

## SCA Inclusion Panel Terms of Reference

The role of the SCA Inclusion Panel is to create a formal instance for SCA Performance to nominate the athletes to receive Performance Support.

### Members and roles within the SCA Performance Group:

Member title	Definition of role within the Performance Group
SCA Performance Director	To Chair the SCA Inclusion Panel meeting to ensure <ul style="list-style-type: none"><li>- Athletes nominations being based on the selection process agreed by the Performance Group and published in the SCA Performance document.</li><li>- SCA Performance resources being sized to effectively support selected athletes and reach targets</li><li>- an overall vision of the sport and make decision related to the capacity of the SCA Performance to deliver success.</li></ul>
SCA Performance Coach	Review of all athletes' application to be nominated in the SCA Performance programmes to gather evidence for selection decisions. Evidence provided will be based on athletes applications, review of racing and training data, and any other useful evidence to mark athletes profile against selection criteria.
independent athletes representative	<p>To Increasing understanding and transparency of the inclusion panel work and ensuring connection with relevant groups.</p> <p>One athlete representative per Olympic discipline will be nominated. The nomination to be an "independent athlete's representative" will be held prior to the first Performance group meeting (Held in February/March) The nominated person will be invited to the Performance Group meetings.</p> <p>To be nominated individual interest should be sent to the Nominated director of the SCA Board, in charge of sharing the Performance Group meeting prior to the 15<sup>th</sup> January. Individual will be nominated following a meeting between the SCA Director of the Board, the SCA Performance Director and the Chair of the relevant discipline committee. The main factor considered will be the understanding of the Performance pathway, the capacity to gather information from athletes and coaches and the identification of any registered/conflict of interest.</p>

### Meeting format and frequency:

This group meets once a year following application for Performance support deadline and prior to Performance Group meeting.

A specific meeting is held for each Olympic disciplines

### Inclusion Panel information and data:

All the specific information about individual athletes is confidential to the Performance Group and its members. The main outcomes of these meetings will be published on the SCA website.