

V.E.R.A. - Voice for Equality and Rights of women Athletes Report on final international seminar



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I. Main information

1. Place: Flagey building, Brussels (Belgium). An [iconic, famous and popular building](#). Sessions were held in Studio 5, lunch in Foyer 3 and networking in the main hall.
2. Date: November 15, 2024
3. Time: 09h00 - 19h00
4. Attendance: 85-95 people:
 - large spectrum of stakeholders;
 - 10 sports; and
 - 17 countries.
5. Content: four sessions and various networking opportunities

6. Diversified speakers:

- former and current women athletes;
- post-doctoral researcher;
- representatives of national and European sports governing bodies;
- representatives of sports employers and player's association; and
- EU institutions and Council of Europe representatives.

7. Satisfaction survey:

- 26 anonymous answers; and
- 96% of people had a great or excellent overall feeling about the event.

8. Logistics:

- use of Connexme app and online stream for some speakers;
- 1 video technician, 1 audio technician, 1 project manager, 3 other staff

9. use of catering with 2 to 5 staff

II. Agenda

**Friday
Nov 15**

09:00 Arrival of participants

10:00 Session 1 - V.E.R.A: presentation of the project



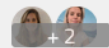
10:45 ***Coffee break & more***

11:45 Session 2 - What's next?: athlete testimonials



12:30 ***Lunch & more***

14:30 Session 3 - Obstacles and inspiration: sports governing bodies discussion



15:15 ***Coffee break & more***

16:15 Session 4 - Responses at European level



17:00 Concluding remarks



17:15 ***Concluding drink***
19:30

III. Attendance

List of participants / Multiplier sport events				
Please print a list for each multiplier sport event				
Project reference no.: 101048801				
Title of project: Voice for Equality and Rights of women Athletes				
Event title: D&I Final International event				
Date and place (country, city): November 16, 2024 // Belgium, Brussels				
Leading organisation: CRESTA				
N°	Organisation	Family name, first name	Departure country	Signature of participant
1	Shining Stars Sports Consulting	[redacted]	Turkiye	[redacted]
2	French Permanent Representation to the EU	[redacted]	FRANCE	[redacted]
3	Factory Avocats	[redacted]	FRANCE	[redacted]
4	Panathlon	[redacted]		[redacted]
5	European Association of Sport Employers - EASE	[redacted]	FRANCE	[redacted]
6	Assist	[redacted]	ITALY	[redacted]
7	Alice Millat Association	[redacted]	FRANCE	[redacted]
8	ASSIST	[redacted]	ITALY	[redacted]
9	World Olympians Association	[redacted]	Belgium	[redacted]
10	European Parliament	[redacted]	BELGIUM	[redacted]
12	European Commission	[redacted]	BELGIUM	[redacted]
13	RTBF	[redacted]	Belgium	[redacted]
14	Dames volley Gent	[redacted]		[redacted]
15	Royal Sporting Club Anderlecht	[redacted]	Belgium	[redacted]

16	Assist Associazione Nazionale Atleti APS	[redacted]	ITA	[redacted]
17	Sports Embassy	[redacted]	POR	[redacted]
18	French National Union of Basketball Players (SNB)	[redacted]		[redacted]
19	Paris 2024	[redacted]	FRA	[redacted]
21	Associazione Italiana Pallanuoto	[redacted]	ITA	[redacted]
22	ALVIB	[redacted]	Lux	[redacted]
23		[redacted]		[redacted]
24		[redacted]		[redacted]
25	Sports law firm CRESTA	[redacted]	Belgium	[redacted]
26	KU Leuven	[redacted]	Belgium	[redacted]
27	Global Institute of Sports	[redacted]	BE	[redacted]
28	VOVIC	[redacted]	BE	[redacted]
29	IWO & KU Leuven	[redacted]	BE	[redacted]
30		[redacted]	ITA	[redacted]
31	EACEA	[redacted]	ITA	[redacted]
32	Priska Dirckx	[redacted]	BEL	[redacted]
33	ASSER Institute	[redacted]		[redacted]

51	Sports law firm CRESTA	[redacted]	Belgium	[redacted]
52	Permanent Representation of Portugal to the EU	[redacted]	PORTUGAL	[redacted]
53	NOC Lithuania	[redacted]	Lithuania	[redacted]
54	ENSSO	[redacted]	ITALY	[redacted]
55	Royal Sporting Club Anderlecht	[redacted]	Belgium	[redacted]
56	REGIONE DEL VENETO	[redacted]	ITALY	[redacted]
57	VOK Bank Client Damesvolley	[redacted]		[redacted]
58	Decathlon	[redacted]		[redacted]
59	EU Strategy	[redacted]	SPAIN	[redacted]
60	READY	[redacted]	SPAIN	[redacted]
61	Alice Millat Association	[redacted]	FRANCE	[redacted]
62	AJFSF and EAPA	[redacted]	SPAIN	[redacted]
63	Belgian Olympic Committee	[redacted]	Belgium	[redacted]
64	Sportwerk	[redacted]	Belgium	[redacted]
65	FESI	[redacted]		[redacted]
66	COEMACS	[redacted]	FRANCE	[redacted]
67	Permanent Representation of Spain to the EU	[redacted]	SPAIN	[redacted]

34	FIBA Gamechanger	[redacted]	SWEDEN	[redacted]
35		[redacted]		[redacted]
36	EDC EU Office	[redacted]	BELGIUM	[redacted]
37	EASE - European Association of Sport Employers	[redacted]	FRANCE	[redacted]
38	Fédération Française de Basketball	[redacted]	FRANCE	[redacted]
39	Law office Ivan Dragoș Lucian	[redacted]	ROMANIA	[redacted]
40	THINK tank Sport and Citizenship	[redacted]	FRANCE	[redacted]
41	Rise Sports consulting	[redacted]	CROATIA	[redacted]
42	2Sport	[redacted]		[redacted]
43	Charles University, Prague	[redacted]	Czechia	[redacted]
44	Estonian Olympic Committee	[redacted]	ESTONIA	[redacted]
45	Sport and Citizenship	[redacted]		[redacted]
46	European Commission	[redacted]	Hungary	[redacted]
47	Social fund prof sport	[redacted]	Belgium	[redacted]
48	Athlete	[redacted]		[redacted]
49	Sr Zulte Waregem	[redacted]	Belgium	[redacted]
50	NOC Lithuania	[redacted]	Lithuania	[redacted]

66	UEFA	Teodora	BELGIUM	[REDACTED]
69	Oceania Olympic Committee	Aja	CRESTIA	[REDACTED]
70	Sportweek	Chiron		
71	World Skate	Meryl		
72	Lega Pallavolo Serie A	Massimo		
73	Assist Women Athletes Italian Association	Lisa		
74	Sport Evolution Alliance	Juliane	SWITZERLAND	[REDACTED]
75	Sports law firm CRESTA	Thine	Belgium	[REDACTED]
76	MAX Agency BV		BELGIUM	[REDACTED]
77	Edeltech Camachanger	Amilla	Sweden	[REDACTED]
78		Veronica	ITALY	[REDACTED]
79	ASSIST Women Athletes Association	Margherita		
80	European Commission	Sera	Belgium	[REDACTED]
81	Vrije Universiteit Brussel	Sofia	BELGIUM	[REDACTED]
82	Permanent Representation of Croatia to the EU	Vladimir	CROATIA	[REDACTED]
83	Victim Support Europe	Janisa		
84	Parabellon International EU Brussels	Paul	[REDACTED]	[REDACTED]

85	Eu strategy	Florian	BELGIUM	[REDACTED]
86	Angis Law	Sera	Belgium	[REDACTED]
87	FACTORY AVOCATS	Aurora	FRANCE	[REDACTED]
88	Hockey Ireland	Sarah	Ireland	[REDACTED]
89	Sport and Citizenship	Hugo	France	[REDACTED]
90	City of Versailles	Estherice		
91	Rugby Europe	Philippe	FRANCE	[REDACTED]
92	Sports law firm CRESTA	Quinten	Belgium	[REDACTED]
93	Flanders Classics	Tomas	BEL	[REDACTED]
94		Sine		
95	Dutch Volleyball Federation Nivooco	Peter	NETHERLANDS	[REDACTED]
96	BARTHOLOMEUSEN WAUTHIER & Associés	Elienne	BELGIUM	[REDACTED]
97	AIP - ASSOCIAZIONE ITALIANA PALLAVOLISTI	Roneda	ITALY	[REDACTED]
98	International Ice Hockey Federation	Janna	Switzerland	[REDACTED]
99	Playground / Golfsport	Wout	Belgium	[REDACTED]
100	KULsoven	Costo	BELGIUM	[REDACTED]
101	Sports law firm CRESTA	Ana		[REDACTED]

102	Sports law firm CRESTA	Ana	Spain	[REDACTED]
103	Permanent Representation of Slovenia to the EU in Brussels	Luka		[REDACTED]
104		ANJA		[REDACTED]
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IV. Pictures (link of all pictures available upon request)







V. Satisfaction survey (26 anonymous answers)

1. What is your overall feeling about this event?

- Bad: 1
- Great: 11
- Excellent: 14

2. How great were the speakers?

- Great: 14
- Very great: 12

3. How useful was the networking part?

- Not that useful: 2
- Useful: 8
- Very useful: 16

4. How great was the organization?

- Not that great: 1
- Great: 9
- Very great: 16

5. What did you like about the event?

- Excellent topics, great networking, very good and clear organisation and communication.
- A liked that there was a lot of networking with coffee breaks, and that the panels weren't that long.
- The overall rythm of conferences and the consistency between different moments of the day
- Networking, food, facilities, diversified crowd.
- I highly value the quality of the content, the diversity of perspectives (speakers an participants wise), I think the different program points with testimonies, research, round table, networking, etc. have been well balanced... I liked that there was enough time to get to know, exchange and

think about future collaborations etc. The overall organisation, service and iconic location was great.

- The platform that will be an aid to initiate help in case somebody needs information and support.
- I liked how different the experts were
- Very important subject, i blame myself for staying far of equality till now. For sure i will be involved in projects.
- Genuine commitment and experience of speakers and participants
- the networking, people from lots of different countries and stakeholders - the topic of course
- Athlete's testimonials & Debate between federations. The setting was unique. Welcoming atmosphere/
- Everything, the topic, guests. There were many good topics to talk about
- Smooth organisation, relevant discussions with the speakers and a well-designed setting (as well as excellent food)
- The speakers were great and I appreciated form how many different backgrounds and levels they came
- The networking part was very was really useful. Next to that I want to highlight that the organisation of the event was really good.
- The topic of the project helped, speakers were well prepared and skilled
- Meeting all kind of people from different sectors related to gender equality in sports
- I liked the real stories and possibility to meet heroes of stories.
- MAke new insights and acquaintances.

6. What would you improve about this event?

- I personally think that the breaks were too long, I was very interested in the topics of the panels and would have preferred to spend more time on those instead of networking for an hour
- Better food :) Xavier should have spent more money on it. Joke! All good.

- Maybe to shorten the breaks between the conferences.
- It was an overall introduction to the project for me, so the information was on point. In the future we might need more concrete cases. Detailed problems and (legal) solutions for those problems discussed. Also, maybe use a convention to gather the major "players" of a certain area and motivate them to stand together to make changes. Because we get information now but some problems can only be solved if all hands are joined so there are no escape routes.
- Make it a bit shorter
- Have more time for discussion after the presentations and the panels
- Less time between sessions. A more dynamic approach to the presentation of the project itself.
- Time for networking was too long. It would be interesting stories from other sports.
- coffee breaks too long
- Slightly shorter networking times
- Shorter breaks. Even if the networking part was nice as an idea, the overall length of the event turned out too long. It was difficult to expect that everyone will stay for the whole time.
- I think in the athletes' panel I would have done also moderator style or after each speaker leave 10 min of questions.
- Heating. The rooms were little bit cold to stay in for the long time
- Sport decision makers more challenged/ try to engage potential donors for women's sports, as sport companies
- There were, in my opinion, too many breaks. You were just settled to listen to a presentation and only 30 minutes later it was a break for an hour. I hoped to hear legal points of view as it was related to the human rights of athletes.
- Apart from a cold weather, nothing to really improve :)
- Not sure!

7. What do you consider the next priorities are for women athletes' rights?

- All subject in event should be handled carefully. VERA could be also represented in countries under one umbrella
- To get down to actions with leadership and boards.

- "Ensuring equal pay and prize money for women athletes.
- Combating harassment and discrimination within the sports industry.
- Increasing visibility and media coverage of women's sports."
- Equal pay
- The CBA for women's and negotiation of their image rights.
- making sure that VERA can continue after 2025
- I don't think we need to think about next topics. it would be useful to work on tools how to solve existing problems.
- Representation in governing bodies
- Continue and expand education on the issue and its solutions.
- Make it a mainstream topic, so improve lobbying
- Education. The level of education, opportunities and accessibility to education.
- The representation
- A collective labour agreement
- CBA everywhere
- Giving young man and women the education and opportunities to live to their best in terms in terms of technical and human capacities. We need to speak and act for the women and men... one cannot live equity if we do not empower the education and opportunities for both to be able to live equity.
- Getting advised by professionals
- Representation: without representation, there will be no significant changes
- Start from the basis. Educating youth about how to behave. Boys and girls. Change mindsets.

8. What is the most efficient way to connect women athletes and the VERA platform?

- Sharing the message on all sorts of platforms and be the go-to place for women in sports
- Partner with women's sports leagues, federations, and associations to promote VERA directly to athletes within their networks.

- Social media: spread the word
- social media!!
- Use the network of the conference, the project... collaborate with organisations focusing on women athletes, then other umbrella organisations... through the athletes' networks...
- Instagram
- website blogs and chatrooms
- Probably social media, or through app
- To appoint VERA Brand Ambassadors
- Maybe by informing federations and making them spread the word through a campaign.
- I'm still trying to figure it out...through sport federations probably would be great, but hard to have them on our side
- I do not know
- VERA need ambassadors and educators.
- Word of mouth and social media
- I think players and athlete will know about you when you may have a problem to be solve. Player associations contribute to speak about these topics but if not It can be complicated for other organizations to get direct contact with players and athletes, and also those to be interested.
- Results speak very loudly, so a few best practises broadly shown on social and other media on how the VERA platform made a difference might help.
- Have more communication around it
- Through sport federations