



Minutes

2nd WT Sustainability Committee Meeting (conference call)

November 7, 2023 | 19h00 (Local time in Seoul, Korea | GMT+9)

Attendees: Jamie Lee Carpenter (Chair), Nellys Rios (Vice Chair), Maria Skryabina (Member), Heather Garriock (Member), Jerry Ling (Senior Director Planning & Finance), Claudia Cardenas (Coordinator MRD), and Daniel Cade (Sustainability Consultant)

1. Call Meeting to Order and Welcoming Remarks

Ms. Nellys Rios, Vice Chair on behalf of Chair, Ms. Jamie Lee Carpenter, welcomed all members for the 2nd meeting of the Sustainability Committee in the terms of 2023-2025.

Four (4) members attended the meeting; thus, the quorum was established.

2. Overall Progress Report

a. Sustainability Awards

Ms. Claudia Cardenas provided an update on the WT Sustainability Awards. She mentioned that the call for applications took place on September 11. On October 27, all applications were collected and forwarded to external jury members who were provided with scoring sheets for their evaluation. She also noted that there is a scheduled meeting with the jury to select the award winners on November 17. The award ceremony is planned to be held at the WT Gala in December 2023.

She reported that a total of 21 applications were received, with 11 applications in the Diversity, Equity, Inclusion, and Community focus area, 3 in Environmental Sustainability, and 7 in Health and Well-being. Additionally, she briefly shared the number of applications received per Continental Union, which included 6 from Africa, 6 from Asia, 1 from Europe, 1 from Oceania, and 7 from Pan America.

Mr. Daniel Cade highlighted the potential opportunity to develop case studies based on the received applications since some of them align with the focus areas and activities outlined in the WT Sustainability Strategy.

b. Diversity statement & celebration dates

Mr. Jerry Ling briefly mentioned the goal, objectives, and activities of the DEI focus area of the WT Sustainability Strategy. Accordingly, he mentioned that one of the activities is to mark specific days to hold events to celebrate diversity. He added that celebration dates are being set up, with activities for each. He highlighted the opportunity to celebrate the International Day of Persons with Disabilities, on December 3rd, with the attendance of the president of the International Paralympic Committee (IPC) to the Grand Prix Final in Manchester.

Ms. Heather Garriock inquired about the planned activities for International Women's Day. Mr. Ling mentioned the Gender Equity and Women Leadership Forum, which has been held on previous years. He also commented on the future initiatives proposed in the Gender Equality Report which was developed by the Sustainability Committee and discussed in the next section of the agenda.



Ms. Garriock stated that International Women's Day is a great opportunity to promote the initiatives being developed by the committee and further promote the involvement of the WT community.

c. Gender Equality

Ms. Cardenas reported that after the first meeting of the DEI & Community group of the Sustainability Committee on September 14, data was collected and analyzed about WT's milestones and gender stats for WT, MNAs, and CUs. She mentioned that a report was drafted with detailed future initiatives to enhance gender balance through governance, education, and promotion.

She briefly mentioned that ensuring a balanced gender ratio of WT staff at senior director level and at WT Council and Committee level is part of the objectives of the WT Sustainability Strategy. She added that the related activities set for 2025 include conducting research among MNAs to identify how to attract more women at Council and Committee level, plus a leadership training and mentoring program among WT staff.

Ms. Garriock suggested moving the deadline of the activities to 2024 since the committee is already working on them.

Mr. Cade mentioned that the deadlines were set when the strategy was developed, however, if certain activities are achieved sooner, deadlines can be moved accordingly, given that the committee has strong momentum.

d. Mental Health

Ms. Cardenas delivered an overview of the mental health survey developed for elite taekwondo athletes. She explained that athletes eligible to participate need to be active in taekwondo, aged 21 or older, and have participated in at least one G-grade event in the last two years.

She informed that the conceptualisation of the survey took place on August 31, led by the Sustainability Committee. The Medical Committee reviewed the survey and provided feedback on October 4. On October 10, on the occasion of the World Mental Health Day, the survey was officially launched on the website and distributed to the emails of the MNAs and Council Members.

She reported that, as of the meeting date, 448 responses had been received, with a gender breakdown of 37% female and 62% male. Responses were also categorized based on Continental Unions, with 92 from Africa, 118 from Asia, 90 from Europe, 39 from Oceania, and 109 from Pan America. She added that the primary target was to obtain 100 responses per continent.

Ms. Rios explained that the survey focused on sport-related psychological distress, anxiety, depression, and eating disorders. She mentioned that there is also a section for background information, covering age, gender, continental union, taekwondo discipline, and an informed consent acceptance requirement before participants could take the survey.

Mr. Ling shared the overall results of the survey and mentioned that they will be shared with the Medical Committee as well.

Ms. Garriock inquired about the possibility of comparing the survey's results with other sports while **Ms. Carpenter** asked about the possibility of separating the results per continent.



Mr. Ling mentioned that an analysis will be made after the end of the data collection phase where comparison of results per continent is possible. He said that doing an on-site survey is also possible to target different populations by leveraging on events like the WT Junior Championships. He added that a symposium could be organized including mental health as one of the topics.

Ms. Maria Skryabina suggested the implementation of data collection through GMS platform, making it a requirement for accreditation at international events. She further suggested that based on the WT Sustainability Strategy, data to be collected should be defined by the committee.

Mr. Ling expressed the possibility of creating an information package for athletes at events regarding mental health, which would direct them to a hotline such as the IOC's. He said that it could be an opportunity to increase taekwondo presence and develop WT's own hotline in the future.

Mr. Cade added that the mental health survey is a baseline that brings opportunities for future actions.

e. Sport for Climate Action (S4CA)

Mr. Ling summarized that S4CA is an initiative of the United Nations Framework Convention on Climate Change (UNFCCC) for which WT became a signatory on May 19, 2019. He mentioned that, under the initiative, reporting on carbon footprint is a requirement and failure to report will result in WT losing accreditation at the UNFCCC.

He updated that WT was one of 151 signatories, out of 184 in total, that submitted a report on Oct. 31, 2023. The report included carbon emission statistics for which WT is currently compiling from various sources. He mentioned that future actions include the activities detailed in the Environmental Sustainability Focus Area of WT's Strategy and further explained in the next section of the agenda.

f. Emissions calculations

Ms. Cardenas briefed on the goal of the Environmental Sustainability Focus Area of WT's Strategy and one of its objectives which is ensuring that WT as an organisation, by 2025, and as an event organiser, by 2030, achieves climate neutrality for scope 1-3 emissions.

She summarized that in July 2023 an agreement was signed with One Carbon World (OCW) to meet the Carbon Neutral International Standard, with a consequent discussion on data collection procedures, scopes, and measurements. On September 1st, the data collection initiated with WT's electricity consumption and water supply of 2022. Currently, data from business travel is being collected.

She mentioned that the next steps include the data validation, calculation, and independent external validation after which OCW will develop the final Carbon Neutral International Standard Report. Consequently, WT will work on the recommendations for reducing and rebalancing its carbon footprint, with the possibility to acquire Carbon Credit Certificates to offset unavoidable emissions.

g. Website

Ms. Cardenas summarized that the WT website is currently being updated and a section for sustainability will be included. She said that this section will feature general information about sustainability and the strategy, including the three spheres of



responsibility and the focus areas. She added that resources, news, events, and case studies will be accessible through the website as well.

3. Tracking Platform Demo

Mr. Cade presented the tracking platform of the activities of the WT Sustainability Strategy encompassing details such as description, objective, owner, secondary owner, dimension, deadline, and KPI. He emphasised the advantages of the data collection automatization such as enhanced monitoring, ease of modification, and reporting. He displayed the activity tracking interface reflecting quarterly performance relative to KPIs, with a chart illustrating activities and progress status.

Ms. Garriock and **Ms. Carpenter** expressed positive views, highlighting the tool's facilitation of contribution by secondary owners and committee members.

4. Discussion

a. Areas of interest

Mr. Ling invited the committee members to share their areas of interest by checking the goals, objectives, and activities set in the WT Sustainability Strategy.

b. Case studies

Mr. Cade invited the committee members to share information on case studies they are either involved or aware of. Additionally, he noted that case studies will be developed from the submissions received for the WT Sustainability Awards.

5. Other Matters

There were no other matters raised by the Committee.

6. Next Committee Meeting

The next Committee Meeting will be held in mid-January. The exact date and time will be announced in due time.

7. Closing of Meeting

The meeting was adjourned by the Chair.