

AGENDA



**IBSF - IBU
GENDER EQUITY
FORUM 2022**

WEDNESDAY, 04 MAY 2022

19:00 - 19:30	Olle Dahlin & Ivo Ferriani Welcome speech and aperitif
19:30 - 21:30	Welcome Dinner

Meeting room for the whole Forum: Alpsee

THURSDAY, 05 MAY 2022

LEADING TOPIC: GENDER EQUALITY AND CULTURE CHANGE WITHIN ORGANIZATIONS

08:45 - 09:00	Welcome speech
09:00 - 09:30	Prof. Kari Fasting, NOR Equality and Equity - Challenges for sport organizations
09:30 - 09:50	Kelsey Dickinson & Titus Clark, IBU Athlete Ambassadors Athlete's voice about the new generation's approach towards equality, equity and diversity
09:50 - 10:20	Sven Straub & Simone Faber, BMW Diversity @ BMW GROUP
10:20 - 10:50	Moderated panel discussion (Moderator: Guro A. Johnsen) Generational strategies for change. Responsibilities and barriers to progress. Prof. Kari Fasting, Kelsey Dickinson, Titus Clark, Sven Straub, Simone Faber
10:50 - 11:15	Coffee break

LEADING TOPIC: GENDER EQUITY STRATEGIES WITHIN INTERNATIONAL ORGANIZATIONS

11:15 - 11:30	Sandra Lengwiler, IOC Gender Equity strategy and achievements within IOC
11:30 - 11:45	Niklas Carlsson, IBU Gender Equity strategy and achievements within IBU
11:45 - 12:00	Heike Grösswang, IBSF Gender Equity strategy and achievements within IBSF
12:00 - 12:30	Moderated panel discussion (Moderator: Guro A. Johnsen) Benefits of gender equity and equality. Why we matter? Sandra Lengwiler, Heike Grösswang, Niklas Carlsson
12:30 - 12:35	Summary & Introduction Afternoon programme
12:35 - 13:45	Lunch & Networking

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LEADING TOPIC: CHALLENGES OF PARENTHOOD DURING ACTIVE ATHLETE CAREER

13:45 - 13:55	Theresa Jost, IBU Introduction to the topic
13:55 - 14:45	Moderated panel discussion (Moderator: Guro A. Johnsen) Challenges of parenthood during active athlete career and recommendations for change IBSF and IBU Athletes (Benjamin Maier, Nicola Minichiello, Weronika Novakowska, Michal Slesingr)
14:45 - 15:00	Coffee break
15:00 - 15:30	NF FIN (IBU), NF SWE (IBU), NF BEL (IBSF) Gender Equity strategies in National Federations
15:30 - 18:00	Workshops in small groups Creating Change. How to accelerate gender equity in the Sports Organisation?
18:00 - 18:10	Wrap-up and Info about second Day
19:00 - 21:00	Dinner

FRIDAY, 06 MAY 2022

LEADING TOPIC: IMPORTANCE OF MALE ALLIES

08:30 - 08:45	Welcome speech
08:45 - 09:45	Workshop results presentations
09:45 - 10:05	Coffee break & Check-out
10:05 - 10:45	Fikri Anil Altintas, UN HeForShe Ambassador Germany The importance of male allies
10:45 - 11:05	Dagmara Gerasimuk, IBU The importance of male allies from a female perspective
11:05 - 11:15	Coffee break
11:15 - 12:00	Moderated Panel Discussion (Moderator: Guro A. Johnsen) The importance of male allies in sport Olle Dahlin and Ivo Ferriani
12:00 - 12:10	Summary and Goodbye
12:10 - 13:30	Lunch & Departure

MODERATOR



Guro A. Johnsen

Guro A. Johnsen is a Norwegian and currently lives in Switzerland. Guro served earlier in different roles for the Norwegian Olympic Committee (NOC). Her positions with the NOC included Marketing Manager and Project Manager for "the Women Project", a five-year athletes and management program leading up to the Olympic Games in both Nagano and Sidney. In 2007 Guro established her first company "AG Johnsen AG" in Switzerland and a few years later she established her second company "Johnsenskillz AG, SHESKILLZGLOBAL". The latter is a unique platform where professional women from all over the world will get the opportunity to promote their skills and achievements. Over the last three years she was an adviser to the board for SafeSport International and a board member for WomenSport International.

KEYNOTE SPEAKER



Olle Dahlin

Olle Dahlin has been the IBU President since 2018. He was first elected to the IBU Executive Board and served as the IBU Vice President of Development in the period of 2014-2018, his first term. He is a member of the Swedish Olympic Committee Executive Board. He is the Honorary President of the Swedish Biathlon Federation; prior to that, he was active in the roles of President, Vice President and Executive Board Member. Mr. Dahlin was a member of the Executive Board for the IBU World Championships 2008 in Oestersund, Sweden as well as the Chairman/Executive Board Member of the IBU World Championships 2019 in Oestersund, Sweden. A chemical engineer by education, Mr. Dahlin spent most of his business career in various executive positions in international pulp and paper companies. As a former athlete in skiing, shooting and biathlon Mr. Dahlin still spends a lot of his leisure time in outdoor activities, preferably in the company of his wife and three sons in their family cottage.



Ivo Ferriani

Ivo Ferriani serves as the IBSF President since 2010 and is a former bobsleigh athlete and coach who participated in the 1988 Olympic Winter Games in Calgary. In 2016, Ivo Ferriani became a member of the IOC and was elected as a member of the IOC's Coordination Commission for the preparation of the 2022 Olympic Winter Games in Beijing, the Sustainability and Legacy Commission, the Entourage Commission as well as the Board of the Olympic Broadcasting Services. Moreover, he is a member of the IOC's Women in Sport Commission and is committed to helping promote equal opportunities for girls and women in the global sports community to participate in, and benefit from sport.

In 2020, Ivo Ferriani was elected as the President of AIOWF (Association of International Olympic Winter Sports Federations) and in the following year as President of GAISF (Global Association of International Sports Federations).

Furthermore, he holds the positions as President of SportAccord, Executive Board Member of CONI, Member of the Board for the Olympic Winter Games Milano Cortina 2026 as well as Executive Board Member of the State University of Rome, Foro Italico.

KEYNOTE SPEAKER



Fikri Anil Altıntaş

Fikri Anil Altıntaş (he/him), born in Wetzlar in 1992, studied political science, ethnology and Eastern European studies in Tübingen, Istanbul and Berlin and works as a political educator and freelance author. He writes, among other outlets, for der Freitag, taz and pinkstinks.de. In his articles, lectures and workshops, e.g. for Gropius Bau and ZDF, he deals with masculinities, gender (in) equality, privileges and the (de)construction of non-white, Muslim masculinities in Germany. He is the #HeForShe Germany catalyst for UN Women Germany. His debut novel will be published in spring 2023.



Simone Faber

Simone Faber is working for the BMW Group as Vice President Human Resources for Sales, Marketing & Aftersales of the BMW Brands. She holds a degree in law has been working in several larger scale companies in Germany in the Human Resources area. Simone has strong passion for diversity, equity & inclusion and is mentor for these topics in the BMW Group. She focusses on the cultural and mindset aspect of diversity and is keen on driving transformational topics.



Kari Fasting

Kari Fasting is a former Norwegian athlete and Professor Emerita at the Norwegian School of Sport Sciences in Oslo, Norway. She was the first female professor in sport science in the Nordic Countries (1987) and the first elected president (rector) of the Norwegian School of Sports Sciences (1989-1993). She is the former president and honorary member of the International Sociology of Sport Association. Fasting has also conducted research into equality and diversity in sport and sexual harassment and abuse in sport and has worked as an expert consultant for a host of major organizations including the IOC, UNICEF and the EU. Just recently, she won the IOC Women Sports Award for Europe 2021.



Sandra Lengwiler

In her current role, as the Gender Equality and Inclusion Lead at the International Olympic Committee (IOC), Sandra is responsible for the implementation of the IOC Gender Equality and Inclusion strategy. Through collaborative efforts with Olympic Movement stakeholders and International partner organizations, she oversees the implementation of the IOC's gender equality and inclusion strategy through a variety of initiatives to support the Olympic movement in reaching the new targets set out in Olympic Agenda 2020+5.



Sven Staub

Sven Straub is the Chief Financial Officer (CFO), BMW Group Market Germany and is heading the Finance Team since 2018. He owns a strong dedication for Business Transformation and Performance Management. Furthermore, Sven is in charge of Market Strategy, Strategy Communication, Dealer Financials as well as Data Analytics. During his international career he lived and worked in various cultures, developing his passion for promoting diversity, international talent development and mentoring within and beyond his area of responsibility.

SPEAKER



Niklas Carlsson

Niklas Carlsson has been the IBU Secretary General since September 2019. He is an ex officio member of the IBU Executive Board without voting rights. He is the former CEO of the FIS Alpine World Ski Championships 2019 in Are, Sweden. Before that, he served as Secretary General of the Swedish Ski Federation from 2011-2014. He joined the National Federation from the International Ski Federation (FIS), where he worked as Event and Sponsoring Manager for three years. He also sat on the board of Falun 2015, the company for the FIS Nordic World Ski Championships; and the board of World Championships Region, a co-owned company by Are 2019 and Oestersund 2019 responsible for promoting the World Championships in the region. Carlsson who is fluent in English and German, has also served as Head Coach and Alpine Director for the Swedish Ski Federation. The father of two children holds a coaching diploma from the University of Physical Education in Stockholm.



Dagmara Gerasimuk

Dagmara Gerasimuk has been the IBU Development Director since March 2020. For over 25 years, she is associated with biathlon as an Athlete, Coach, International Referee, Secretary-General, and President of Polish Biathlon Association (2014-2020), member of Sports Commission and Chairman of the Gender Equality Working Group in the Polish Olympic Committee, IBU Executive Board Member (2018-2020). She has a PhD in sports science and a diploma in sports management. In addition, she is associated with Jerzy Kukuczka Academy of Physical Education in Katowice. She is a mother of a 10-years old daughter. As a Development Director, she is passionate about creating and leading projects from ideation through a launch that might support biathlon development worldwide.



Heike Groesswang

Heike Groesswang is from Germany and holds the position of Secretary General in IBSF since 2012. Before working for the IBSF she developed marketing programmes and event strategies for bobsleigh, luge and skeleton sports. Additionally, she managed Olympic and World Champion athletes' marketing and PR rights from the junior to senior level. During her sports management career she attended all Olympic Winter Games since 1992 in various functions, whereas she was able to get an insight into the work of an Olympic Games management herself at the torino 2006 Olympic Games, fulfilling the role of a race office manager. In 2010, when she started working for the international bobsleigh and skeleton federation (IBSF) she was tasked to change the federation into a modern, leading federation within the Olympic movement. In her role as a Secretary General she had the chance to serve various committees and working groups such as the IOC Gender Equality Review Project Working Group. She is a member of the ASOIF diversity and gender equity consultative group (ADGEG). Since 2020 she also fulfills the role of the Secretary General of the AIOWF.

ATHLETES



Benjamin Maier

Benjamin started skeleton at the age of 7 and switched to bobsledding at the age of 15 because as he was too old to compete in skeleton at the 2012 Youth Olympics. From then on Bobsledding appealed more to him than skeleton, that's why he stayed with it ever since.

Benjamin finished high school in 2013 and celebrated his World Cup debut in the Olympic season 2013/14 which was his first full World Cup season he competed in. So far, he participated in three Olympic Games representing Austria (Sochi, Pyongchang, Beijing).

He is married to the Canadian skeleton athlete Elisabeth Maier (formerly Vathje) since 2018 with whom he has a son called Hendrix Fin (born in 2019). Hendrix travels with his wife and himself during the World Cup while they are competing.



Nicola Minichiello

Nicola Minichiello is a retired Bobsleigh Pilot who competed between 2001 and 2011 in three Winter Olympic games. She won two medals in the two-woman event at the IBSF World Championships, winning a silver in 2005 and making history with a gold in 2009 becoming the first British female driver to win a World Championships.

Since retiring, Nicola has made it her mission to continue breaking down barriers and pushing expectations and by doing so paving the way for others to follow. In 2012, she became the head of performance for the Netherlands Olympic Bobsleigh team, becoming the first woman to lead at a Winter Olympic Games. From 2014 she was announced as the IBSF's new coordinator taking responsibility for the Youth Olympic Games Program as well as the skeleton and Bobsleigh races on the North American Cup and Intercontinental Cup.

In 2017 Nicola gave birth to twin boys Zach and Freddie and for the past five years they have travelled with her whilst she balances motherhood alongside a successful career in sports management.



Weronika Nowakowska

Weronika Nowakowska is a former biathlete, three-times Olympian and Vice World and European Champion in biathlon. After retiring from biathlon as an athlete, she now works as an educator and mental preparation coach. She graduated from the University of Wrocław (pedagogy) and the Academy of Physical Education in Katowice (physical education) and completed some postgraduate studies in individual, group and team mental coaching. She also works as a sports commentator and lecturer at postgraduate studies in sports psychology and mental training, incl. SWPS (Psychology of Children and Youth in Katowice) and AWF Katowice (Mental Training in sport).



Michal Slesingr

Michal Slesingr is a former biathlete and World Cup Winner with experience of two decades in international IBU events. After retiring from competitions Michal still works for Czech Biathlon Union in the position of a Technical coordinator where team logistics, administration and equipment support are main objectives of his work. Michal is married, father of two children in the age of 9 and 2. Aside from biathlon and his family, Michal still enjoys programming, piloting or adrenaline rush in skydiving and BASE jumping.

IBU ATHLETE AMBASSADORS



Titus Clark

Born in Scotland, Titus moved to England in 2016 where he discovered roller skiing. Initially joining Wessex Biathlon and Nordic Ski Club he became a member of the British Nordic Development Squad and benefitted from their camps and coaching. However biathlon was always where he wanted to be.

Titus skied his first IBU races in 2019 and have competed wherever possible with the rules of Brexit and Covid. End of last year (2021) Titus became an IBU Gender Equality Athlete Ambassador.



Kelsey Dickinson

Kelsey Dickinson is originally from Washington State in the United States. Kelsey attended college in Duluth, MN at The College of St. Scholastica, where she double majored in Philosophy and Natural Science and was awarded the CSS Department Chair Award in Philosophy. She was captain of the CSS Ski Team and won the CSS Athletics Career Achievement Award as a senior in 2018. She is a three-time NCAA Qualifier and the only female CSS skier to earn CCSA All-Region on five occasions. Kelsey currently lives in Craftsbury, Vermont where she competes for both the Craftsbury Green Racing Project Biathlon Team and US Biathlon National Team. Kelsey also works as the Executive Director of the Women Ski Coaches Association, a non profit her former college coach Maria Stuber started in 2019.

She serves as a Gender Equity Athlete Ambassador for the International Biathlon Union, which has published ambitious gender equity goals over the coming years. Kelsey is passionate about gender equity and sport and hopes that she can help women achieve high goals in spaces that have been historically male-dominated.