



# ANNUAL REPORT 2023

INTERNATIONAL PARALYMPIC COMMITTEE

CHANGE  
STARTS  
WITH  
SPORT





# PRESIDENT'S WELCOME

Following three challenging years due to the pandemic, 2023 enabled the IPC to refocus, finalise long-term strategic objectives, and take key decisions regarding the Paralympic Movement's future. Fundamental to everything we did was increased engagement and dialogue with our 200+ member organisations and athlete community.



## NEW STRATEGIC CYCLE

After 10 months of consultation with IPC member organisations, athletes and other stakeholders, the publication of the IPC Strategic Plan 2023-2026 underlined the Paralympic Movement's progress and outlined our ambitions.

Thanks to the tremendous work of many, the Paralympic Movement has reached such a level of maturity in terms of membership and Paralympic Games that we are now in a position to expand our priority areas to ensure sustained growth.

As a sports organisation, the IPC will continue to prioritise serving our members and athletes, and delivering transformative Paralympic Games. However, to propel the Paralympic Movement to its next level, we must ensure we start to

measure the impact of our work on a global level, while pursuing organisational excellence.

Guided by the belief that Change Starts with Sport, and by better demonstrating the societal benefit of Para sport, we will be able to do much more to leverage the IPC's influence in advancing disability inclusion and growing financial resources to further advance our members and the IPC.

## MAJOR DECISIONS

Building on the governance reforms that were approved in 2021, the 2023 IPC General Assembly in Bahrain endorsed changes to the composition of the IPC Governing Board from the 2025 elections onwards. These changes are designed to ensure greater gender balance, skills and expertise.

At the same meeting, after lengthy discussions involving IPC member organisations, the IPC General Assembly voted to partially suspend both the National Paralympic Committees (NPCs) of Russia and Belarus for breaches of their constitutional membership obligations.

As a result of the decision, all NPC Russia and NPC Belarus's membership rights are suspended for two years, with the exception that their athletes will be eligible to participate in an individual and neutral capacity in the Paralympic Games and other IPC sport events.

## GREATER ENGAGEMENT

The Paralympic Movement is nothing without its athletes and member organisations. In 2023, the IPC enjoyed multiple touchpoints which ensured 360° communication.

I, together with several IPC Governing Board members, was delighted to attend the IPC Athlete Forum which was hosted by the Korean Paralympic Committee in Icheon.

The Forum provided a fantastic platform to inform athletes about the IPC's ongoing work but most importantly for us to hear first-hand from athletes about their issues, challenges and things that matter most to them.

Korea was not the only place I met athletes in 2023.

During the year, I attended regional Games in Africa, the Americas, Asia, and Europe, as well as the Virtus Global Games and World Championships in many sports. At these events, I also appreciated greatly the ever-improving performances and competitiveness of Paralympic sport

In 2023, I visited more than 20 NPCs, International Federations, and sport events, spanning all five continents. Each visit provided opportunities to interact with members, athletes, and world leaders, and speak at events about the growth and impact of the Paralympic Movement.

## CLASSIFICATION CODE

Classification is the cornerstone of the Paralympic Movement, and I was so pleased that throughout 2023 - whether it was June's IPC Athlete Forum, September's IPC General Assembly, or October's third and final consultation phase - there were opportunities for members, athletes and other stakeholders to learn more about, and provide feedback on the ongoing IPC Classification Code Review.

Initiated in January 2021, the IPC Classification Code Review is entering its final stages, and I would like to thank the Code Drafting Team and all who have contributed feedback for their outstanding efforts so far.

## PARALYMPIC GAMES PREPARATIONS

The final full year of preparations for the Paris 2024 Paralympic Games raised expectations and excitement levels.

My meeting with President Macron at the Élysée Palace in July, as well

as attendance at August's one year to go celebrations, September's Chef de Mission Seminar, and October's Paralympic Day, crystallised my own beliefs that Paris 2024 will deliver the most spectacular Paralympic Games in history.

The attendance of more than 60,000 people at Paralympic Day, an event that launched ticket sales, gave me a sense of what we can expect when the Paralympic Games open on 28 August 2024.

## LEVERAGING IMPACT TO DRIVE INCLUSION

We embark on a new four-year strategic cycle from a position of real strength as we look to enhance our standing as an athlete-centred, membership focused organisation.

The impact of the work undertaken by the IPC, our members and Paralympic Games Organising Committees has a tremendous impact globally. Over the next four years, it is vital we work with members to maximise what each brings to the Movement, showcase the best of Para sport at the Paris 2024 and Milano Cortina 2026 Paralympic Games, and fully leverage the impact of Para sport to make for an inclusive world for the planet's 1.2 billion persons with disabilities.

I'm confident with your support, this can be achieved.

  
**Andrew Parsons**  
IPC President





# CEO'S INTRODUCTION

They say that from adversity comes opportunity. Coming out of the pandemic years, and equipped with a new four-year Strategic Plan, the IPC welcomed every chance to engage, learn from, and support our members during what has been an important year for everyone. Reflecting on the performance of our team and of many successes of the IPC membership, I can say confidently that the truth of this sentiment was borne out in 2023.

With the return of global travel, we were excited to offer several important meetings with our members and the athletes they serve. Among these were the Open IF/IOSD Days in Bonn, the Annual IF/NPC Classification Meetings in Cairo, Egypt, the third IPC Athletes' Forum in Icheon, South Korea, the IPC Media and Marketing Summit in Paris, France, and the 2023 IPC General Assembly in Manama, Bahrain. From all accounts, important information was shared and decisions made, and it was wonderful to be back together again in person.

### SUPPORTING MEMBERS

We aim to drive impact through our member and athlete programmes and develop opportunities for success on and off the field of play. Initiatives like En sus marcas, listos ... Inclusión, now in its seventh year, continue to have a profound impact on growing these types of opportunities. Implemented across 41 vulnerable communities in 11 countries of the Americas with high percentages of people with disabilities, so far more than 800 people now have access to Para sport in their respective communities. In addition, 2,000 local leaders have been trained and exposed to the Paralympic Movement, breaking down barriers and changing perceptions of disability.

Another important focus in 2023 was to programmatically strengthen the core components of athlete development, which include the training of officials, and supporting NPCs in their talent ID and their athlete training and education efforts. This focus resulted in the creation of three Regional Sports Training events, which were held in Ghana, India, and Mexico. Conducted in collaboration with NPCs and regional partners, these trainings supported nearly 250 participants from 43 countries.

We further assisted 60 NPCs through our in-country support visits, during which time we supported their work in the areas of governance, athlete development, and organisational capacitybuilding. The IPC itself benefited from these visits, as each three-day encounter helped us to better understand the various contexts in which our members operate. As we plan and look forward to the year of the Paris 2024 Paralympic Games, we do so now better equipped with our knowledge of these operating contexts and the unique opportunities and challenges they each bring.

### LEADING THE WAY

The IPC's rigorous pursuit of excellence is paramount to our ability to serve our members and their athletes,

and to advance the Paralympic Movement. Therefore, Team IPC's mindset is to improve our performance each and every day.

One way to improve our performance is to continue developing as a diverse and inclusive organisation. We continue to find strength in difference, and we know there is a powerful business case for including diverse perspectives in our decision-making processes.

During 2023, we continued to add great and diverse talent to the team, and we now have 47 different nationalities represented across the organisation. We also continue to seek and hire female professionals and have achieved gender parity at each of the highest levels of management. In addition, 16% of our team members identify as having a disability, including several Paralympians and Para athletes. This is certainly a journey and there is more to do, but we are fully committed to be the very best we can be in service to the Movement.

Another way to improve performance is to ensure that our own operating systems, policies, and resources are fit for purpose. Regarding the latter, we have invested much careful thought in the planning of our



long-awaited move to our new headquarters. This move, which we now know will happen in early 2024, further represents our pursuit of excellence as it offers Team IPC and the Paralympic Movement a comprehensibly accessible, highly functional, world-class working environment. Importantly, the new

campus will serve as a beacon for what is possible in accessible built environments. It will feature various tributes to the many committed individuals who paved the way for the successes we have witnessed across our membership since we entered our current headquarters 25 years ago.

### THANK YOU

In closing, I would extend my deepest gratitude to our members, their athletes, and our partners and colleagues for their unwavering dedication and support. Through our collective efforts, we are advancing the IPC's vision to make for an inclusive world through Para sport.



# THE INTERNATIONAL PARALYMPIC COMMITTEE

## WHO WE ARE

The International Paralympic Committee (IPC) is the global governing body of the Paralympic Movement and is based in Bonn, Germany.

Founded in 1989 as an international non-profit organisation, we aim to be membership-focused and athlete centred in all our endeavours.

## VISION

To make for an inclusive world through Para sport.

## MISSION

To lead the Paralympic Movement, oversee the delivery of the Paralympic Games, and support members to enable Para athletes to achieve sporting excellence.

## CHANGE STARTS WITH SPORT

The work of the Paralympic Movement has a transformational impact on society. Para sport acts as a catalyst to changing attitudes and creating more opportunities for the world's 1.2 billion persons with disabilities.

India's Sheetal Devi was one of the rising stars at the 2023 World Archery Para Championships. The 16-year-old won silver in the women's compound open event.





# HOW THE IPC IS STRUCTURED



## THE IPC GOVERNING BOARD

Elected every four years by the IPC General Assembly, the Governing Board is responsible for governance of the organisation. Governing Board members have non-executive roles and are responsible for determining the strategic direction and policies of the IPC, listening to the views of IPC members and stakeholders.

The Board is composed of 12 elected members, nine of which are current or former athletes.

The current President is Brazil’s Andrew Parsons, while the Vice President is New Zealand’s Duane Kale. The Chairperson and Vice Chairperson of the IPC Athletes’ Council also serve on the Board which meets at least three times a year.

The next IPC Governing Board elections will be held in 2025.



## THE IPC MANAGEMENT TEAM

Led by its Chief Executive Officer (CEO), two-time Paralympian Dr Mike Peters PLY, the Bonn-based management team is responsible for managing the IPC’s day-to-day activities which aim to fulfil the organisation’s strategic objectives.

In his role as CEO, Peters acts as the liaison between the governance and management responsibilities of the organisation.



## THE IPC ATHLETES’ COUNCIL

The group of nine elected athlete representatives act as the voice of the Para athlete community to the IPC.

Six members are elected at the Paralympic Games and three members at the Paralympic Winter Games.

The elected Chairperson is Jitske Visser, a Dutch wheelchair basketballer, while the First and Second Vice Chairpersons are Canada’s Josh Dueck and Australia’s Mitchell Gourley respectively.



# PROUD TO SERVE ITS MEMBERS

Since it was established in September 1989, the IPC has overseen year-on-year growth in terms of the number of member organisations it serves. In 2023, this number grew to 208 with the approval of five new members at the IPC General Assembly in Bahrain.

183

## NATIONAL PARALYMPIC COMMITTEES

Act as the sole representative of the Paralympic Movement in their territory. They have the exclusive right to enter their athletes in the Paralympic Games and other IPC competitions.

17

## INTERNATIONAL FEDERATIONS

An international sport federation recognised by the IPC as the sole worldwide representative of a specific Para sport on the Paralympic Games Sport Programme.

5

## REGIONAL ORGANISATIONS

Recognised by the IPC as the sole regional representative of IPC Members located within a specific Region.

3

## INTERNATIONAL ORGANISATIONS OF SPORT FOR THE DISABLED

An international organisation recognised by the IPC as the sole worldwide representative of a specific disability group.



## WELCOME TO THE PARALYMPIC FAMILY

“ Sport is a right for persons with a disability and gaining IPC membership is a gateway to providing greater awareness for our Para athletes in the international arena.”

**Maksudur Rahman,**  
Secretary General,  
NPC Bangladesh

“ We are thrilled to join the Paralympic Movement and wider Para sports family.”

**Olle Dahlin,** IBU President

“ Our goal is nothing less than to be the most inclusive sport on Earth, tearing down whatever barriers stand in our way.”

**Johan Eliasch,** President, FIS

“ Becoming an official IPC member fulfills a long-held dream. After over a decade as a national Para sports organisation, we have met the IPC's rigorous standards.”

**Njomza Emini,**  
President of NPC Kosovo

“ We are looking for better inclusion between all of our athletes. The merger tries to bring that together.”

**Abdulaziz Baeshen,**  
Secretary General and  
Executive Director,  
Saudi Olympic and  
Paralympic Committee



# STRATEGIC GOALS 2023-2026

Following 10 months of consultation with IPC members, athletes, and other key stakeholders, the IPC published its new strategic plan in March 2023. The plan focuses on four strategic goals which the IPC management team will deliver against over the next four years.

This report showcases several activities and projects from 2023 that contributed towards each of the four strategic goals.

## 1.

### SERVE OUR MEMBERS AND ATHLETES TO ADVANCE THE PARALYMPIC MOVEMENT



We engage with members to maximise what each brings to the Paralympic Movement

## 2.

### SHOWCASE ATHLETE EXCELLENCE THROUGH THE DELIVERY OF TRANSFORMATIVE PARALYMPIC GAMES



We deliver the Paralympic Games as the pinnacle global sporting event for Para athletes, showcasing the very best of Para sport and continuing the growth of the Paralympic Movement.

## 3.

### DRIVE IMPACT THROUGH PARA SPORT



Change Starts With Sport. We leverage Para sport to make for an inclusive world for persons with disabilities.

## 4.

### CONTINUE TO BUILD A PROFESSIONAL ORGANISATION THAT RIGOROUSLY PURSUES EXCELLENCE IN SERVICE OF THE PARALYMPIC MOVEMENT



We continuously evaluate and improve what we do and how we do it to support our delivery of the Strategic Plan and to be a world leading sports organisation.



1

**SERVE OUR MEMBERS AND ATHLETES  
TO ADVANCE THE PARALYMPIC MOVEMENT**



With the support of the BDH Foundation, the Korean Paralympic Committee hosted the third IPC Athletes' Forum.



# FURTHERING THE INTERESTS AND VOICE OF THE ATHLETE COMMUNITY

From 25-27 June 2023, the Korean Paralympic Committee, with the support of the BDH Foundation, played host at the Icheon National Training Centre in Korea, to the third IPC Athletes' Forum. The event attracted more than 60 athlete representatives from across the Paralympic Movement.

Following an opening ceremony attended by Vice Minister of Culture, Sports and Tourism Cho Yong-man, the first day witnessed discussions on a variety of topics including the impact of Para sports, leadership, Paralympic Games and anti-doping.

The forum's second day was spearheaded by an in-depth discussion about classification, covering everything from the basics of classification to an update on the progress of the IPC Classification Code review. There was also a session on governance and how, under the new IPC Constitution, each IPC Committee must feature athlete representation. A lengthy Q&A session where attendees could ask questions to the IPC President Andrew Parsons and IPC CEO Dr Mike Peters PLY closed out the day.

On the final day of the forum, there was a panel discussion regarding athlete representation, and talks on athlete well-being and career transition. There was also a breakout session on what qualities an athlete leader should have.

Josh Dueck PLY, IPC Athletes' Council First Vice Chairperson, said: "The IPC is deeply committed to having athletes at the heart of everything it does, and it was tremendous to bring together athlete representatives from the global Paralympic Movement."

Athlete representatives from the IOC Athletes' Commission and the WADA Athlete Council were also in attendance, as were members of the IPC Governing Board and management team. Of the 60 plus athletes in attendance, 25 were supported to attend the event by the IPC Solidarity Programme which aims to ensure broader representation of all regions at IPC events.

One of them was Tokyo 2020 Paralympian Husnah Kukundakwe PLY who found attending the event extremely beneficial. "Three days representing Uganda at the 2023 IPC Athletes' Forum underlined the IPC's commitment to hearing from and doing more for the athlete community," she explained.

**“For the development of a sustainable Paralympic Movement, athlete leadership is essential.”**

Jung Jin-owan PLY,  
President of the Korean Paralympic Committee



# DEVELOPING TALENT FOR PARALYMPIC SUCCESS

Developing athletes from grassroots to the Paralympic level requires many inputs, including trained officials, as well as empowered NPCs who can identify, train, and educate athletes while enhancing their performance along the athlete pathway.

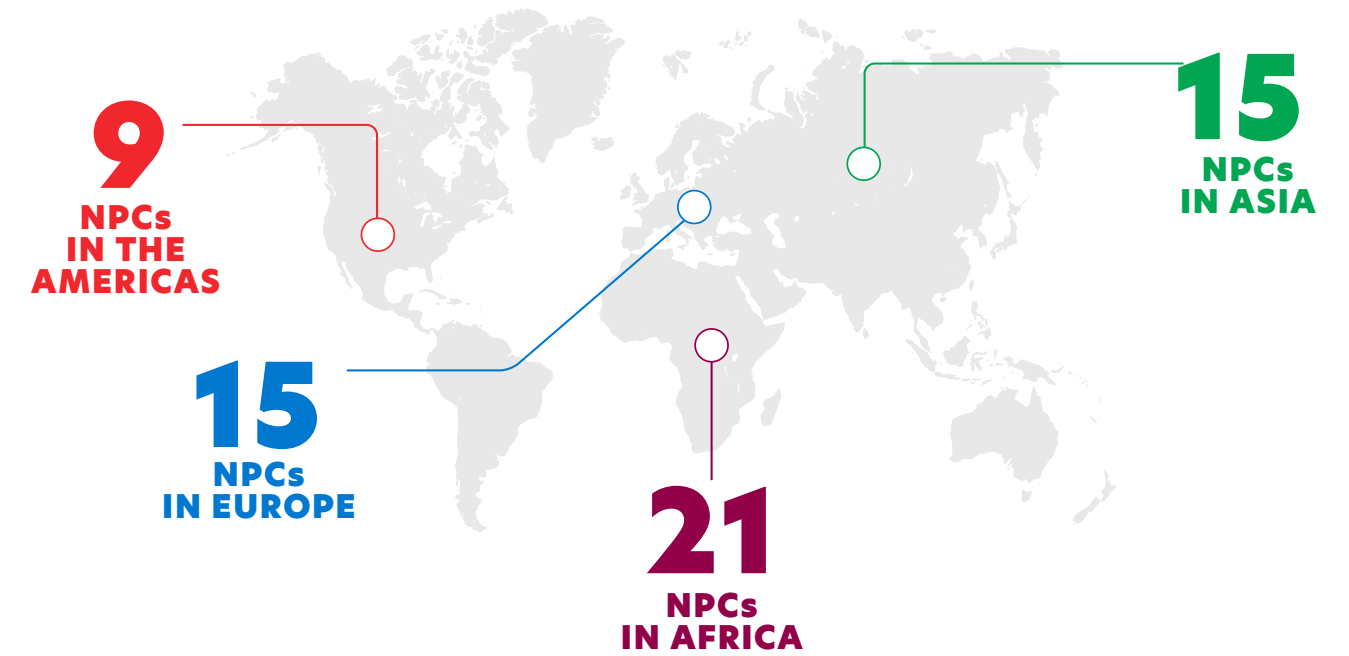


Three Regional Sports Training events were held in Ghana, India, and Mexico in 2023, supported by the IPC’s worldwide Paralympic partner Toyota, to build the capacity of athletes, coaches and officials.

COUNTRY	NUMBER OF PARTICIPANTS (Athletes, Coaches & Officials)	NUMBER OF COUNTRIES	SPORTS TRAINING
<div>GHANA</div> <div></div>	96	15 <div>Benin, Burkina Faso, Côte d'Ivoire, Gambia, Ghana, Guinea, Liberia, Madagascar, Mali, Mauritius, Nigeria, Senegal, Seychelles, Sierra Leone, Togo</div>	<div>Para powerlifting</div> <div>Sitting volleyball</div>
<div>INDIA</div> <div></div>	86	10 <div>Bangladesh, Bhutan, India, Iran, Kazakhstan, Kyrgyzstan, Maldives, Mongolia, Nepal, Sri Lanka</div>	<div>Para athletics</div> <div>Badminton</div>
<div>MEXICO</div> <div></div>	64	18 <div>Argentina, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico (USA), Uruguay, Venezuela</div>	<div>Para swimming</div> <div>Goalball</div>
TOTAL	246	43	

In-Country Support activities were organised to strengthen the capacity of NPCs in the areas of governance, organisational capacity and athlete development. This included three-day visits to better understand members’ operating contexts.

## 60 IN-COUNTRY SUPPORT VISITS TOOK PLACE IN 2023



### SANTIAGO 2023 PARAPAN AMERICAN GAMES

In addition to developing athletes, the IPC also works with member organisations to maximise what each brings to the Paralympic Movement.

As part of efforts to support and build-up knowledge within the Americas Paralympic Committee (AmPC), the IPC worked with its regional member on the preparation and delivery of the Santiago 2023 Parapan American Games.

From January 2020 onwards, the IPC worked closely with AmPC and the Organising Committee to deliver November’s event which attracted 1,865 Para athletes from 31 National Paralympic Committees who competed in 382 medal events across 17 sports.



# NEW COURSE PROMOTES IMPROVED UNDERSTANDING OF CLASSIFICATION

## MODULE 1



**THE PARALYMPIC MOVEMENT**

- THE PARALYMPIC MOVEMENT
- THE INTERNATIONAL PARALYMPIC MOVEMENT

As part of its commitment to improving the understanding of classification within the Paralympic Movement, the IPC launched an online Classification Fundamentals course.

## MODULE 2

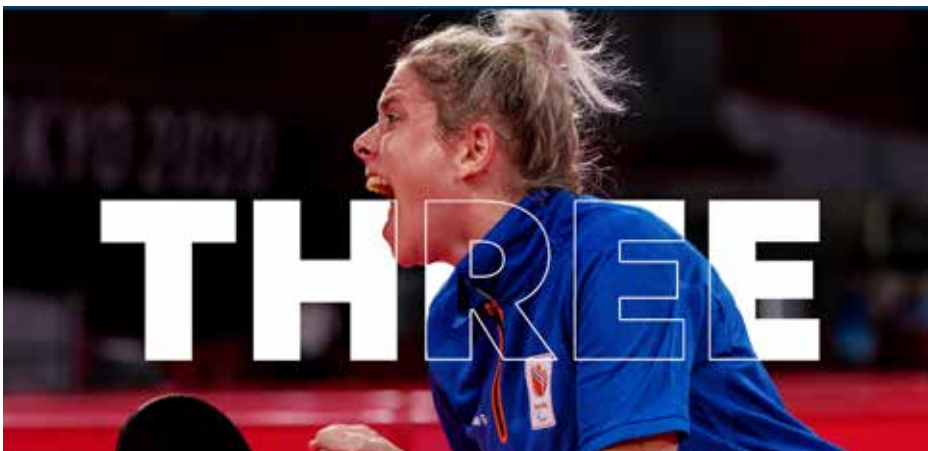


**THE DEVELOPMENT OF PARALYMPIC CLASSIFICATION**

- WHAT IS CLASIFICATION?
- THE THREE AREAS OF CLASSIFICATION
- ELIGIBLE IMPAIRMENTS

Targeting primarily those within the Movement such as athletes, coaches, officials, and support staff, the course was developed in response to consistent feedback from IPC Member Organisations calling for an introductory classification resource.

## MODULE 3



**THE IPC ATHLETE CLASSIFICATION CODE AND INTERNATIONAL STANDARDS**

- THE 2015 ATHLETE CLASSIFICATION CODE
- INTERNATIONAL STANDARDS
- CLASSIFICATION ROLES AND RESPONSIBILITIES

The introductory course includes four self-paced modules, each with structured lessons that can be completed sequentially or navigated freely, depending on your role, interests, or previous experience. Individual learning resources and microlearning summaries are also available and can be used independently of the main modules.

## MODULE 4



**CLASSIFICATION AND THE ATHLETE JOURNEY**

- ATHLETE EVALUATION AND THE CLASSIFICATION PROCESS

Whilst the course is based on the 2015 Athlete Classification Code, the IPC anticipates an updated version will follow in 2024 to accompany the publication of the new Code.

### REACTIONS TO THE LAUNCH OF CLASSIFICATION FUNDAMENTALS

“ This new online and interactive course is all part of the IPC’s strategic objective to improve the understanding of classification. The objective is not to turn those who complete the modules into classifiers, but instead improve their base knowledge of the subject.”

**Tea Cistic**, IPC Head of Classification

“ We intend to integrate this tool into our classification training and education programmes. Moreover, we are committed to sharing it with our stakeholders as an educational resource to further raise awareness and foster a deeper understanding of the classification systems in Para sport, particularly in the context of wheelchair basketball.”

**Stephanie Gagne**, IWBF Marketing and Communications Manager

“ I am truly impressed with the quality and effectiveness of this IPC Classification Fundamentals online course. The platform provided an intuitive and user-friendly interface, making it easy to navigate through the lessons, quizzes, and additional resources.”

**Pelagia Aluvilu**, NPC Namibia, National Classifier

“ I think that the course is a great tool for anyone involved with the Paralympic Movement. As an athlete, I found in this course the opportunity to educate myself on topics that involve me in every aspect and that I didn't have entirely clear. Thanks for this course.”

**Brenda Sardón**, Argentinian Para Rowing athlete



## 2 SHOWCASE ATHLETE EXCELLENCE THROUGH THE DELIVERY OF TRANSFORMATIVE PARALYMPIC GAMES



French Para athletes Arnaud Assoumani, Ludivine Munos and Angéline Lanza looked ahead to Paris 2024 with Stef Reid.

## HUNDREDS ATTEND IPC MEDIA AND MARKETING SUMMIT

To increase global engagement in the Paris 2024 Paralympic Games and maximise their impact, the IPC hosted an in-person and online Marketing and Media Summit in the French capital for around 350 people.

Hosted by British Paralympian Stef Reid and IPC Chief Brand and Communications Officer Craig Spence, the event for IPC members and key stakeholders focused on how to make the Paris 2024 Paralympic Games the most successful yet.

The event began by showcasing outstanding and engaging campaigns delivered by three IPC members – Paralympics Australia, the Belgium Paralympic Committee, and NPC Denmark.

How to maximise broadcast and press coverage was explored in two sessions featuring representatives from the Associated Press, Channel 4, Infront, IPC, OBS, and NBC.

The afternoon was dedicated to the future. Representatives from the Olympic Channel and Nielsen analysed major trends that emerged from the last two Games and detailed what we can expect for the Paris 2024 Paralympic Games.

Leading online technology and social network providers TikTok, Google, Snap, and Meta, discussed the digital trends that could be coming our way for the Games.

Updates were also provided by four TOP Partners – Allianz, Visa, Toyota, and Airbnb – on their plans for Paris 2024; the IPC on its content strategy; and the Paris 2024 Organising Committee on their communications and ticketing plans.

Games legacy was a central theme of the day, and three French Paralympians – Ludivine Munos, Arnaud Assoumani, and Angelina Lanza – spoke on the impact they believe the Paralympic Games will have in France.

There was a keynote session on how the Paris 2024 Paralympic Games will be a game-changer event to drive inclusion for France's 12 million persons with disabilities. Delegates heard from Pierre Rabadan, Deputy Mayor of Paris in charge of Sport, Olympic and Paralympic Games; Marie Amelie Le Fur, President of NPC France, and Geneviève Darrieussecq, the then French Minister for Persons with Disabilities.



“The day was full of great ideas and discussions from leaders in civil society, IPC membership, marketing partners and media rights holders, and media organisations.”

Craig Spence, IPC Chief Brand and Communications Officer



# PARIS 2024 PARALYMPICS DRIVING SOCIAL CHANGE

By working closely with the Organising Committee and relevant authorities, the IPC aims to maximise the social impact of the Paris 2024 Paralympic Games. Even before the Games begin, the event is having a transformational effect, benefitting France’s 12 million persons with disabilities.



1.5  
BILLION

In April, French President Emmanuel Macron announced a EUR 1.5 billion investment that will ensure better access to public places for people with disabilities. Among the measures committed to are:

- Full reimbursement for wheelchair purchases
- Reduced VAT on a range of sports equipment for persons with disabilities
- More inclusive schooling for 430,000 students
- Investment to improve the accessibility of places of daily life, as well as improved digital accessibility of public websites
- The rights of the 120,000 workers in sheltered employment will evolve to be identical to those of all workers
- Five-fold increase to 1,000 in the number of accessible taxis in Paris
- An expansion nationwide of the ‘Club Inclusif’ inclusive sport club initiative that is currently being implemented in Paris ahead of the Paralympic Games

125  
MILLION

The City of Paris is investing EUR 125 million making the French capital more accessible.

Reflecting the city’s ambition towards universal accessibility, the development of 17 Enhanced

Accessibility Neighbourhoods is improving access to public spaces, hotels, shops, sport and other public services.

For Paris 2024, a whole range of measures will be deployed to accommodate people with reduced mobility. This will include free shuttles to transport wheelchair users from major Paris stations to competition venues, 1,000 accessible taxis, and accessible pedestrian walkways. Some 5,300 volunteers will be specifically trained to welcome persons with disabilities.

All bus lines will be accessible before the Games, while the overground tram system, which serves some competition venues, is fully accessible.

1  
MILLION

More than one million students from 8,000 schools and institutions across France participated in the seventh annual Olympic and Paralympic Week.

Inspired by Paris 2024’s slogan “Games Wide Open”, the week focused on inclusion, with a goal to shift young people’s perceptions of disability. The Paris 2024 Organising Committee, the French sports movement, and several other institutions joined together to get young people active and trying sport.

“This edition is a new opportunity for all actors to act on the social representation of people with disabilities and to cultivate the youngest, especially in schools.”

Marie-Amélie le Fur,  
NPC France President



# LA28 SPORT PROGRAMME DECISION

In January 2023, the IPC announced the results of its extensive International Federation application process for the LA28 Paralympic Games which aims to ensure a competitive and attractive sport programme, showcasing the diversity of the Paralympic Movement.

## STAGE 1 A RECORD 33 APPLICANTS

International Federations and Recognised International Federations submitted applications for a record 33 Para sports by the July 2022 deadline. World ParaVolley proposed two sports – beach volleyball and sitting volleyball.



## STAGES 2&3 EXTENSIVE REVIEW

All applications were reviewed in accordance with the IPC Handbook, with the IPC seeking further clarification from applicants where necessary. The IPC also worked closely with LA28 to analyse the potential impact of sports on the programme.

In January 2023, the IPC Governing Board approved and announced the inclusion of 22 sports for the LA28 Paralympic Games which are the same sports as for Paris 2024.



## STAGE 4 LA28 CONSIDERING ADDITIONAL SPORTS

In accordance with the IPC Handbook, LA28 is evaluating their option to propose to an additional sport for inclusion. LA28 is assessing the impact to the Games of Para Climbing and Para Surfing. A final decision by the IPC Governing Board is expected before the Paris 2024 Paralympic Games.



“As we explore new potential sports, we will consider how best to evaluate the athlete and fan experience and contribute to the overall success of the Games.”

Casey Wasserman, LA28 Chairperson



3

**CHANGE STARTS WITH SPORT.  
WE LEVERAGE PARA SPORT TO MAKE  
FOR AN INCLUSIVE WORLD FOR  
PERSONS WITH DISABILITIES**



IPC President Andrew Parsons addresses sport ministers from around the world in Baku.



# SHOWCASING IMPACT TO ADVANCE DISABILITY INCLUSION

IPC representatives spoke at several major events to highlight the importance of the organisation's work in making for a more inclusive world through Para sport.

## **UNESCO GLOBAL SPORTS CONFERENCE MINEPS VII BAKU, AZERBAIJAN**

IPC President Andrew Parsons urged attendees to increase their investment into Para sport in order to drive inclusion.

Focusing on the Paralympic Games and Para sport's track record for driving social inclusion in society, Parsons said: "The Paralympic Games is a showcase of what persons with disabilities can achieve at the highest level, when barriers to succeed are removed. Just imagine how that system of inclusion can work if applied to other areas of society."

## **WORLD ABILITYSPORT CONFERENCE EDINBURGH, UNITED KINGDOM**

At a conference focused on physical activity and health for people with Cerebral palsy and other neurological conditions, IPC CEO Dr Mike Peters PLY, a two-time Paralympian in CP Football, spoke about finding strength in difference and the important roles we all must play in advocating for difference and showcasing that strength.

## **UNHCR GLOBAL REFUGEE FORUM GENEVA, SWITZERLAND**

IPC Chief Membership and Impact Officer Kristina Molloy announced the IPC's intention to support a Refugee Paralympic Team at the Paris 2024 Paralympic Games. Underlining its support of the 114 million people who are forcibly displaced worldwide, the IPC also signed the Joint Pledge on Sport for Inclusion and Protection, a contribution by the sports ecosystem to improve the lives of displaced people.

## **LEADERS IN SPORT CONFERENCE LONDON, UNITED KINGDOM**

IPC Managing Director for Global Media Rights John Lisko, together with representatives from Channel 4, focused on Paralympic broadcasting and how coverage of the Games can trigger a transformation in culture and change attitudes towards persons with disabilities. More than 3,000 of the most senior executives in global sport business attend Leaders in Sport annually.

“Sport is a powerful driver for positive social change for persons with disabilities across the globe, and the Paralympic Games are the pinnacle event that showcase the very best of Para sport.”

**Kristina Molloy**, IPC Chief Membership and Impact Officer



# THE IPC PROGRAMME DELIVERING SOCIOECONOMIC IMPACT IN THE AMERICAS



The groundbreaking initiative “En sus Marcas, Listos ... Inclusión” was launched in 2017 as a transformative partnership between the Inter-American Development Bank (IDB) and the IPC. It uses Para sport as the key tool in delivering socioeconomic inclusion for people with disabilities across the Americas. The initiative takes place in communities that have had high rates of poverty, and where there are large percentages of people with impairments who have no access to sport. Over seven years the IDB’s USD 1.6 million investment, that supports the IPC’s delivery of “En sus Marcas, Listos ... Inclusión” with its NPCs, has had wide-reaching benefits for sport and society.



**800+**  
**PEOPLE**

now have access to Para sport in their communities, a right they were previously denied. This has changed their lives and also had a profoundly positive impact on their families and communities.



**2,000**  
**LOCAL LEADERS**

in vulnerable communities have been trained and exposed to the Paralympic Movement, breaking down barriers and changing perceptions of disability.



**41**  
**VULNERABLE COMMUNITIES**

in 11 countries have benefited. This includes a third of the Americas NPCs: Argentina, Chile, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Nicaragua, Paraguay, Peru, and Trinidad and Tobago.



# TRANSFORMING THE WORLD THROUGH PARA SPORT

The final year of the Para Sport Against Stigma project in 2023 produced outstanding results which underlined the transformational impact of Para sport.

Launched in 2020, Para Sport Against Stigma was an innovative four-year project focused on how representation, education and communication in Para sport can break down barriers to stigma to support access and adoption of assistive technology.

Built on learnings from the London 2012 Paralympic Games, the project was delivered by Loughborough University London, in partnership with the IPC and University of Malawi, Chancellor College.

For the Tokyo 2020 Paralympic Games, the IPC provided free-to-air coverage in Sub-Saharan Africa as part of its efforts to raise awareness of Para sport and athletes in the region.

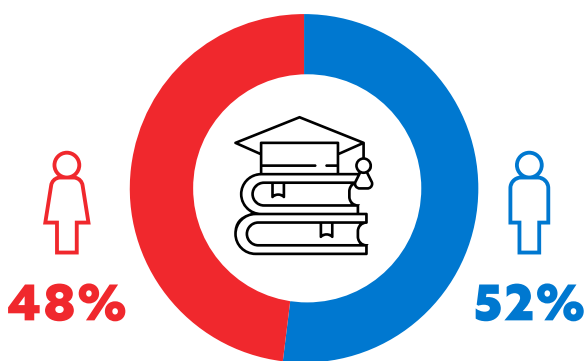
In Ghana, Malawi and Zambia, the project went beyond broadcasting with education activities in schools, and Para athlete development activities in communities before, during and after the Paralympic Games.

In 2023, it was shown that by challenging the perceptions of teachers and learners towards people with disabilities through the implementation of the I'mPOSSIBLE toolkit, Para Sport Against Stigma positively impacted 218,540 learners, 1,112 teachers (48% female and 52% male), and 475 schools across the three countries.

Engaging young people with and without disabilities led to an improved understanding of inclusion among the target population, grew visibility of the Paralympic Movement, and increased the number of opportunities for identifying perspective athletes. It also increased understanding of the Paralympic values among target groups to fight stigma and promote inclusion, thus reducing the barriers to assistive technology adoption.

The athlete development pillar of Para Sport Against Stigma provided 1,401 Para athletes across Ghana, Malawi and Zambia with opportunities to participate in Para sport, train on a regular basis, undergo classification, and compete in competitions. More than 100 national level coaches were trained, as well as 892 community level coaches.

As well as improving the overall athlete pathway across the three countries, these Para athletes challenged stigma towards persons with disabilities through their participation in sport.



218,540  
LEARNERS

1,112  
TEACHERS



475  
SCHOOLS





4

CONTINUE TO BUILD A PROFESSIONAL ORGANISATION THAT RIGOROUSLY PURSUES EXCELLENCE IN SERVICE OF THE PARALYMPIC MOVEMENT



Paralympic Order recipients from 2022 and 2023 take centre stage.



# RECOGNISING THE PARALYMPIC MOVEMENT'S UNSUNG HEROES

In 2023, volunteers who help grow the Paralympic Movement in different roles, sharing their expertise and experience, were recognised with awards.

## PARALYMPIC ORDER DAVID HADFIELD, FORMER PRESIDENT WORLD BOCCIA

Hadfield's vision, strategic leadership and sheer determination transformed World Boccia into a thriving standalone international federation, enjoying year-on-year growth in many areas.

## JIN-OWAN JUNG PLY, PRESIDENT OF NPC KOREA

Korean athletes now benefit from world class training facilities, stable funding, and equal treatment. Internationally, development programmes have benefitted thousands of youngsters all over the world.

## JORGE OCHOA, FORMER PRESIDENT NPC EL SALVADOR

During nearly 50 years of service, Ochoa created and led his country's first Para sport association and established NPC El Salvador.

## CITI VOLUNTEER OF THE YEAR NEW ZEALANDER REBECCA FOULSHAM

New Zealander Rebecca Foulsham has classified athletes for over three decades. She has been a key contributor to Para sport development, and internationally develops and updates classification rules, as well as educating others.

## INTERNATIONAL WOMEN'S DAY AWARDS LEADERSHIP: PATIENCE IGBITI

The Nigerian has been pushing for greater women's inclusion in Para powerlifting for over 30 years.

## EMERGING LEADERSHIP: VLADYSLAVA KRAVCHENKO

As a leading advocate of persons with disabilities in Malta, the Para swimmer has served several roles to advance Para sport.

## NPC: NPC MALAWI

The NPC has been exemplary in delivering change and effectively promoting inclusion among technical officials, coaches and administrators.

## INTERNATIONAL FEDERATION: WORLD PARA ICE HOCKEY

Enjoyed a landmark year in the development of the sport among female athletes, coaches, and officials by organising the inaugural Citi Women's World Challenge.

## IPC SCIENTIFIC AWARD

Canada's four-time Paralympian Professor David Howe PLY has advanced socio-cultural research in disability sport and the Paralympic Movement. His work attends to issues of inclusion, social justice, and sport.

“There is no greater honour as IPC President than to recognise individuals who have made outstanding contributions to the Paralympic Movement with the Paralympic Order.”

Andrew Parsons, IPC President



# IPC'S DIVERSE WORKFORCE SHOWS THERE IS STRENGTH IN DIFFERENCE

As it prepares to move to new headquarters in 2024, the IPC continues to build a diverse and inclusive high performance management team in Bonn, Germany.

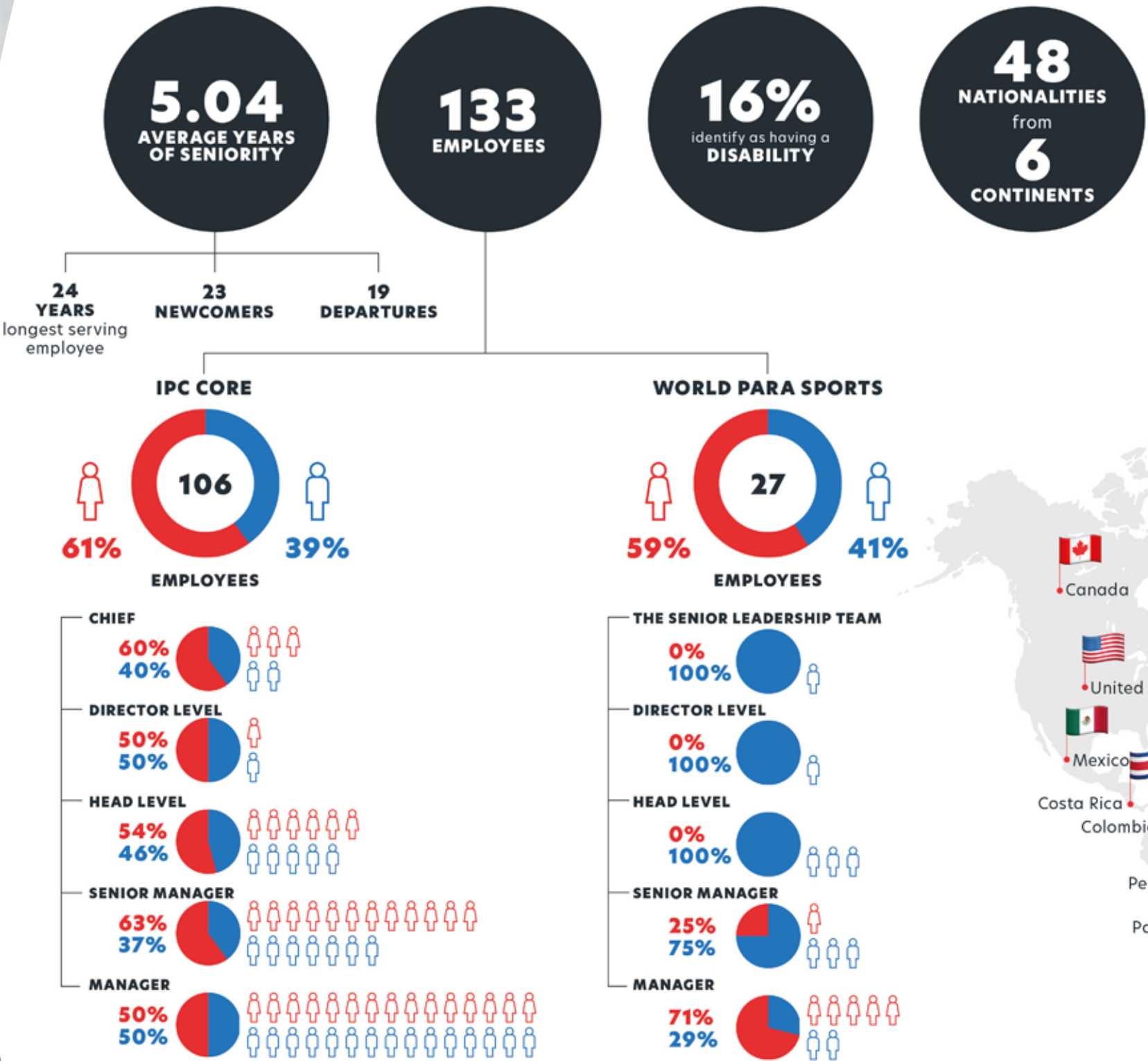


## DID YOU KNOW?

As part of its commitment to fostering a flexible and efficient work environment, in 2023 the IPC introduced a Mobile Work Programme. This empowers team members to work remotely one day per week in Germany, while maintaining productivity, collaboration, and a healthy work-life balance.

## THE IPC WORKFORCE IN NUMBERS

(as of 31 December 2023):



## CELEBRATING ONE YEAR TO GO

To mark the one year to go milestone until the Paris 2024 Paralympics, the Phryges - the mascots of the Games - visited IPC headquarters for a French theme day that climaxed with a staff-wide boules competition.





# IMPLEMENTING THE OUTCOME OF THE IPC GOVERNANCE REVIEW

As part of the revised IPC Constitution is an aspiration for the IPC to cease acting as an International Federation by the end of 2026.

To govern the remaining six World Para Sports and monitor each of their progress towards separation of the IPC, a World Para Sports Unit Board was established by the IPC Governing Board.

The five-strong Unit Board must feature two appointed members of the IPC Governing Board, one independent member with significant governance experience in sport, one member with prior governance experience in an International Federation (other than one to which any of the World Para Sports may transfer) and one Para athlete who is a member of an Athletes' Committee of one of the six World Para Sports.

The World Para Sports Unit Board members will serve a term of four years, with a maximum of two consecutive terms. The Board will meet in person once per year and remotely as required.

After a recruitment process led by a Nominations Panel, the five appointed members of the World Para Sports Unit Board are:

**THOMAS LUND**

Secretary General of the Badminton World Federation appointed Chair of the World Para Sports Unit Board

**JENNIFER BROWN PLY**

Paralympian in athletics appointed the IPC Governing Board on the recommendation of the Nominations Panel

**LISA PEARCE**

Director of Leicester City Football Club Women and former CEO of British Wheelchair Basketball

**CHELSEY GOTELL PLY**

IPC Governing Board member and Paralympic swimming champion

**LUCA PANCALLI PLY**

IPC Governing Board member and President of the National Paralympic Committee of Italy.



“The World Para Sports Unit has its own board and staff, its own regulations, and its own resources to govern the six remaining sports. The ultimate goal is that the Para sports are able to thrive after separating from the IPC.”

**Thomas Lund,**  
Chair of the World Para Sports Unit Board





# FINANCIAL RESULTS





# FINANCIAL RESULTS

Ebner Stolz was appointed by the IPC as independent auditors to conduct a voluntary audit of the annual financial statements for the financial year end 31 December 2023.

The audit has not led to any reservations relating to the legal compliance of the annual financial statements.

# STATEMENT OF FINANCIAL CONDITION

(as of 31 December 2023)

ASSETS	2019	2020	2021	2022	2023
Fixed Assets	663,664	513,243	354,001	418,181	835,552
Work in progress – services	0	0	0	0	748,050
Current Assets	2,963,545	3,068,188	5,334,864	2,677,754	1,154,447
Advance paid	16,545,980	18,351,249	0	0	0
Cash and Bank Balances	17,363,267	19,455,968	21,480,405	25,544,915	24,997,310
Prepaid Expenses	380,454	667,489	334,449	200,729	254,343
TOTAL ASSETS	37,916,911	42,056,139	27,503,720	28,841,579	27,989,703

EQUITY AND LIABILITIES	2019	2020	2021	2022	2023
Equity	11,342,223	11,722,552	14,348,880	17,250,177	19,846,660
Provisions	3,300,090	6,368,853	5,785,159	5,863,179	3,320,458
Advance received	18,655,321	20,108,289	328,020	0	0
Liabilities	2,301,625	1,195,212	4,136,303	2,992,190	2,319,945
Deferred income	2,317,652	2,661,233	2,905,358	2,736,033	2,502,639
TOTAL EQUITY AND LIABILITIES	37,916,911	42,056,139	27,503,720	28,841,579	27,989,703



# STATEMENT OF INCOME

(as of 31 December 2023)

REVENUE	2022	2023
Membership fees	310,815	310,170
Marketing and Broadcasting / Sponsoring / Fundraising	12,711,074	12,857,240
Grants	3,635,915	3,328,390
Broadcasting projects	588,567	903,045
Corporate Communications, Brand & Engagement and Content (2021 new)	815,849	639,441
Other	1,268,230	1,476,202
Extraordinary income	392,942	109,389
Specific Project Funding	1,619,452	797,924
World Para Sports	2,817,750	5,850,941
TOTAL REVENUE	24,160,595	26,272,743

EXPENSES	2022	2023
Organisational Staff costs	7,222,361	7,400,367
Organisational Overhead expenses	816,205	817,284
Depreciation	214,604	152,158
Other	929,086	651,538
Extraordinary expenses	0	1,677,240
Department expenses		
Anti-Doping	718,829	476,190
Broadcasting	227,417	673,952
Campus and Community (former Operating Office)	11,587	10,436

EXPENSES	2022	2023
CEO Office	3,086	26,440
Classification	185,507	290,510
Commercial and Partnerships	13,154	94,929
Corporate Communications, Brand & Engagement and Content	1,458,104	1,323,900
Events	650	183,482
Finance	75,340	89,994
Government Relations	5,466	7,544
Human Resources	156,231	285,667
Impact	0	15,342
Legal	99,050	661,306
Medical & Scientific	8,261	46,262
Membership Programmes	2,031,909	3,293,498
Paralympic Games	115,774	185349,2
President's Office & Governing Board	194,733	132,796
Transformation & Technology	8,600	87,590
World Para Sports Management	205,568	265,881
Planning contingency	309,992	487,383
Subtotal department expenses	5,829,257	8,638,452
Project Expenses	2,437,376	438,329
World Para Sports	2,560,572	3,707,542
Allocation provisions to result provisions	1,226,236	165,000
Allocation to/ use of earmarked reserves	500,000	-58,062
Allocation to unrestricted reserve	2,410,000	2,674,315
TOTAL EXPENSES	24,145,698	26,264,162
RESULT	14,897	8,581



# THANK YOU TO OUR PARALYMPIC PARTNERS

## WORLDWIDE PARALYMPIC PARTNERS



## INSTITUTIONAL PARTNERS



Dahlmannstraße 2, 53113 Bonn, Germany  
Tel. +49 228 2097-200, Fax +49 228 2097-209  
info@paralympic.org, www.paralympic.org

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