with athletes and fans to promote and celebrate the sport of Athletics.

2. World Athletics Strategic Plan

The World Athletics Strategic Plan 2020-2023 was developed and signed off by the Executive Board and approved by the Council in June 2020.

The overarching vision and the purpose of the Strategic Plan is to grow the whole of our sport. We have unique and enviable global attributes as a sport – talented and driven athletes on every continent; an operational presence in 214 countries (although it is recognised that Member Federations span a wide scale of operational capacity, skill and resource); knowledge, experience and connections across cultures and social groups and a product with history and tradition whose stars have become household names. We are the number one Olympic sport but also the most universally participated in sport, with equal numbers of men and woman of all ages using our sport to maintain fitness and vitality.

The Strategic Plan sets out how we will capitalise on these attributes and our assets and details our approach, vision, mission and strategic goals over the next 4 years. It is available to access [here](#).

Our Mission is to Grow, Inspire and Lead.

The Athletes' Commission is central to the mission and is crucial to the success of the Strategic Plan, as it plays a key and overarching role in providing the athlete's perspective at all levels within the decision-making process, which includes representation on all World Athletics Commissions and on the World Athletics Council.

3. Athletes' Commission Objectives

The objectives of the Athletes' Commission are to:

3.1 Promote and advocate for the rights and interests of athletes within the sport of Athletics globally by:

- 1) Providing Council with advice on the matters as necessary.
- 2) Working with the Competitions Commission on all matters related to competitions.
- 3) Pursuing work with the "Competitions & Events Department" and the Global Calendar Unit, seeking out external feedback from the athlete community at large.
- 4) Monitoring and advising on evolution and usage of World Rankings.

- 5) Appointing Athletes' Commission members to other Commissions and ad hoc Working Groups of Worlds Athletics.

3.2 Promote and assist the advancement of an even, inclusive, safe, and clean playing field for athletes which upholds the highest ethical standards by:

- 1) Collaborating with the Athletics Integrity Unit (AIU) on campaigns to educate athletes and promote clean and ethical sport.
- 2) Working with the "Communications Department" to set up educational and promotional strategies aimed at young athletes.
- 3) Working with the "Health & Science Department" on issues relevant to athletes' safety and health (example: prevention of harassment and abuse in athletics).

3.3 Advise and educate athletes on matters related to their sport by:

- 1) Establishing an effective communication strategy and methods to disseminate information to athletes, including an effective reporting structure between the Athletes' Commission and athletes in all areas and disciplines.

3.4 Promote and support the establishment of Athletes' Commissions in Area Associations and Member Federations to provide an athlete's perspective into their respective decision-making processes by:

- 1) Continuing to host athletes' forums wherever possible and relevant
- 2) Promoting and supporting the establishment of Athletes' Commissions in Area Associations and Member Federations.
- 3) Maintaining and developing relationships with other athlete groups/associations; explore partnerships and collaborative work.

3.5 Use the power of Athletics to promote a healthier and fitter society.

4. Projected Time Frames

4.1 Promote and advocate for the rights and interests of athletes within the sport of Athletics globally

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
Phase 1 – 2020	Develop database / strategy to be able to communicate with widest / most	Competition & Events Department (Director, Commission Lead,	- Athletes - Council - Competition Commission	- Athletes - Coaches - Athletes' Representatives

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
	<p>representative group of active athletes possible</p> <p>Provide feedback on major issues / decisions impacting athletes, such as:</p> <ul style="list-style-type: none"> - Quota and qualification system for XC at Olympics and Race- Walking strategy - Qualification system for Nanjing 2021 and Oregon22 - Prize Money structure 	Strategic Planning, Sports Services & Competition)		
Phase 2 – 2021	Continue to review all items affecting athletes as needed by Council and Competition Commission etc.	Same as above	Same as above	Same as above
Phase 3 – 2022	Continue to review all items affecting athletes as needed by Council and Competition Commission etc.	Same as above	Same as above	Same as above
Phase 4 – 2023	Continue to review all items affecting athletes as needed by Council and Competition Commission etc.	Same as above	Same as above	Same as above

4.2 Promote and advance an even playing field for athletes, including one which is clean, inclusive, safe and upholds the highest ethical standards

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
Phase 1 – 2020	Collaborate with AIU and Health & Science Department to develop campaigns to safeguard athletes' integrity Work with the Communications Department to set up educational and promotional strategies aimed at young athletes	Competition & Events Department (Director & Commission Lead) and Communications Department (Director & Social Media)	- Athletes - Council - AIU - Health & Science Department	- Athletes - Coaches / Team medical support personnel
Phase 2 – 2021	Continue to review all issues affecting athletes' well-being and health (menta and physical)	Same as above	Same as above	Same as above
Phase 3 – 2022	Continue to review all issues affecting athletes' well-being and health (menta and physical)	Same as above	Same as above	Same as above
Phase 4 – 2023	Continue to review all issues affecting athletes' well-being and health (menta and physical)	Same as above	Same as above	Same as above

4.3 Advise and educate athletes on matters related to Athletics

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
Phase 1 – 2020	Establish an effective communication strategy and methods to disseminate information to athletes, including an effective reporting structure	Competition & Events Department (Director & Commission Lead) and Communications Department (Director)	- Athletes - Council - Competition Commission	

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
	between the Athletes' Commission and athletes in all areas and disciplines.			
Phase 2 2021	– Continue to improve communication channels with athletes	Same as above	Same as above	
Phase 3 2022	– Same as above	Same as above	Same as above	
Phase 4 2023	– Same as above	Same as above	Same as above	

4.4 Promote and support the establishment of Athletes' Commissions in Area Associations and Member Federations to provide an athlete's perspective into their respective decision-making processes

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
Phase 1 2020	– Continue to host athletes' forums wherever possible and relevant Promoting and supporting the establishment of Athletes' Commissions in Area Associations and Member Federations. Maintain and develop relationships with other athlete groups/associations; explore partnerships and collaborative work.	Competition & Events Department (Director & Commission Lead) and International Relations & Development Department (Director)	– Athletes – Council – Competition Commission	
Phase 2 2021	– Same as above	Same as above	Same as above	

Timeline	Key Actions/ Milestones	Lead/ Contributors	Key Stakeholders	Consultation
Phase 3 – 2022	Same as above	Same as above	Same as above	
Phase 4 – 2023	Same as above	Same as above	Same as above	

5. Monitoring, Evaluation & Reporting

The Athletes' Commission will review its progress against this Plan, as well the Plan's continued alignment with the World Athletics Strategic Plan, and, at least twice a year, report to Council at two of its meetings each year, typically in the Summer and at the November/ December meetings. The reports to Council will include the Commission's updated 4-Year Plan with any realignments against the World Athletics Strategic Plan, as well as its related appendices.

The Commission will also prepare a report on its activities to be incorporated into the Annual Council Report which is published and sent to Members for each Ordinary Congress, and in the year in between, by 31 July. This report will set out the activities of the Commission in the period covered by the Council report.



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