

INCLUSION AT OUR CORE

In order to secure a stronger future for Volleyball faster across Europe, it is vital to improve the CEV governance system and bring it up to speed with the standards of other leading sports organisations. In my previous role as Minister for Justice, I have seen the true value of providing inclusion at the heart of governing structures, not only in creating a fairer, more ethical leadership, but in bringing better governance with better results.

Based on my pledge to a new, open and inclusive style of leadership, I would as President of the CEV immediately seek to achieve changes and improvements in the following four areas:

1 // COMPOSITION OF CEV EXECUTIVE COMMITTEE

Today four of the nine CEV Executive Committee (EC) members can be appointed directly by the CEV President not taking into consideration the votes of the National Federations, and there are no regulations on ensuring that the EC is representative of the various sizes and geographies of our National Federations.

WHAT I WILL DO:

- 1 Remove the CEV President's power to appoint four EC members. Only the votes of the National Federations will count.
- 2 Ensure that each Zonal Association will have at least one representative in the Executive Committee.

2 // PLAYERS AND COACHES INCLUSION

Today other major sports organisations continue to integrate players and coaches fully into their structure, but we have not been successful in doing this in the CEV. As a result, many players and coaches may feel today that they are not a true part of our future direction.

WHAT I WILL DO:

- 1 Establish a CEV Players Commission, replacing and building on the work of the existing Athletes' Working Group.
- 2 Provide observer status to a representative of the Players Commission and Coaches Commission to all CEV Executive Committee and Board meetings.
- 3 Create an election system for the Players Commission and Coaches Commission, allowing the players and coaches to decide themselves how to be represented, as is the case with other leading sports.

3 // RACIAL AND GENDER EQUALITY

Volleyball is a sport for all, but off-the-court we still face important challenges in establishing true equality. Looking ahead, we must do more to prioritise racial and gender equality on all levels, removing systematic and unconscious biases that exist across society: not only because it is the right thing to do, but because it will lead to better decision-making.

WHAT I WILL DO:

- 1 Establish a CEV-led leadership programme, designed to encourage women and those from ethnic minorities to involve themselves in decision-making structures within European Volleyball and international sport.
- 2 Create a 'Women in European Volleyball Working Group' and 'Working Group for Ethnic Minorities' to look into ways for the CEV to design and implement a range of equality-promoting initiatives.

Read more about Hanno Pevkur

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<https://www.hanno-pevkur.org>