

**Ethics and Education Committee Meeting
Montreal, Canada
15-16 December, 2004**

MINUTES

MEMBERS

Scott BURNS (Chair)
Vadim BALSEVICH
Zakia BARTAGI
Matthias KAMBER

WADA STAFF

Casey WADE
Jennifer EBERMANN
Marie-Claude ASSELIN
Natalie OUIMET

OBSERVERS

Joe Van Ryn
Michael GOTTLIEB
Brian BLAKE

REGRETS

Chiharu IGAYA
Elizabeth POTT
Charmaine CROOKS
Robert DONOVAN
Yong-Seung KIM
Lamartine DA COSTA
Pirjo KROUVILA

1. Welcome

MR. WADE welcomed the Members and thanked them for attending. He explained how there were five cancellations in the past five days, including three for illness-related reasons. MR. WADE stressed the importance of the E&E Committee as an advisory body and explained the need to move ahead with the Committee's business.

MR. WADE then introduced Joe Van Ryn of Canadian Heritage and explained that MR. VAN RYN was attending as a representative of THE HONOURABLE STEPHEN OWEN, Minister of State (Sports), Canada who is to take over the Chair of the Committee on 1 January, 2005. MR. WADE also introduced MR. GOTTLIEB AND MR. BLAKE who were here representing MR. BURNS and announced that while MR. BURNS, the current E&E Committee Chair, would chair the Committee meeting on the second day, DR. KAMBER was to chair the first day with the assistance of MR. WADE. Likewise, MR. HOWMAN was to join the Committee on the second day as he was attending the doping hearing. MR. WADE also introduced the WADA education staff.

2. Review of Agenda

MR. WADE noted that several issues required the Committee's attention and that WADA management needed advice, support and recommendation from the Committee on specific items. The meeting was therefore structured as follows:

- a) Updates and information
- b) information review and feedback

c) recommendations.

MR. WADE explained that while the Committee was not a decision-making body, its recommendations were important. He also added that given the size of the group for this meeting, the discussions would be rather informal. Finally, MR. WADE pointed out that two of the most important issues to be considered at this meeting were the *Play True Campaign Concept* and the *Education Symposium Program*.

MR. WADE then reviewed the meeting materials, explained that some documents were to be tabled later in the meeting and moved on to INFORMATION KITS that had been distributed, noting the various information materials.

3. Review of Minutes of June 7, 2004

<p>The E&E Committee accepted the minutes of the 7 June, 2004 telephone conference.</p>
--

4. General Update on Education

DR. KAMBER called upon MR. WADE to update the Committee on Education projects and invited the members to discuss and comment on the presentation.

MR. WADE started by describing the context for the various education programs, noting the adoption of the World Anti-Doping Code and the new world doping control program. He explained how it was important to pursue education programs at WADA in a manner that involves the *World* in WADA's various education programs, particularly given how the Athens Games had demonstrated a lack of knowledge concerning testing, and overall athletes' rights and responsibilities. MR. WADE stressed how important it was to reach all stakeholders and partners, particularly athletes and their support personnel. He noted that the Education Questionnaire, distributed in 2004, helped identify some important areas of stakeholder needs.

4a) Committee Chair

MR. WADE noted that he had addressed this issue in his welcoming remarks.

4b) WADA staff updates

In addition to the introductions carried out in his welcoming remarks, MR. WADE introduced MS. OUIMET who has joined the Department for a period of one year, and indicated that MS. ASSELIN is expected to be away on maternity leave for a few months in 2005.

4c) Terms of Reference

MR. WADE began by mentioning that the 2005 E&E Committee was somewhat larger than the current one and that it included some renewals and some new nominations. Most of the existing members still had one year to their mandate on the Committee. In response to DR. KAMBER's question, MR. WADE specified that most of these appointments were ending on 31 December, 2005 but that those members' whose mandate was up could re-apply.

MR. GOTTLIEB noted that a priority for MR. BURNS during his tenure as chair of the Committee has been to ensure broad geographical representation on the committee and expand the use of Spanish language in education materials and programs.

DR. KAMBER mentioned that he was pleased with the wide geographical representation in the E&E Committee as it is consistent with WADA striving to provide information and assistance worldwide.

MR. WADE mentioned that the Terms of Reference are not new to the Committee members and promptly goes through the document, explaining that minor changes were incorporated only to ensure standardization with other WADA committees' terms of reference.

4d) Interim Working Group

MR. WADE explained that WADA recognized that Committee members are generally very busy and that the frequent input of a few key people in the business was deemed helpful. An interim ad hoc group was therefore established by recruiting experts whose daily business is anti-doping education to bounce ideas off of them. Some E&E committee members are part of this group while others will participate in specific project groups such as the Social Science Research Committee.

MR. VAN RYN enquired as to how the working group was formed and whether the information was sent to NADOs requesting nominations. MR. WADE answered that the members of the working group were recruited directly by WADA staff for their expertise.

MR. VAN RYN then asked whether the Interim Working Group have a Terms of Reference to clarify its role and responsibilities. DR. KAMBER answered that the working group will be called upon mainly to do some hands-on work such as preparing proposals before they go to full Committee. MR. WADE added that we did not want to formalize this group as a committee. General areas of assistance were identified through correspondence, but clearly this group has been put in place to assist WADA staff and to work under the umbrella of the E&E Committee.

4e) 2005 Budget

MR. WADE started by pointing out that the current budgetary figures could be increased during the course of the year if additional funds were available and supported by management and the Executive Committee for specific projects of priority; information will be given about each item as we go along. MR. WADE also indicated that three areas of priority in the overall WADA budget for 2005 are:

1. Education
2. Scientific research
3. ADAMS

4f) Information Materials and Projects

MR. WADE provided updates and information on various projects, some of which required the Committee to make recommendations.

To begin with, MR. WADE reviewed the various information materials. Of particular note;

- a. The Athlete's Guide will no longer be dated
- b. The 2005 Prohibited List is already on the WADA website

MR. WADE then spoke of the WADA's new partnership program that includes the benefit of partners assisting with the translation of various WADA documents. Examples were referenced in the information kits.

DR. KAMBER inquired as to what is expected of the Committee members in helping out with this endeavor. MR. WADE suggested that this be discussed later in the agenda under partnership activities.

MS. EBERMANN also mentioned that there are other official documents on WADA's website that have been translated by various countries but that in these particular instances they were not related to the Partnership Program.

DR. KAMBER recommended that all members send translated materials from their respective countries to WADA for posting on its website.

DR. KAMBER also made mention of the "Glossary" which, as explained by MS. EBERMANN, is a document translating key WADA terminology from the World Anti-Doping Code into a number of languages. It is an ongoing project and, to date, one can find translations (from the English) in the following languages: French, German, Portuguese, Spanish, Japanese, Russian and Chinese. DR. KAMBER encouraged Committee members to contribute to this program as well.

MR. WADE then asked MS. ASSELIN and MS. EBERMANN to update the Committee on their respective areas of responsibility.

MS. ASSELIN explained that she was seeking the Committee's endorsement of the document on the "Health Consequences of Doping," a document built around the 2004 Prohibited List that has been reviewed internally. This Guide includes contents about each group of substances: what they are, their effects, their medical uses, what medications contains these substances, and most importantly their side effects. Concerns with the current versions are mainly that WADA does not wish for the document to appear as a justification for various substances to be on the Prohibited List.

DR. BARTAGI noted that this information would indeed be very useful.

MR. GOTTLIEB referred to the expression "no justification" and stated that the document should not specify why given substances are on the List and tout their potentially performance enhancing effects in sports.

MR. BLAKE cited a concern with providing too much information insofar as it might paradoxically encourage the use of banned substances.

MR. WADE concurred and added that justifying the presence of a given substance on the List might also lead to challenges as to why certain substances or methods are on the list.

DR. KAMBER remarked that given the availability of information on the worldwide web on anabolic agents for instance, WADA's role should in fact be limited to giving information, not to justifying or rationalizing.

DR. BARTAGI supported MR. GOTTLIEB's position inasmuch as she believes that athletes must be made aware of the negative effects of banned substances.

MR. WADE suggested that, in lieu of justifying the presence of given substances or methods on the list, a short explanation be added to the introduction of the document to the effect that (in accordance with s.18 of the Code), the intent of the document is to provide information on prohibited substances and methods as well as on the related health consequences of doping.

MS. CROOKS joined the meeting via teleconference at this point and MR. WADE briefed her on the discussion so far. MS. CROOKS also believed that as much information as possible must be made available to athletes and therefore supports this initiative.

MR. GOTTLIEB acknowledged that as much information as possible must be made public but is weary of the public perception that these substances are being promoted. MR. GOTTLIEB also stated his reticence about the document attempting to justify the addition of substances to the List.

MR. WADE noted that the structure of the document itself intrinsically addressed the issue of how banned substances and methods affect sports and that this together with the proposed added text to the introduction should provide enough information to the reader.

The Committee endorsed the document.

Moving on to the "Guide to the World Anti-Doping Code," MS. ASSELIN explained how this guide was originally intended as a cookbook approach on how to implement the Code and that it has been written with the help of various departments. She indicated however that the purpose of the document has changed following internal review and that it now intends to give a general overview of the Code provisions and their impact on implementation.

DR. KAMBER expressed his concerns about people foregoing the reading of the Code if given the Guide. MR. WADE replied that the Guide would be helpful to those countries and NOCs that have very little information, knowledge and/or experience.

DR. KAMBER also expressed concern about the official aspect of the document which may lead to confusion.

MR. GOTTLIEB echoed DR. KAMBER's concerns and suggested that WADA lawyers should carefully consider ways to minimize potential impact of confusion and any inconsistencies with the Code.

After a discussion about what the Guide should be called and what it should include, MS. ASSELIN noted that the Guide refers the reader to the Code for definitions. DR. KAMBER then asked whether the Committee should go through each sections of the Guide to ensure that it parallels the sections in the Code. MR. WADE proposed to set

a date for receiving the feedback of the individual members instead of doing it during the meeting.

DR. KAMBER cautioned the Committee again about the potential different interpretations of the Guide and notes that while useful, a Guide must be written with great clarity or else run the risk of trumping the Code.

MR. WADE concluded by summing up the discussion.

The Committee agreed that it is a worthwhile document and that it must be made clear that it is a *complement* to the Code and exercise legal caution.

Moving on the poster series, MR. WADE stipulated that these documents have been included mainly for information purposes. The posters are to provide ethical messages used around the world to provide basic ethical information to all. They are also tied into the Partnership Program. MR. WADE sought the members' comments.

MS. CROOKS noted that any time that the use of athletes is always appreciated, that the posters demonstrates a good partnership and working relationship with athletes.

DR. KAMBER asked why the "Play True" slogan did not continue to be used instead of the "Spirit of Sport" motto. He also suggests adding more key messages. MR. WADE answers that "Spirit of Sport" is a central aspect in the Code and that doing things that contravene these messages goes against the Code and the principles of "Play True." The "Spirit of Sport" endeavors to offer ethical messages.

DR. KAMBER then asked whether the "Spirit of Sport" campaign would not be confused with that of CCES. MR. WADE remarked that a few organizations are using this expression. MR. GOTTLIEB confirmed this by stating that the USADA has also recently embarked on a campaign that goes to larger ethical issues and that other ADOs are embracing messages broader than anti-doping.

The Committee endorsed the poster campaign.

MS. CROOKS asked whether there would be a way to catalogue worldwide programs and eventually to coordinate with them. MR. WADE responded that that is exactly what the partnership program will accomplish.

4g) Athlete Advisory Group

MR. WADE explained that this Group has been put in place to ensure that the rights and views of athletes are represented. The request for nominations has gone out and the deadline is 31 January 2005. Viacheslav Fetisov, a former athlete who is a WADA Foundation Board member and Minister for Sport in Russia, is to Chair the Group. MR. WADE noted that both WADA management and all Committees will benefit from this group by engaging them in developing interests and priorities.

4h) Olympic Solidarity and United Nations Partnership

MR. WADE indicated that WADA is not seeking funding from the Olympic Solidarity Program but rather is looking to put forth areas of possible cooperation between NOCs and WADA. He informed the Committee that we have already received positive feedback in working with the Olympic program in education of physicians. He then asked MS. EBERMANN to brief the Committee on the content of the proposal submitted to Olympic Solidarity.

MS. EBERMANN referred to the proposal included in the meeting package and noted that WADA hopes to be able to plan concrete partnerships during the next two years.

DR. BARTAGI noted her approbation for this project as some countries, such as in Africa, depend largely on Olympic Solidarity for carrying out their sport programs and there would certainly be opportunities for partnership there.

MR. WADE then moved on to the UN partnership and explained how MR. HOWMAN is pursuing this project which would entail a one-year partnership to take advantage of the UN International Year for Sport and Physical Education. Through this partnership, the UN logo may appear on some WADA educational materials.

DR. KAMBER expressed concerns about partnering with everyone and anyone. MR. WADE assured him that WADA is looking into this issue and that it is important to have the "Play True" message communicated as much as possible on a worldwide basis.

MR. GOTTLIEB noted that such partnerships are consistent with WADA's mission; that these are invaluable opportunities to raise awareness. MS. EBERMANN added that partnership programs also give credibility to WADA's education programs.

The WADA education team will keep the Committee posted on the various Partnership Programs.

1. WADA Outreach Program

MR. WADE explained that it is getting increasingly difficult for WADA staff to be present at all occurring events and that decentralizing the Outreach Program would improve its efficiency and reach. He also specified that WADA is hoping to develop national outreach programs in 2005 to make as much information as possible available to athletes, including interacting with them via quizzes and giveaways. The program proved very successful in Athens where up to 300 people a day visited the WADA site. Athens Outreach also demonstrated that 70-80% of athletes and coaches knew very little about the List, TUEs, Testing and other matters of vital importance to them.

MS. CROOKS congratulated WADA, and in particular Stacy Spletzer and her team, on the work at the Athlete's village, noting that athletes would now be looking forward to visit the WADA booth at events.

DR. KAMBER noted that it is important to find ways to evaluate the program and determine its success. MR. WADE answered that evaluation tools will be created and that he appreciated that there is much work left to be done in developing the program more globally at the national level.

With MS. CROOKS departure, the Committee returned to item 4 on the agenda and MR. WADE updated the Committee on the Testing Video: WADA has entered into a partnership with Switzerland and modifications to the video have been made to bring it in line with international standards. The 6-8 minutes DVDs will be narrated in five different languages to start (English, French, German, Arabic and Spanish). MS. EBERMANN added that images from the video will be used to make leaflets for those countries which do not have DVD capacity. There will be two different videos: one for the able athlete and one for the disabled athlete.

The Committee supports the project and recommended to go ahead with the DVD.

MS. ASSELIN then updated the Committee on what the Electronic Forum entails, namely the facilitation of exchange of information and of news between people and organizations involved in anti-doping education. The concept for this Forum has stemmed from needs identified through the 2004 Education Questionnaire and will hopefully be launched in 2005.

DR. KAMBER commented that the Forum is a good idea but is concerned with the amount of projects the Education department has allocated itself for 2005. The remaining members of the Committee agreed that perhaps some re-prioritizing should occur and some projects be shifted to 2006.

MR. WADE concurred stating that while the program is important it is not a top priority and that perhaps only the building blocks should be put in place in 2005 and that WADA will proceed from there.

MS. EBERMANN then moved on to the Mentorship Program which also stems from the Education Questionnaire. It is essentially a "buddy system" whereby experienced anti-doping organizations or experts are partnered with countries and regions. The goal of this Program is to assist in building the education capacity for developing countries through follow-up and assistance.

MR. VAN RYN raised the possibility of collaborating with ANADO on the Mentorship Program as they have already developed a proposal for a "buddy system" that have similar goals.

MR. GOTTLIEB asked whether specific countries were targeted to be mentors or whether the department waited for requests. MR. WADE answered that the pool would be constituted of some known and well-established NADOs recruited by WADA.

DR. KAMBER proposed looking to the CofE to provide guidelines, framework and experience. MR. GOTTLIEB suggested the broadening of this recommendation by looking at all other organizations and countries for models as well. The Committee agreed to look broadly for appropriate expertise and themes and then moved on to discuss the Tool Kit Project.

MS. ASSELIN explained how the Tool Kit Project aims to provide practical tools and information to various groups at the community level to enable them to carry out

anti-doping activities without the supervisory presence of WADA. Some of the target groups of such program include:

1. Athletes involved as spokespeople for youths and students
2. Teachers (in an effort to integrate anti-doping information in their curriculum)
3. Event organizing committees at the community level.

MR. WADE noted the cohesion between various new projects such as the Tool Kit, the Education Symposium and the Olympic Solidarity Project.

6. YEAH Program

MS. EBERMANN then updated the Committee on the YEAH! Project. The interim education working group has put forth the following recommendations with regards to the project:

- Make contact with those countries that have dedicated youth portals in order to find out more about the success and the used means
- Review the received information and decide on how best to pursue the project
- Establish a link with the National Outreach Program

WADA is now seeking the E&E Committee's endorsement to go forth with the project.

MR. GOTTLIEB confirmed that what is sought here is not a financial allocation but simply an endorsement of the project. He then noted that one of MR. BURNS main concerns is to ensure that anti-doping information reaches the youth as much as possible.

7. Ethics Review Panel

MS. ASSELIN then updated the Committee on the establishment of the Ethics Issues Review Panel which was created in mid-2004. The main purpose and role of the Panel is to provide ethical opinion on matters that cut across the organization, including review of scientific research proposals and occasional review of recommended substances or methods to the banned list under the "Spirit of Sport" criteria. Members of the panel recently provided guidance and supervision for the research ethics review of this year's science grant applications. MR. WADE also noted that the issue of hypoxic chambers is likely to be a matter for discussion by the Panel in 2005.

DR. KAMBER mentioned that the IOC is already researching the issue, which led MS. ASSELIN to specify that WADA is waiting for the IOC's conclusions before submitting the issue to the Education Ethics Issues Review Panel if and when requested by the WADA Science Department.

DR. KAMBER then raised the issue of blood transfusion and stated that he would like the Committee to look into this issue citing Switzerland's reserve at the way transfusion were added to the Prohibited List.

MR. WADE commented that it was not in the purview of this E&E Committee to discuss the issue of blood transfusions but suggested that Committee members contact their stakeholders to enquire about potential ethical issues that have arisen

out of transfusion being prohibited. He also assured the Committee that WADA's science department is aware of the issue and these kind concerns or issues should be directed to them.

8. Social Science Research Program

MR. WADE cited this program as a good example of how Committee members can get actively involved. He also indicated that WADA was looking for the Committee's endorsement of this project.

MS. ASSELIN went through the document, which had previously been circulated to Committee members with extensive research experience. DR. KAMBER and DR. DONOVAN have agreed to assist with this project. WADA is now seeking the Committee's recommendations for research topic priorities for the 2005 pilot program; there will be an opportunity later on for the Committee to make suggestions for 2006 research topics. After some discussion the Committee recommended the following priorities: One grant of up to US\$10,000 for an international literature review with annotated bibliography; one grant of up to US\$30,000 for a study on values, knowledge, attitudes and behavior toward doping with no particular target group specified and; one or two grants of up to US\$10,000 either on the prevalence and motivation for dietary supplement use among athletes or on motivations, side effects, predictors and precipitating factors in doping, targeting athletes who have tested positive or have admitted to doping.

DR. KAMBER asked who would be selecting the grant recipients. MS. ASSELIN explained that independent peer reviewers would evaluate the proposals and make recommendations to the E&E Committee which would make the final selection.

The Committee endorsed the Social Science Research Grant Program proposal.

MR. WADE also mentioned to the Committee that WADA was considering the recruitment of a third member for the working group and that Dr. Steven Ungerleider is being considered as a candidate.

The Committee supports Dr. Ungerleider for membership in the Working Group.

9. Nutritional Supplements

MR. WADE explained that the problem related to the use of nutritional supplements is that they may and do lead to doping infractions. He also reported that there seems to be much misinformation in the public arena and that WADA is also endeavoring to provide more information to athletes than simply: "take at your own risks," particularly given that some athletes earnestly believe that they need dietary supplements. Accordingly, we are moving forward with a follow-up symposium in Germany to build on the Montreal symposium recommendations rather than simply repeat it; this would involve, among other things, making sure that decision-makers join experts with all key sectors in Germany.

MR. WADE informed the Committee that no firm date had yet been set for the German symposia but it will likely be in April or early May, 2005.

Moving on, MR. WADE gave details on how FIBA has partnered with WADA to produce leaflets on anti-doping with the WADA logo on it. Further to this project, WADA, in discussions with FIBA, had agreed to collaborate on the production of a poster to warn athletes about the risks of supplement use. WADA wishes to move ahead with this project and so are looking to this committee for some comments and potential amendments, as some language might be perceived as strong and the analogy of supplements and mushrooms with poison might not relate well in some countries or regions.

DR. KAMBER expressed his belief that given the very strong language on the poster, it should not be a WADA poster but that WADA should look for a partner to endorse the message. MR. GOTTLIEB agreed but adds that, in his opinion, WADA's logo should not appear on the poster at all as the issue is one of positive test, not of poisoning. He believed the case, as portrayed in the poster, to be overstated and when translated into English may be off message.

A short discussion ensued about the language on the poster and its various interpretations until MR. WADE suggested using the word "risky" in lieu of "dangerous" and "contamination" in lieu of "poisoning." He also suggested, following MR. BLAKE's comment, to change "before using it" with "instead."

Generally, a consensus was reached that there might be cultural misunderstandings in North America with this poster which is more suited to European countries. It was agreed to raise the issue again tomorrow with MR. BURNS.

MR. WADE, with the committee's approval, moved ahead to the next item on the agenda.

13. Partnership Program

MR. WADE explained that the aim of the Partnership Program is to make the most effective use possible of existing WADA material while engaging stakeholders. A letter was sent encouraging NADOs, IFs, NOCs and NPCs to use WADA materials and to put their own logos on these materials and to perhaps include a message from their organization as may be appropriate.

The second aspect of this program is to have the WADA logo and "Play True" slogan on doping-free sport information materials developed and used by stakeholders worldwide. This will serve to demonstrate a harmonized approach to information and will promote "Play True" as a universal message. Guidelines will need to be established as it involves assessing and endorsing material to use the WADA logo on information material consistent with the messages and target groups outlined in article 18 of the Code. Letters to that effect will be going out in January 2005.

The Committee recommended that both components of the Partnership Program be pursued with guidelines in place for the second component in an effort to preclude the misuse of the WADA logo.

14. Model Education Guidelines

These guidelines were developed in Cooperation with the Council of Europe's Advisory Group on Education. MS. EBERMANN explained that the purposes of the Guidelines are twofold:

- Support the development, implementation, delivery and evaluation of an effective core education program.
- Ensuring appropriate information on deterrence and detection.

The Guidelines are level three documents structured in the following sections:

- Identification of the key elements of an Information/Education Program
- Analysis of the current situation
- Long term planning
- Annual Activity Planning
- Development of Materials and Activities
- Implementation of Materials and Activities
- Record keeping and evaluation.

MR. WADE continued by announcing that the CofE working group has approved the document with recommendations and that the Committee may of course also comment. Once the consultation process is ended, the document will become a recommendation from the E&E Committee to the Executive Committee. WADA promised to send an e-mail to the members seeking comments and support.

Before adjourning for the day, DR. BALSEVICH made a presentation to the Committee on "The Development of National Systems of Dope-Free Sports."

12. Director General's Welcome

MR. HOWMAN related to the Committee that Education and Research are two key activities for WADA. The Agency would like Education to go as far as possible with a particular focus on developing nations. He also expressed the hope that the Committee will endorse the Play True and Education Symposia projects.

MR. HOWMAN continued, announcing that as of 1 January, 2004, MR. BURNS will become a member of the Executive Committee while MINISTER OWEN will Chair the E&E Committee effective January 2005. He also noted that an observer from UNESCO will join the E&E Committee as an observer in 2005.

Finally, MR. HOWMAN informed the Committee that FIFA's president has pledged to change the rules to be in compliance with the World Anti-Doping Code. The Committee thus needs to ensure that FIFA materials in circulation are in line with WADA's.

MR. WADE then pointed out that the Play True Campaign and the Education Symposium Project will be the thrust of this morning's session. But first, the issue of the poster must be resolved. MR. WADE invited MR. BURNS to voice any concerns he might have with the poster after having summarized the previous day's discussions (re.: change of wording and cultural issue).

After another short discussion, MR. WADE deemed that there are three alternatives before the Committee:

1. Scrap the poster altogether
2. Use it in the context of a partnership with FIBA
3. Launch it as a pilot initiative in some European countries and in the international sport community

The Committee resolved to change the wording as determined yesterday ("risky" in lieu of "dangerous" and "contamination" in lieu of "poisoning" and change "before using it" with "instead," and to use it on a pilot basis within European countries and International Sport Federations.

10. Play True Campaign Concept

MR. WADE then moved on to the Play True Campaign concept and explained that this project ties in with the partnership program whereby it has become very important to identify groups and to provide information to these groups in a consistent and harmonized fashion (see attached PowerPoint presentation).

MR. BURNS congratulated the education department noting that it is very sensitive to the needs of their stakeholders and is doing a good job meeting those needs.

The Committee supported the Play True Campaign project and encouraged the Education department to go ahead with its action plan.

11. Education Symposium Program

MR. WADE explained how this program is a priority for the next couple of years and how it is intended to focus on developing countries and regions (economically developing as well as developing in terms of anti-doping activities). He also emphasizes that as leaders in their respective countries, Committee members are ideally suited to promote this project both within their governments and their sport communities to get the regional symposia off the ground. Members may therefore be asked to facilitate support for symposia in their respective regions.

In response to questions and comments from the Committee members, MR. WADE stipulated that WADA was hoping to initiate the first regional symposium in early 2005 and to go forth with approximately five per year (2005 and 2006). He also explained that the regional teams will be responsible for planning, assessment and raising funds for some aspects of the workshop. MR. WADE noted that WADA is very hopeful that regions will be coming forth with offers of support, including financial.

DR. KAMBER commented on the ambitiousness of the project and stressed how he believed that, based on the experience of the CofE, the follow-up process will be central to the success of this project and suggests doing only a pilot in 2005.

MR. WADE noted that it would be a busy year but that we need to move on having symposia in at least 3 or 4 key regions of the world: Uruguay, Egypt, Moscow, Niger, Bahrain are but some of the possibilities where an Education Symposia can be organized.

The Committee endorsed the project specifying that for 2005 only two or three symposia should follow the pilot and that an assessment of the project should be done at that point. It also supported the identified regions as key priorities.

15. Other Business

MR. BURNS stated that there is only one more item to be discussed and that is budget allocation. MR. WADE explained that the Committee might want to recommend that more money to the Education Symposium program be considered, as needed, as it is definitively and area of priority for WADA.

The Committee recommended:

- 1. That WADA management gives priority to the allocation of additional money to the Education workshops, if funds are needed and available.**
- 2. Assessing whether existing events can be taken advantage of in the context of education symposium.**

16. Next Meeting

MR. WADE consulted with MR. VAN RYN as to what would be a convenient date for the Minister to Chair his first Ethics & Education Committee meeting.

MR. VAN RYN replied that he will look into the Minister's schedule and get back to MR. WADE with two potential dates: one for the first teleconference meeting and one for the first in-person meeting to be held after the Education Symposia pilot.

MR. WADE also suggested the appointment of a vice-chair to ensure that someone will have been predetermined to chair a meeting should the Chair not be available.

The Committee agreed to appoint a vice-chair and to proceed with nominations via e-mail.

Meeting ends at 11:00 am.

Minutes prepared by: Natalie OUIMET
Date: 10 January 2005

Minutes approved by: Casey WADE
Date: 14 February 2005