

SSI Athlete Voice for Safe Sport Terms of Reference

Name:

- SSI Athlete Voice for Safe Sport Group

Type:

- A working group that brings experience and expertise to enhance SSI.

Purpose:

- To champion a vision where athlete and athlete survivor voices are a guiding force in safe sport across the globe.

Mission:

- The mission of the Athlete Voice for Safe Sport Group is to advise Safe Sport International (SSI) and sport organisations globally by using best practices on impactful and trauma-informed athlete engagement to create safe and positive sport for former, current, and future athletes of all abilities.

Responsibilities:

1. Contribute to the vision, mission, and strategic goals of Safe Sport International.
2. Provide insight and expert advice that can support SSI in the present and the future.
3. Give recommendations to the SSI Trustee board / leadership where appropriate.
4. Carefully and compassionately listen to athletes, *survivors of abuse in sports, and whistleblowers with diverse experiences, in service of improving athlete safety and well being via the efforts of SSI.
5. Mentor athletes and athlete survivors when requested in pursuit of future endeavours.

Authority:

1. To plan and implement projects aligned with the vision and mission of the group, with the approval of the SSI Trustee board.
2. To provide recommendations for the SSI Trustee board / leadership to consider.

Deliverables:

1. Promote safe sport and the work of SSI.
2. Deliver proactive and reactive recommendations as appropriate.
3. Regular, proactive engagement with athlete and athlete survivor communities globally.
4. Regular engagement with SSI Trustee Board / leadership, Committee Chairs, and staff.

Composition:

1. Athlete Voice for Safe Sport Group membership is open to those who are committed to both the Athlete Voice for Safe Sport Group's vision and mission as well as SSI's vision and have a depth of relevant experience. This may include:
 - Individuals who identify as a current or former athlete (of any level) survivor of abuse in sports
 - Individuals who identify as a current or former athlete of any level
 - Individuals working or having worked within the world of safeguarding in sports this includes, but is not limited to: player safety officer, player development manager, working within child/athlete safeguarding, researcher/academic on athlete safeguarding, others such as coaches, officials, and administrators.
 - Individuals who commit to centering athletes and athlete survivors of abuse in sport in all safeguarding efforts
2. Members may be located anywhere in the world.
3. Members volunteer their time, expertise and / or networks to support the work of the Athlete Voice for Safe Sport Group.
4. Meetings will normally be held in English. Reasonable adjustments can be made to meet individual language needs.

5. Ad-hoc members may be invited to join meetings as appropriate.
6. Qualities sought in SSI Athlete Voice for Safe Sport Group members include (but are not limited to):
 - a. A desire to have a positive impact that benefits athletes and athlete survivors of abuse in sports.
 - b. The ability to learn and implement trauma-informed principles.
 - c. Demonstrated commitment to diversity, equity, inclusion, and anti-racism and a willingness to commit to cultural humility as a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities.
 - d. A desire to effectuate long term social change for the benefit of athletes and athlete survivors of abuse in sport.
 - e. Able to adopt a global perspective.
 - f. Ability to maintain confidentiality and to respect each individual's choice to share some, all, or none of their experiences.
 - g. Appreciation that the content discussed may bring up strong emotional or psychological reactions for self or others and to prioritise personal safety and support.
7. The usual number of Athlete Voice for Safe Sport Group members shall be 10 - 15.
8. The usual process for appointment of Athlete Voice for Safe Sport Group members is:
 - a. Invitation or application to join
 - b. Discussion with Athlete Voice for Safe Sport Chair(s)
 - c. Undertake due diligence checks (see SSI Safe Recruitment Policy)
 - d. Discussion with members and then a majority vote
 - e. Notification to SSI Chief Operating Officer (COO) of appointment to the group (for addition to membership lists, Teams channel, website, etc.)
 - f. Issue a letter of appointment from the Chair(s) of Athlete Voice for Safe Sport or SSI COO, enclosing SSI Volunteer Agreement (for signing) and SSI Code of Conduct.
9. The typical length of service of an Athlete Voice for Safe Sport Group Member is 3 years, which may be renewed for a further 3 years by agreement.

Responsibilities of Athlete Voice for Safe Sport group Members:

1. To uphold the SSI Code of Conduct and SSI Volunteer Agreement
2. To comply with these terms of reference, and ensure they understand their duties, rights and responsibilities, and that they are familiar with the strategic plan and operations of Safe Sport International.
3. To engage fully in collective consideration of the issues, contributing insights and opinions and taking account of the full range of relevant factors, including any guidance available.
4. To attend at least 70% of Athlete Voice for Safe Sport Group meetings each year. A request for a leave of absence could be considered.
5. Serve on a minimum of one committee.
6. To represent Safe Sport International and the Athlete Voice for Safe Sport Group on international and national platforms, where appropriate.
7. Actively participate in discussions, sharing insights, and providing feedback.
8. Review documents, reports, and materials generated by the group.
9. Collaborate with other members to generate recommendations and solutions.
10. Maintain confidentiality regarding sensitive information discussed within the group.
11. Serve as ambassadors for the Athlete Voice for Safe Sport Group and advocate for its mission and goals.

Meetings:

1. The Athlete Voice for Safe Sport Group will meet monthly, online or in-person.
 - Additional meetings may be arranged for either the whole Athlete Voice for Safe Sport Group or sub-groups to work on specific tasks or projects.
 - Dates and times will be circulated at the start of each year and will be rotated through time zones as appropriate.
2. Agendas will be prepared by the Chair/Co-Chair and circulated not less than 48 hours in advance of meetings.

3. Meeting notes will be taken by a designated group member and posted in Teams following meetings.

Decisions:

1. The Athlete Voice for Safe Sport Chair shall be appointed by the Athlete Voice for Safe Sport Group from within its membership.
 - The role can be fulfilled by co-Chairs.
 - The typical length of service of the Chair is 2 years.
2. The quorum for decisions of the SSI Athlete Voice for Safe Sport Group shall be half the number of the full Athlete Voice for Safe Sport Group plus one (1), provided that the Chair(s) is/are present.
3. Decisions may be taken at online or in-person meetings, by telephone conference, or by email.

Communications and File Storage:

1. The SSI Athlete Voice for Safe Sport Group will have a dedicated communication and file storage area in SSI Microsoft TEAMS.
2. Members will be invited to be part of the SSI Athlete Voice for Safe Sport TEAM using an email address provided by each member.
 - Members will be able to use the "General" channel to communicate with each other via the "Posts" function. All members will be able to see the content in each post.
 - Documents will be stored in the "Files" tab of the "General" channel.
 - Each meeting will have the agenda and minutes stored in the "Meetings and Actions" channel and "Files" tab. Actions will be recorded in the "Actions" tab.

Resources and budget:

1. Any Athlete Voice for Safe Sport specific projects are led and delivered by Athlete Voice for Safe Sport Group members with support from the COO and operations team.
2. There is no direct budget allocated to the Athlete Voice for Safe Sport Group.

3. Funding for projects or initiatives from within SSI will be subject to availability. Requests for funding should be made to the COO in the first instance.
4. The Athlete Voice for Safe Sport Group is encouraged to seek funding for projects or initiatives from outside SSI wherever possible.

Dissolution of SSI Athlete Voice for Safe Sport Group

The SSI Athlete Voice for Safe Sport Group may be dissolved by the SSI Trustee Board following discussion with the group members and under any one of the following circumstances:

- A decision has been taken at a meeting of the SSI Athlete Voice for Safe Sport Group to cease its activities.
- No eligible members come forward to convene the working group.
- The group has not followed the SSI Athlete Voice for Safe Sport Group Terms of Reference.

TOR Adopted:

1. This TOR is agreed in June 2024 by the Athlete Voice for Safe Sport group and approved by the SSI Trustee Board 12th August 2024.
2. This TOR is to be reviewed every 2 years by the Athlete Voice for Safe Sport group and the SSI Trustee Board.

***Survivor(s)** is used in reference to athletes with lived experiences of abuse. However, when working with athlete survivors directly, it's critical to offer space for each individual to share how they prefer to be identified. It is also critical to ask for consent in how an athlete wishes to be described. Not all athletes that have experienced abuse like the term victim or survivor. When working with individuals directly, how they refer to themselves is how one should identify them. And, how a survivor defines themselves may change over time.

***Whistleblower(s)** is used in reference to someone who draws attention to injustice and who communicates wrongdoing in an organisation, either through internal structures or through public methods. The whistleblower may have experienced the abuse directly or knows of the abuse.