

Torshavn, Faroe Islands, 16 April 2016

IPC Governing Board  
Adenaueralle  
Bonn

## **Re proposal for vetting process for 2017 IPC Governing Board Elections**

*Dear friends in the Governing Board,*

We have with deep concern followed the recent developments in international sports organisations such as FIFA and IAA. Alleged corruption and other unethical activities have been brought to the public. These events have been harmful for the entire sports world.

The Paralympic Movement has a history of being a clean and transparent sport, something that we embrace and are proud of. Of course, one of the factors is that we have been a rather small player compared to sports organisations as the above mentioned. However, the Paralympic Movement is under a rapid and positive development attracting fantastic athletes in spectacular sports resulting in more commercial partnerships and more financial resources to name but a few. This is a very positive development! Also positive is that this situation will result in an interest from an increasing number of people to present themselves as candidates for various posts in the IPC.

We see, that in order to build on our history and strengthen our values, we need to take precautionary actions to protect the IPC from possible future troubles, by instating a thorough vetting process for candidates for the Governing Board. The purpose of the vetting process is to avoid situations where unknown aspects of an individual's background ends up harming the reputation of IPC. We propose that this vetting process is carried out by a well known auditing or executive search company and that all candidates for the 2017 elections will be forced to go through it. The information gathered should be transferred to the membership, in an informative format but not intrusive to the personal integrity, well in advance of the General Assembly.

Exact format and criteria of the vetting process is not to be defined by us, but we would expect that it would include screening of the persons history and present situation financially, ownership of and interests in commercial operations, political assignments, family situation etc. Please see enclosed some criteria developed at the Nord HIF meeting at the Faroe's Islands on April 16th this year. We would foresee that the Governing Board would outline the exact format in dialogue with the preferred service provider (we are of course at the disposal of the Governing Board if our support is requested).

With a procedure like this like the IPC strengthens its core values and the public perception as an organisation that sets a priority in fair play also in its governance structures.

This is written in a spirit of commitment to the Paralympic Movement and with the ambition to provide a small, but important, measure to safeguard the long term integrity of the IPC.

Yours sincerely,

NPC Denmark  
NPC Faroe Islands  
NPC Finland  
NPC Iceland  
NPC Norway  
NPC Sweden

Enclosure

*Please note that this is a document is a general overview of joint Nordic priorities re selection of candidates for IPC GB, including several concerns mentioned, but not only, in the above letter.*

### Ensuring good candidates and a well-functioning Governing Board

According to the Nordic strategy we value an IPC Governing Board consisting of persons with exceptional competence, that encompasses the following criteria, **for individuals**;

- No history of crime, mismanagement or financial mismanagement
- Good values based on human rights, understanding of the rights of people with disabilities, democracy, transparency etc
- Documented competence in Paraspport
- Documented knowledge of organization and management skills
- Very good ability to speak and understand English language
- No history of doping
- Team players

And for a good **composition of the Governing Board** as well as for the team as a whole;

- Geographical spread
- Gender balance
- Balance of people with disabilities, for example former Paralympians, and people without
- Balance between winter and summer Paralympic sports
- Balance between various age groups

In addition to the above, we see additional criteria for the **president** as follows;

- Documented leadership skills
- Excellent intercultural understanding
- Established network within the sporting community and, preferably business community
- Excellent ability to communicate with and in mass media
- Excellent rhetorical capabilities