



# **Examining Opportunities for Athletes With a Disability Within the International Olympic Committee: Criteria for Inclusion**

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**A project of the Disability in Sport Initiative at  
Northeastern University's Sport in Society**

# Introduction

- A. Disability sport a growing enterprise**
- B. There are mainstream (able-bodied) sport organizations and disability sport organizations**
- C. To what extent can disability sport be integrated within mainstream sport organizations?**

# **Background**

**A. What does it mean for a sport organization to provide opportunities for athletes with disabilities on a management level?**

**B. Happens in different governance structures:**

**Int'l Sport Governing Bodies (IOC, IPC, SOI, CISS)**

**International Sport Federations (ITF)**

**National Sport Organizations (USSF)**

**National Olympic Committees (USOC)**

**Local Organizing Committees (Athens 2004)**

## **C. Work being done in this area**

### **Integration and inclusion:**

**Fay, 1999; Wolff, Grevemberg, & Hums, 2001;  
Steadward & Legg, 2002; Hums, Moorman, &  
Wolff, 2001; Hums & Grevemberg, 2002.**

### **Criteria for Inclusion:**

**Wolff, 1999; Wolff, Hums, & Fay, 2000**

### **Marketing Paralympic Games:**

**Hums & Moorman, 2002; Grevemberg & Wolff,  
2001**

## **D. What criteria can we use to examine inclusion?**

# **Criteria for inclusion (Wolff, Hums, & Fay, 2000)**

- A. Governance**
  - B. Media and information distribution**
  - C. Management**
  - D. Funding and sponsorship**
  - E. Awareness and education**
  - F. Events and programs**
  - G. Awards and recognitions**
  - H. Philosophy**
  - I. Advocacy**
- 

# Organizational continuum (Fay, 1999)

**Valuing Diversity**

**Multicultural**

**Tolerating/Accepting Diversity** **Inclusive**

**Critical Mass**

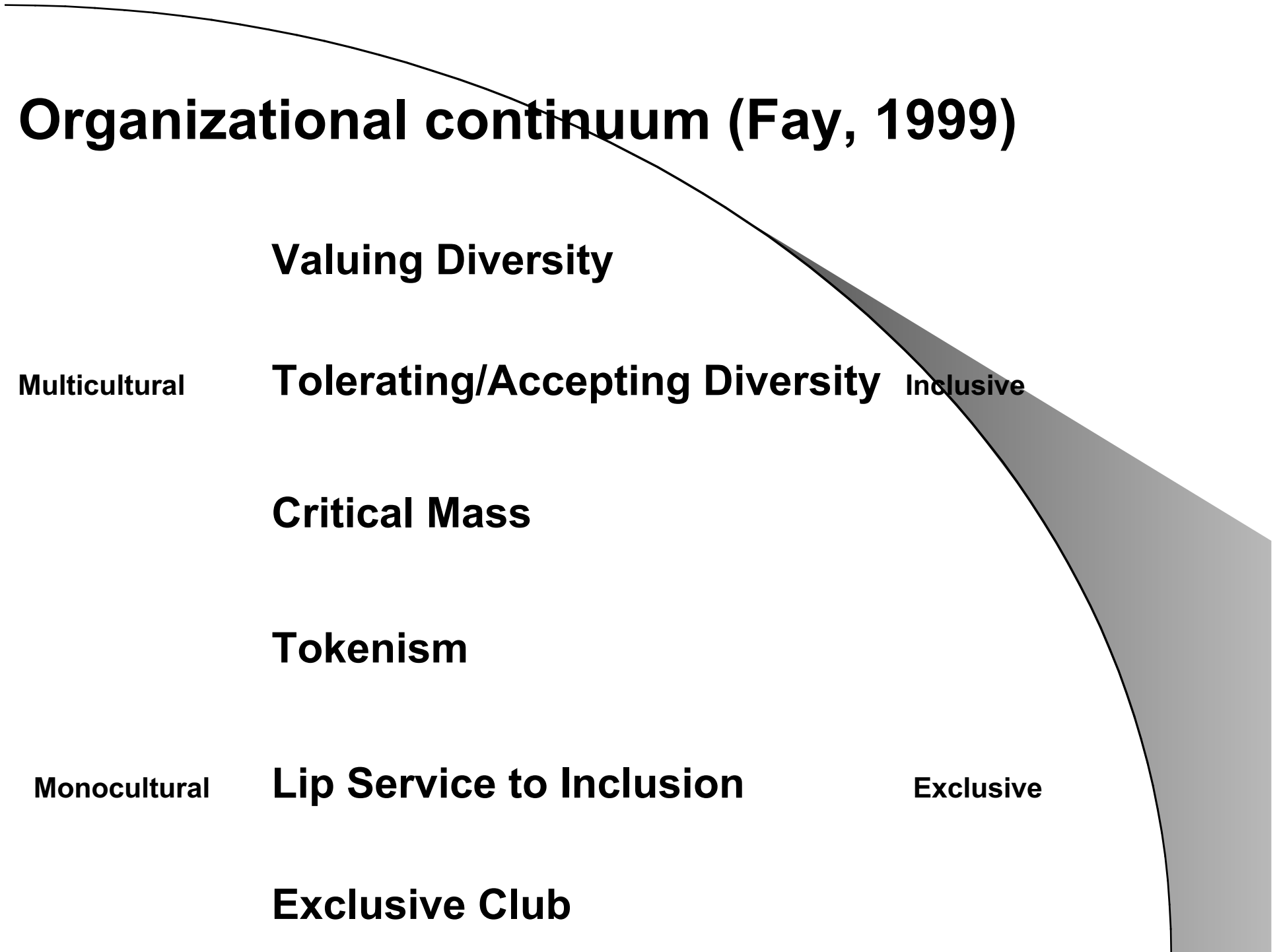
**Tokenism**

**Monocultural**

**Lip Service to Inclusion**

**Exclusive**

**Exclusive Club**





## **Purpose of the study**

**A. Gather baseline information about the commitment of the IOC to disability sport**

# **Organizational Change**

**According to Slack (1997), change can occur in four different areas of a sport organization:**

- 1. The structures and systems of the organization**
- 2. How organization personnel conduct themselves**
- 3. The products and services delivered through the organization**
- 4. The technology supporting the organization**



## **Method**

- A. Survey - responses from IOC Director of Sport**
- B. Archival – organizational material**

# **Results**

## **A. IOC Relationships with Disability Sport Organizations**

**International Paralympic Committee (IPC)**

**Special Olympics International (SOI)**

**International Committee for the Deaflympics (CISS)**

**World Transplant Games**



## **B. Specific relationships**

### **1. International Paralympic Committee**

**IOC signed two agreements with IPC confirming IOC financial and organizational support for the IPC and securing and protecting the organization of the Paralympic Games**

### **2. Special Olympics International**

**IOC has recognized SOI since 1992 and provides financial support for the Swiss Special Olympic National Games**

### **3. International Committee for Deaflympics**

**IOC has recognized the International Committee for Deaflympics since 2001 and provides financial support for the Deaflympic Games**

### **4. World Transplant Games**

**IOC provides financial support to the World Transplant Games Federation for the World Transplant Games**

# **Application of Criteria for Inclusion**

## **A. Governance**

**IOC - IPC and IOC agreement**

## **B. Media and Information Distribution**

**IOC - Minimal information on web site**

**IOC - Few press releases**

**OCOOG – Shared press strategies**

**OCOOG – Parallel pre-event publicity**



## **C. Management**

**IOC - IPC Representatives within management structures**

**OCOOG - Share responsibility for both  
(ex - SLOC, Athens 2004)**



## **D. Funding and Sponsorship**

**IOC - Funding for Paralympic Games and IPC  
Headquarters**

**IOC – Funding for other disability sport  
organizations**

## **E. Awareness and Education**

**IOC – Unclear from responses provided**

**OCOG - Paralympic Education program –  
Athens 2004**

## **F. Events and Programs**

**IOC – Paralympic exhibition events**



## **G. Awards and Recognition**

**IOC - IPC representatives have received IOC Medal of Honor**

## **H. Philosophy**

**IOC - Finding disability sport in the spirit of Olympism**

## **I. Advocacy**

**IOC - No internal mechanism to address athletes with disabilities**



# Summary

**A. IOC has an evolving relationship with IPC**

**B. IOC has less comprehensive relationships with other disability sport organizations**



## **Next Steps**

**A. Foster discussion among groups**

**B. Continue to gather and share information – IOC, IF, NOC, OCOG levels**

**C. Encourage formation of IOC Disability Sport Working Group, similar to Women in Sport Working Group**

## **Next Steps**

**D. Encourage further research which could generate specific management strategies (ex – Disability Report Card)**

**E. Explore disability sport event opportunities within the Olympic Games and World/National Championships (ex – sledge hockey, marathon)**

**F. Begin to examine organizational change in terms of IOC and disability sport**

**G. Begin to examine the extent of inclusion within the IOC (ex – Organizational Continuum, Fay 1999)**

# **Questions?**

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