



# Minutes

3<sup>rd</sup> WT Sustainability Committee Meeting (Conference call via Microsoft Teams)

February 1, 2024 | 19h00 (Local time in Seoul, Korea | GMT+9)

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

## Executive Summary

- Reviewed the minutes from the last committee meeting and confirmed the committee's approval
- Presented the Sustainability Awards 2023 progress and a plan to host the Sustainability Awards 2024
- Discussed the development of case studies based on the Sustainability Awards 2023 submissions and a standardized template for future case studies
- Provided an update on the Mental Health survey, including the process, number of responses, and plans for publishing the report
- Highlighted the significance of the survey results and the need for further action and projects
- Presented the Sports for Nature program and expectations to report annually on projects related to nature and biodiversity
- Presented the Climate Neutrality Initiative and a plan to reduce and offset emissions
- Introduced the Diversity and Inclusion Statement and will seek feedback from committee members
- Suggested initiatives for celebrating diversity days
- Shared the signing of an MoU with UNHCR Korea for a refugee program and plans to expand internationally
- Raised a question about the sustainability of referee uniforms and proposed looking into more sustainable options
- Discussed the need to set timelines for the 2024 plans as well as establish KPIs
- Scheduled the next committee meeting for 16 May 2024 at 19:00 KST, allowing time for smaller subcommittee meetings and project discussions leading up to the meeting

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### 1. Call Meeting to Order and Welcoming Remarks

*Ms. Jamie Lee Carpenter, as Chair, welcomed all members for the 3<sup>rd</sup> meeting of the*



Sustainability Committee.

Five (5) members attended the meeting; thus, the quorum was established.

## 2. Approval of the Minutes

**Mr. Jerry Ling** asked the committee to approve the Minutes of the 2<sup>nd</sup> Sustainability Committee Meeting on November 7.

The Minutes were approved by the Committee.

## 3. Overall Progress Report

### a. Sustainability Awards

**Mr. Ling** opened the meeting by discussing the achievements and future plans of the Sustainability Awards. He highlighted that last year's winners were from Australia, Belgium, and Costa Rica and that the winners received trophies and cash prizes, along with the opportunity to apply for sustainability project funding up to \$5,000. He added that feedback was provided to countries that did not win to improve future submissions.

**Mr. Ling** shared that the 2024 Sustainability Awards will be launched next month, with announcements and details to follow.

**Ms. Claudia Cardenas** reported that the WT received 21 submissions for the Awards and that the top cases per focus area were being prepared for publication on the website and in the annual report as case studies. A standardized template has been developed for current and future case studies, including sections for title, MNA name, summary, sustainable development goals, impact, pictures, videos, and resources.

**Mr. Ling** emphasized the importance of promoting the case studies among stakeholders and internationally to showcase taekwondo's initiatives. He also encouraged the Committee Members to provide comments and suggestions for improvement.

### b. Mental Health

**Ms. Cardenas** presented the results of the mental health survey which aimed to assess the mental health status of elite athletes, with 499 providing usable data. The results indicated high levels of psychological distress, anxiety, depression, and eating disorders among the athletes in relation to demographic and Taekwondo-related factors such as age, gender, competition phase, and years as an active athlete. Significant findings included:

- Gender: Females exhibited significantly higher levels of anxiety and depression compared to males.
- Age: Athletes aged 26 to 31 showed the highest levels of psychological distress, anxiety, and depression.



- *Continental Union: Athletes from different continental unions showed varying levels of eating disorders, with Asia having significantly higher scores and Europe having lower scores.*
- *Discipline: Kyorugi/Sparring athletes showed significantly higher levels of psychological distress and disordered eating; while Poomsae/Forms athletes showed significantly lower scores in disordered eating.*
- *Injury: Athletes with injuries reported significantly higher levels of psychological distress, anxiety, and depression.*

**Ms. Heather Garriock** suggested comparing the data with other sports, especially those with weight categories, to understand the unique challenges faced by taekwondo athletes regarding eating disorders.

**Mr. Daniel Cade** highlighted the need for further research and collaboration with other sports organizations to address mental health issues in sports.

**Ms. Maria Skryabina** shared her personal experience transitioning from Kyorugi to Poomsae and emphasized the importance of providing practical solutions and support for athletes facing mental health challenges.

**Mr. Ling** thanked the committee for their work and emphasized the importance of promoting mental health awareness in sports. He encouraged members to contribute to further research and initiatives to support athletes' mental well-being.

### **c. Sports for Nature**

**Mr. Paul Kim** provided an update on the Sports for Nature program, which focuses on climate mitigation, adaptation, and biodiversity. An annual report is due in December 2024, and expected projects include environmental impact assessments, partnerships with conservation groups, and tree-planting initiatives.

**Mr. Ling** added that the project could be implemented on a continental basis to address varying levels of impact and focus on nature-related initiatives.

**Ms. Skryabina** proposed a "green belt" program to recognize and reward practitioners who engage in eco-friendly practices, such as tree planting after major competitions. She also suggested this program could be part of the Sports for Nature initiative and will submit a detailed proposal for consideration.

### **d. Climate Neutrality**

**Mr. Cade** discussed World Taekwondo's efforts toward achieving climate neutrality and analyzed WT's emissions to develop a reduction plan. He added that this is part of the Sports for Climate Action Initiative, focusing on reduction rather than relying solely on carbon credits for offsetting emissions.



#### e. Diversity Statement

*Mr. Kim presented a draft of the Diversity Statement for review and feedback. The statement aims to promote inclusivity and appreciation of differences within World Taekwondo.*

*Ms. Garriock suggested renaming the statement to "Diversity and Inclusion Statement" to emphasize inclusion.*

*(The committee agreed to review the statement and provide feedback for finalization.)*

#### f. Diversity Days

*Mr. Ling discussed celebrating diversity and inclusion through various international days, such as International Women's Day and World Refugee Day. He added that WT should aim to expand its initiatives beyond media campaigns and explore more impactful projects.*

#### g. UNHCR Korea

*Mr. Kim shared a recent MOU signed with UNHCR Korea to work with refugee children in Korea. The program includes taekwondo training, participation in events, and collaboration with local taekwondo associations.*

*Mr. Ling highlighted the importance of this initiative as a step towards expanding refugee programs across the Asia Pacific region and linking them with existing UNHCR projects worldwide.*

### 4. Plans for 2024

*Mr. Ling outlined the sustainability strategy for 2024 by highlighting the 40 activation points planned for the year. He also emphasized the need for collaboration with the committee, experts, and other committees to work on projects such as sustainable event management, education, and tracking and reporting.*

*Mr. Ling indicated that the Sustainability Committee would become more active in 2024 with a growing number of initiatives.*

### 5. Other Matters

*Ms. Skryabina raised a question regarding the sustainability of the uniforms worn by international referees, noting that while they may look good on camera, they are not comfortable for all-day wear. She suggested exploring more sustainable materials for the uniforms, particularly after the Olympics.*



**Mr. Ling** acknowledged that the current uniforms may not be environmentally friendly and the need to pursue a project to address this issue.

**Mr. Ling** shared the launch of virtual taekwondo with sustainability being a key focus area.

**Ms. Garriock** suggested revisiting the key objectives of the sustainability strategy and establishing timelines and KPIs for each objective. She highlighted the importance of setting achievable goals, particularly in the area of diversity.

**Mr. Cade** explained that the objectives of the strategy are accompanied by specific activities, each with its KPIs and targets. He also mentioned the use of a Microsoft Power BI tracking tool to monitor progress on these activities and suggested sharing updates on the tool at the beginning of each meeting.

## **6. Next Committee Meeting**

*The next Committee Meeting will be held on 16 May at 19:00 KST.*

## **7. Closing of Meeting**

*The meeting was adjourned by the Chair.*