

**IMPACT**



**INTERNATIONAL  
PARALYMPIC  
COMMITTEE**

# **IPC IMPACT INSIGHTS CATALOGUE**

September 2025



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# WELCOME AND INTRODUCTION

Dear IPC members, partners and friends of the Paralympic Movement,

Without doubt, Para sport is a tremendous tool for advancing the lives of the world's 1.3 billion persons with disabilities, making for a healthier and more inclusive society.

Whether it be the Paralympic Games or Para sport development programmes, our activities have a monumental impact and make a significant difference.

However, in producing the IPC's first Impact Strategy, it became clear how difficult it is to find relevant disability specific data regarding the benefits of physical activity, participation in Para sport, and the wider societal benefits of leading an active, healthy lifestyle for persons with disabilities.

As having such information in one place would be invaluable to the IPC and our members in advancing Para sport programmes and inclusion initiatives, we decided to take the lead in compiling these resources.

Over the last year, in addition to producing the IPC Impact Strategy to better articulate how we define impact in our Para sport context, we have collected and assessed information from multiple sources – including from members and several UN agencies – to evidence the transformational life-changing impact of Para sport and physical activity for persons with disabilities.

The result is the IPC Impact Insights Catalogue, a snapshot of reference material bringing together supporting data, research, case studies and best practice in one place.

Knowledge is power, and unfortunately data specific to disability and the experience of persons with disabilities is severely lacking across the globe, perpetuating further inequities, barriers and discrimination. As the global governing body of the Paralympic Movement, the IPC is uniquely positioned to advocate for the importance of disability-specific data, but also to share what we have collected to-date to better serve our members.

We look forward to working together to collectively advance efforts to further develop Para sport and experience its impact in shaping a more inclusive society.

**Kristina Molloy**

IPC Deputy Chief Executive Officer



# WHY IT MATTERS

The purpose of the IPC Impact Insights Catalogue is to provide our members and external stakeholders with data, good practice examples and empirical evidence that better supports Para sport development, advocacy, guides implementation, and inspires further action in using Para sport to advance the rights and opportunities for persons with disabilities.

The scale of inequity for persons with disabilities is significant. The World Report on Disability by The World Bank and the World Health Organization (WHO) refers to a wide range of barriers that persist in restricting persons with disabilities' participation in society at large, including:

- 1. Inadequate policies and standards** overlook the needs of persons with disabilities or are poorly enforced.
- 2. Negative attitudes, discriminatory beliefs and low expectations** create barriers in education, healthcare, work, and family life.
- 3. Lack of provision of essential services** like healthcare, rehabilitation, and support are often unavailable or insufficient.
- 4. Problems with delivery of services**, including poor coordination, staffing issues, and lack of training, reducing service quality for persons with disabilities.
- 5. Disability-related policies** often do not include the necessary financial resources for proper implementation.
- 6. Physical spaces, transport, and information** lack accessibility despite existing laws and standards.
- 7. Lack of consultation and involvement** of persons with disabilities, who are frequently excluded from decisions that affect their lives.
- 8. Shortage of data and limited evidence** hinder informed planning and effective action of disability issues.

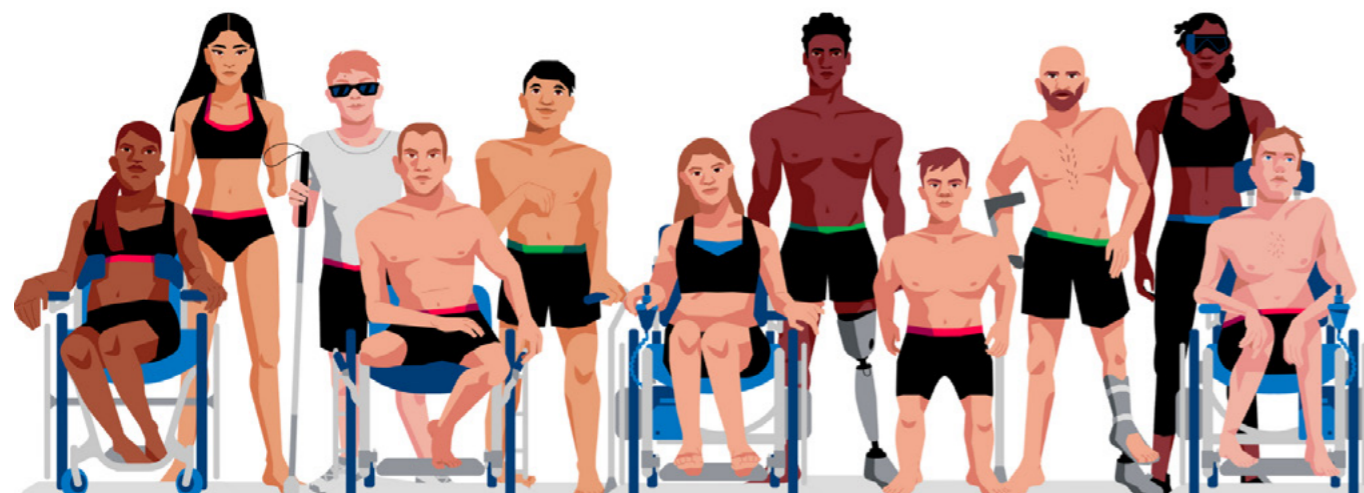


The data available shows that these structural and systemic barriers continue to produce and reproduce a wide array of devastating consequences for persons with disabilities, including poor health outcomes, and lower educational outcomes, since children living with disabilities are less likely to start school, stay enrolled, or progress to higher education. Persons with disabilities are less economically active, have lower employment rates and tend to earn less when employed. In addition, many experience higher rates of poverty, face worse living conditions and higher costs, and ultimately are less likely to

live independently or participate fully in community activities and life in all its forms.

Being able to improve these issues requires a clear understanding of the scale of the problem, as well as examples of actions that are making a meaningful difference in effecting positive change for persons with disabilities.

In summary, the IPC Impact Insights Catalogue outlines the current challenges and provides guidance and practical examples on how to meet the challenges ahead.



# FACTS AND FIGURES

Basic facts and figures have been collected and compiled below with the aim of providing an overview of the current data available on persons with disabilities. The source of reference is also listed for those interested in taking a deeper dive into the findings and, in some cases, accessing disaggregated national-level data.

## OVERVIEW

- An estimated 1.3 billion people experience significant disability. This represents over 15 per cent of the world's population, or 1 in 6. The WHO states this figure will increase through medical advances and the ageing process. *(World Health Organization, 2023)*
- Globally, nearly 240 million children and adolescents are living with disabilities. *(World Health Organization, 2023)*
- The World Bank estimates that 20 per cent of the world's poorest people have some kind of disability and tend to be regarded in their own communities as the most disadvantaged. Disability is both a cause and consequence of poverty. *(World Bank, 1999)*
- Persons with disabilities find inaccessible and unaffordable transportation 15 times more difficult than for those without disabilities. *(World Health Organization, 2023)*



## PHYSICAL ACTIVITY

- Persons with disabilities are 16 - 62 per cent less likely to meet physical activity guidelines than people without disabilities. *(The Lancet, 2021)*
- 1 in 3 children with disabilities have no access to physical education. *(UNESCO & Loughborough University, 2024)*
- Only 58.3 per cent of schools fully include children and adolescents with disabilities alongside their peers without disabilities in Physical Education (PE) classes. *(UNESCO & Loughborough University, 2024)*



## HEALTH

- Persons with disabilities have double the mortality rates of people without disabilities. *(The Lancet Global Health, 2024)*
- Some persons with disabilities die up to 20 years earlier than those without disabilities. *(World Health Organization, 2023)*
- Persons with disabilities were almost three times as likely to die from COVID-19 than persons without disabilities. *(The Lancet Global Health, 2024)*



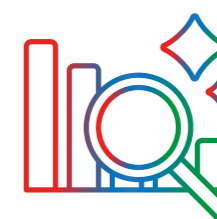
## EDUCATION

- In 51 countries surveyed, only 50.6 per cent of males and 41.7 per cent of females with disabilities completed primary school, compared to 61.3 per cent and 52.9 per cent of their non-disabled counterparts, respectively. *(World Health Organization, 2011)*
- 90 per cent of children with disabilities in developing countries do not attend schools. *(UNESCO, 2003)*
- The global literacy rate for adults with disabilities is as low as 3 per cent, and 1 per cent for women with disabilities. *(UNDP, 1998)*



## EMPLOYMENT

- In developing countries, 80 per cent to 90 per cent of persons with disabilities of working age are unemployed, in industrialised countries it is between 50 per cent and 70 per cent. *(UN Department of Economic and Social Affairs, n. d.)*
- 2 out of 3 unemployed persons with a disability would like to work but could not find jobs. *(United Nations, 2007)*



## DATA AND RESEARCH

- Less than 5 per cent of all articles published in the five highest-impact medical journals from 1999 - 2019 focused on persons with disabilities, and less than 7 per cent of these addressed physical activity or health. *(The Lancet, 2021)*
- States that have ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) are obligated under Article 4 and 31 to collect and disaggregate data on persons with disabilities. *(International Disability Alliance, 2020)*
- The collection of data on persons with disabilities is often deprioritised in many countries, and more limited than for other groups in marginalised situations. *(World Health Organization, 2024)*

# SUSTAINABLE DEVELOPMENT GOALS

Existing international frameworks, such as the UN Sustainable Development Goals (UN SDGs), are fundamental building blocks for the IPC Impact Strategy. The following overview demonstrates how the IPC and Paralympic Movement's work contributes to these development goals, and to Agenda 2030.

Para sport and physical activity for persons with disabilities are relevant contributing mechanisms to several of the UN SDGs. Connecting both the overall efforts and specific initiatives within the Paralympic Movement to these

goals can lead to an array of benefits for the IPC and its members, including improved collaboration, and increased visibility and credibility with external parties who are also operating within this globally recognised framework.



## SDGS RELEVANT TO THE IPC IMPACT STRATEGY



### SDG 3 GOOD HEALTH AND WELL-BEING

*Ensure healthy lives and promote physical and mental well-being for people of all ages and abilities*

**Relevance:** Participation in Para sport and physical activity significantly reduces physical inactivity, helps prevent non-communicable diseases, improves overall health, and enhances mental well-being. Engaging in physical activity promotes independence and reduces mortality and disease burden.

**IPC impact objective:** Improving health through Para sport and physical activity.

**Example indicator:** % of persons with disabilities engaging in moderate and/or vigorous physical activity through sport, fitness and active recreation.



### SDG 4 QUALITY EDUCATION

*Provide inclusive, equitable, and quality education, and promote lifelong learning opportunities for all.*

**Relevance:** Quality physical education and sport in schools help children develop essential life skills, as well as the skills and confidence for lifelong physical activity. Regular participation in physical education and sport improves concentration, cognitive performance, and academic results for both girls and boys with and without disabilities.

**IPC impact objective:** Enhancing skills and access to physical education.

**Example indicator:** % of schools where physical education is offered as a stand-alone subject, including children and youth with disabilities.



### SDG 5 GENDER EQUALITY

*Achieve gender equality and empower all women and girls by eliminating discrimination and violence.*

**Relevance:** Para sport and physical activity can empower women and girls and contribute to eliminating gender discrimination. Expanding access for women and girls to sport helps build self-reliance, transferable skills, and economic opportunities.

**IPC impact objective:** Advancing equality and non-discrimination.

**Example indicator:** Difference between % of male and % of female population with a disability who are physical active.



## SDG 8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive economic growth, full and productive employment, and decent work for all.

**Relevance:** Skills developed through participation in Para sport and physical activity can increase employment outcomes for persons with disabilities. Reduction of barriers to employment for persons with disabilities lead to more productive societies and greater potential for economic growth.

**IPC impact objective:** Improving meaningful employment outcomes.

**Example indicator:** % of persons with disabilities in employment compared to the general population.



## SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure to support economic development and human wellbeing with a focus on affordable and equitable access for all.

**Relevance:** Developing accessible infrastructure for sport and recreation supports increased physical activity. These improvements also foster sustainable transport, health, employment, and more inclusive economic growth.

**IPC impact objective:** Improving accessibility of infrastructure and services.

**Example indicators:** % of accessible sport venues, % of public information and communication being accessible, % of public transport being accessible.



## SDG 10 REDUCED INEQUALITIES

Reduce income and opportunity inequalities within and among countries through inclusive policies.

**Relevance:** Para sport and physical activity promote inclusion and empowerment, enabling participation in social, economic, and civic life. They provide platforms to challenge discriminatory practices and build more inclusive societies.

**IPC impact objective:** Advancing equality and non-discrimination; increasing visibility and changing attitudes.

**Example indicator:** % of persons who participate in sport, fitness and active recreation, disaggregated by disability, gender, age, education level, ethnicity, and income.



## SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements safe, inclusive, resilient, and sustainable for all.

**Relevance:** Safe, inclusive, and accessible public spaces for sport and active recreation have long-term benefits for individuals and communities. Urban planning needs to consider inclusive modes of transportation and access to services for more resilient communities.

**IPC impact objective:** Advancing inclusive communities and representation.

**Example indicator:** % of government investment allocated to accessible sports infrastructure development.



## SDG 13 CLIMATE ACTION

Take urgent action to address climate change and its impacts through mitigation and adaptation.

**Relevance:** Physical activity can facilitate more sustainable practices. In nature, physical activity promotes land conservation and appreciation, while sustainable transport such as cycling reduces emissions. Environmental considerations when hosting sport events can also further climate goals.

**IPC impact objective:** Improving accessibility of infrastructure and services.

**Example indicator:** % of major sport events that meet ISO standard 20121 for sustainable event management.



## SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies, ensure access to justice, and build effective, accountable institutions.

**Relevance:** The IPC's vision is to make for a more inclusive world through Para sport. We use sport to drive societal inclusion. Major Para sport events highlight to the world how athletes and countries from rival nations can come together and compete by the rules in peace.

**IPC impact objective:** Strengthening data, research and monitoring mechanisms.

**Example indicator:** Countries recognising NPCs in national legislation.

# DEFINING IMPACT

The IPC understands impact as the process of effecting change that is long-lasting, structural or systemic.

For the Paralympic Movement, this means that providing Para sport opportunities at all levels will act as a catalyst – not only delivering immediate personal benefits but also creating knock-on effects that extend to communities and society. Going forward, the IPC will use impact to refer to long-term social change. This recognises that both the long-term outcomes and the contributions to the process both generate impact – in other words, both the steps along the way and the broader change they collectively create.

The transformational societal developments and changes – both tangible and intangible – that the IPC aims to influence for persons with disabilities are:

- Improving health through Para sport and physical activity
- Increasing visibility and changing attitudes
- Improving accessibility of infrastructure and services
- Advancing inclusive communities and representation

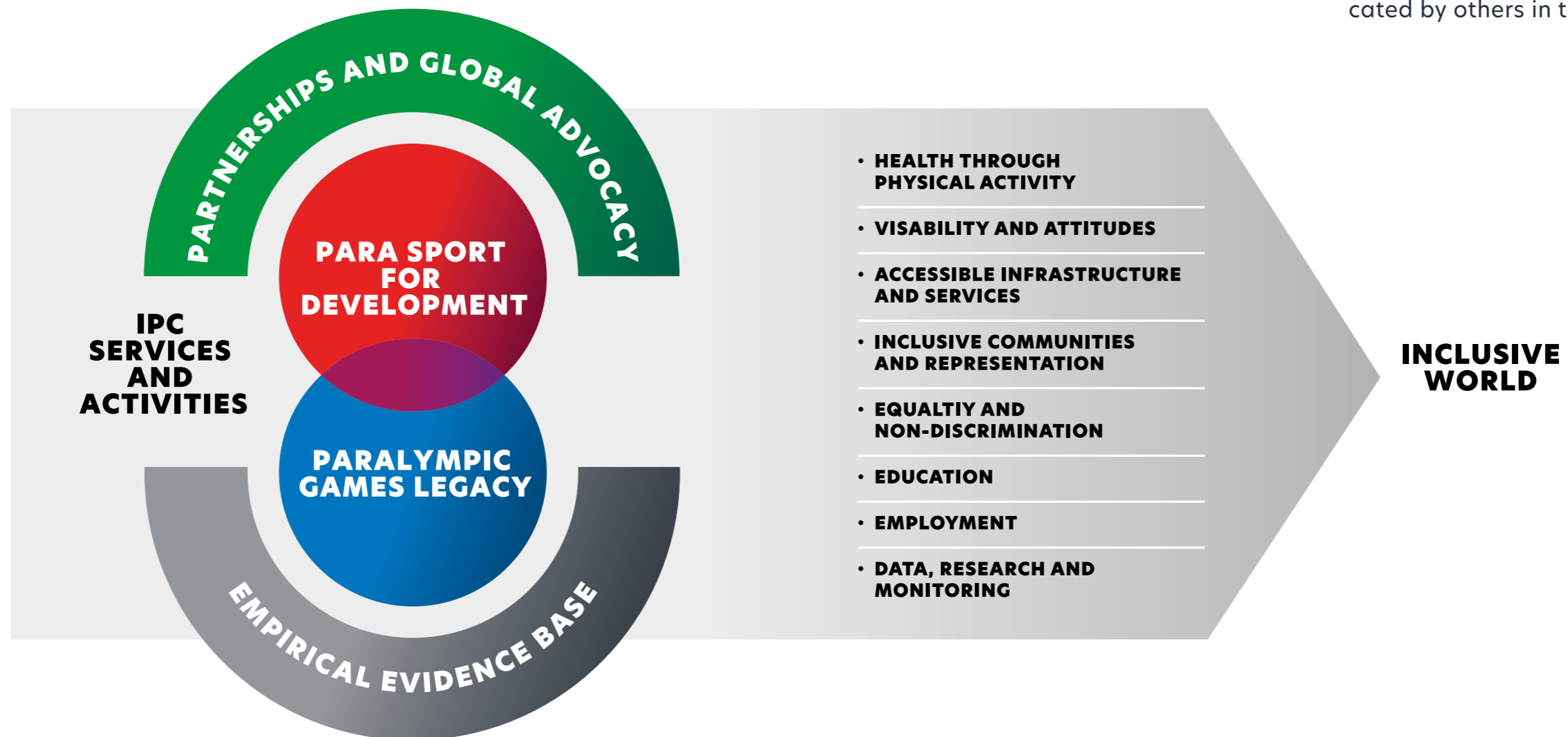
- Advancing equality and non-discrimination
- Enhancing skills and access to physical education
- Improving meaningful employment outcomes
- Strengthening data, research and monitoring

These long-term social impacts are vital for an inclusive world and the IPC's contribution will be through four interconnected impact areas that are outlined in the IPC Impact Strategy.

The four areas are:

- Para sport for development
- Paralympic Games legacy
- Partnerships and global advocacy
- Empirical evidence base

Each of the following four sections define the four impact areas and provide examples of good practice from across the Paralympic Movement and beyond. These are meant to offer a glimpse of the impactful work being initiated to increase our collective understanding and offer learnings that could be replicated by others in their own context.



# IPC IMPACT AREAS

## PARA SPORT FOR DEVELOPMENT

### OBJECTIVE

Increase opportunities for persons with disabilities to engage in Para sport and physical activity at all levels and in all contexts.

### HOW

Working with our members, the IPC will provide services and programmes that empower, equip and enable persons with disabilities to engage in Para sport and physical activity with a focus on supporting the Para athlete pathway, developing leaders, and increasing participation.

### TARGETED STAKEHOLDERS

- Children, youth and adults with disabilities
- IPC member organisations
- Sports programme providers
- Primary caregivers
- Teachers
- Healthcare professionals

### IN PRACTICE

The IPC Development Model, implemented with 11 National Paralympic Committees (NPCs) in the Americas, has supported national and community-level efforts to grow Para sport by training over 2,000 local leaders, reaching 41 vulnerable communities, and enabling over 800 Para athletes to access regular training. The model combines national planning and training, local leadership, recruitment, awareness and community engagement through Para sport festivals.



### SHORT-TERM OUTCOMES

Individuals taking part in Para sport and physical activity improve their physical health and mental well-being, increase self-reliance and independence, develop self-identity and physical literacy, and improve their social competencies and network, benefitting the individual and local community.



### LONG-TERM OUTCOMES

The immediate individual and community benefits drive, over time, life skills that are transferrable and can lead to education, occupation and employment opportunities. In addition, communities can experience benefits, such as increased labour skills, greater productivity, and reduced health and social care costs. These longer-term outcomes also require that unnecessary barriers (such as stigma and access) are actively reduced and removed.



### INSPIRING ACTION

Para sport development work is the core of the IPC's membership, and there are countless examples of impact across the Paralympic Movement. We have included a selection of good practice examples that showcase how Para sport advances pathways to participation and excellence – and ultimately, inspires wider social change.

# CASE STUDY EN SUS MARCAS, LISTOS ... INCLUSIÓN

From 2016-2024, this Inter-American Development Bank funded project empowered persons with disabilities in the most vulnerable communities, strengthened the capacity of 11 NPCs, and created a blueprint for how the public and private sectors could work together.



## OVERVIEW

In Latin America there was an urgent need to address the social exclusion and marginalisation of persons with disabilities, especially in vulnerable communities.

Stigma and lack of awareness limited opportunities for persons with disabilities, while organisationally, NPCs often lacked the resources and reach to develop grassroots programmes.

En sus marcas, listos... Inclusión (ELI) recognised Para sport as a powerful tool for empowerment, social inclusion, and visibility of persons with disabilities, and used it to strengthen community engagement, build NPC capacity, and foster inclusion across public and private sectors.

## WHO WAS INVOLVED?

Led by the IPC and funded by the Inter-American Development Bank (IDB), ELI engaged 11 NPCs from the Americas region: Argentina, Chile, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Nicaragua, Paraguay, Peru, and Trinidad & Tobago. National partners included universities, local governments, coaches, teachers, community leaders, and civil society organisations in 67 communities within these countries.

## WHAT WAS DONE?

ELI was implemented from 2016 to 2024 across 67 vulnerable communities in 11 Latin American countries.

The project began by identifying local needs and selecting communities with high rates of disability and socio-economic exclusion. Awareness workshops trained over 1,600 community leaders, educators, and families to reduce stigma and promote inclusion. More than 280 coaches received Para sport specific training in boccia, Para athletics, Para powerlifting and Para swimming. Talent identification events introduced Para sport to over 1,600 persons with disabilities, of whom 828 became



new Para athletes. Regular training sessions were held in local facilities, led by trained coaches and supported by NPCs. Athletes also participated in the IPC's Proud Paralympian programme and some competed internationally, gaining experience, skills in leadership and rights advocacy.

In parallel, the project strengthened NPC capacity, shaped inclusive public policies, and created partnerships with over 30 private companies to support sustainable inclusion through Para sport.

## WHAT MADE IT SPECIAL?

ELI's inclusive, community-driven model went beyond Para sport. It combined athlete training with awareness workshops, coach development, communication campaigns and institutional support, creating lasting change at multiple levels. Activities were adapted to local cultures and needs, ensuring relevance and sustainability. By using leadership tools like Proud Paralympian, powerful communication messages and forging public-private partnerships, the project empowered persons with disabilities and built more inclusive ecosystems that can be replicated by others.

## WHAT CHANGED?

The project transformed attitudes and broke down barriers in marginalised communities. For example, in Guatemala 60 per cent of communities involved reported more positive views towards disability and 35 per cent less discrimination. Over 1,000 persons with disabilities were empowered to see themselves as Para athletes and leaders, boosting confidence and social inclusion by 70 per cent. Participant NPCs doubled Paralympic medal wins from 25 at Rio 2016 to 53 at Paris 2024. The shift was not just in medals, but in mindsets – fostering lasting respect, opportunity, and change through Para sport.

## WHAT WAS LEARNED?

Deep-rooted stigma took longer to change, while limited NPC resources and local infrastructure sometimes hindered consistent Para sport activities. Flexible, culturally adapted approaches were essential. Strong, ongoing partnerships with national and local governments required continuous effort. Variations in coaching quality and commitment showed the need to continuously identify and train volunteers, leaders, and coaches as key to community-level success.

## GET STARTED

Interested NPCs can replicate ELI by conducting needs assessments, identifying relevant stakeholders, partnering with more developed NPCs, and developing and implementing action plans. Please contact the IPC at [membership@paralympic.org](mailto:membership@paralympic.org) to learn more.

# CASE STUDY INCREASING THE ATHLETE TALENT POOL IN VANUATU

From 2018 onwards, the Vanuatu Paralympic Committee implemented a new 'Hub & Spoke' model to identify athlete talent, in particular targeting remote communities. The result was a new pool of athletes, increased visibility and a greater appreciation of persons with disabilities.

## OVERVIEW

In Vanuatu persons with disabilities have long been hidden due to stigma, isolation, and lack of opportunity, particularly in remote communities.

To change this, the Vanuatu Paralympic Committee (VPC) partnered with several organisations to implement a talent identification programme in Para athletics that identified and trained talented athletes, challenged stigma and increased the visibility of persons with disabilities.

Previously single-day talent identification events failed to create sustained engagement. Most programmes existed only in capital cities, excluding the 'Hidden people' in rural areas. The challenge was to develop a low-cost, inclusive model to identify, support, and grow Para sport participation nationwide, especially outside urban centres.

## WHO WAS INVOLVED?

The initiative was led by the VPC, sponsored by the Korean Paralympic Committee (KPC) with support from the Oceania Paralympic Committee (OPC) and the IPC. Close collaborators included The Ministry of Youth and Sports, provincial authorities, volunteer coaches, local chiefs, Disability Officers, and community leaders.

## WHAT WAS DONE?

The VPC implemented a decentralised 'Hub & Spoke' outreach and awareness programme to sustainably identify, support, and develop Para athletes across the country's remote islands.

'Hubs' were established in four provincial capitals with coaches identified and trained in basic Para athletics skills. Coaches were equipped with a simple, cost-effective equipment kit featuring javelins, shot puts, cones, a tape measure, stopwatch, clipboard, whistle, and high-visibility vest. These coaches then returned to remote villages, their 'spoke' locations, to run regular weekly training sessions with selected athletes. Importantly, performances and participation



were tracked by clipboard, allowing data collection even without digital tools.

Every three months, coaches and athletes from spoke villages reconvened at their hub for capacity-building, medical appraisal, classification, and competition. This created a structured pathway toward the annual National Para Athletics Championship, where athletes are selected on merit to represent their province and, potentially, the nation at international events.

Alongside the sport structure, the VPC focused on outreach. Awareness was raised through radio programmes, word of mouth, and short films such as 'The Hidden People' and 'Mi Tu Mi Save Mekem' which profiled Para athlete stories and were screened in villages and schools to help shift social norms. A hired full-time Project Development Officer oversaw implementation, liaised with local chiefs and community groups, and built lasting grassroots relationships.

International partnerships, including with the IPC, OPC, Australian Sports Commission, and the KPC, provided funding, visibility, and support for the national championship, equipment, and GAPS Camps aligned with major competitions.

## WHAT MADE IT SPECIAL?

The Hub & Spoke model prioritised community-based coach development before athlete identification, making it scalable and sustainable. It overcame cultural stigma by working closely with chiefs, churches, and families, while public awareness films and radio programming reshaped attitudes. It was low-cost, logistically suited to Pacific geography, and delivered consistent training and merit-based selection far beyond the capital.

## WHAT CHANGED?

The project revealed a previously invisible population. Families began allowing children with disabilities to participate in public life. Coaches and athletes in four provinces now meet regularly to train and compete. Vanuatu now fields athletes from across the country in national events and has selected athletes for international competitions. Para sport visibility increased through national radio, school outreach, and international media coverage.

## WHAT WAS LEARNED?

One-off events can raise hope without follow-up. Sustained, community-anchored training and regular contact are essential. Equipping coaches, not just athletes, is a key entry point. Trust-building with families is as important as the sport itself.

## GET STARTED

Learn more by emailing the VPC, watch 'The Hidden People' on YouTube, and carry out the following steps:

- Assign leadership
- Launch provincial programmes
- Conduct quarterly hubs
- Host annual national Games

## CASE STUDY **MALAWI NATIONAL PARA SCHOOL GAMES**

Broadening the Games to include more Para sports raised the profile of Para sports to such a level that the Malawi Council of Disability Affairs used it as a national platform for advocacy.

### OVERVIEW

Limited public awareness, traditional beliefs, and low commercial interest in Para sport in Malawi meant opportunities for athletes with disabilities remained scarce, and national competitions virtually non-existent.

To change this, the Malawi Paralympic Committee (MPC) hosted the first Malawi National Para School Games in July 2023 at the National Stadium, to identify and develop elite athletes, promote unity, raise awareness, and offer equal opportunities for persons with disabilities to participate and thrive in sport and society.

### WHO WAS INVOLVED?

The MPC led the expansion of the Games, and partnered with several public institutions, including the Ministries of Sports, Education, Disability Affairs, the Malawi Council of Disability Affairs and Local Government. Private sector stakeholders were engaged to support programme delivery.

### WHAT WAS DONE?

To expand access to Para sport, the MPC broadened its focus beyond vision impaired Para athletics to include goalball, Para powerlifting, sitting volleyball, and wheelchair basketball. The MPC established a national administrative structure spanning zone, district, and regional levels, which enabled effective athlete identification, volunteer coordination, and event delivery.

Qualifying events for the Games started at the zone, then district and regional levels, helped increase awareness and made the final event more competitive. The first Malawi National Para School Games brought together 127 athletes aged 11-16, supported by over 50 officials, 80 parents and teachers. In total 27 schools and more than half of Malawi's districts were represented.

Adapted athlete accommodation and services were provided in collaboration with the Malawi Schools Sports Association.

### WHAT MADE IT SPECIAL?

The first Malawi National Para School Games marked a turning point in the organisation of Para sport in the country, laying the foundation for a structured, bottom-up athlete development pathway, from playground to podium. For the first time, athletes with disabilities had the opportunity to compete at a national level, allowing the MPC to identify emerging talent and select national teams.

The event sparked widespread interest and shifted perceptions of disability sport among both the public and policy-makers. Parents and guardians contacted the MPC to explore how their children could get involved. Public and private sector stakeholders expressed interest in supporting future editions, recognising the Games as a credible platform for disability inclusion and talent development.

### WHAT CHANGED?

The MPC successfully promoted itself as a competent and trusted national body, capable of delivering impactful Para sport experiences and advancing the broader Movement for disability inclusion. The Games strengthened public recognition of the rights of persons with disabilities and generated increased interest from communities, volunteers, and institutional partners.

The Malawi Council of Disability Affairs leveraged the event to raise awareness about the Persons with Disabilities Bill, using the Games as a national platform for advocacy.

Importantly, the perception of Para sport began to shift. Rather than being viewed solely through a charitable lens, the Games positioned Para sport as a



legitimate and competitive domain worthy of national recognition and investment. This change drew the attention of the private sector which began to see Para athletes as credible ambassadors and potential brand role models.

### WHAT WAS LEARNED?

To increase competitiveness, grassroots engagement, create a clearer athlete pathway and generate early public interest, it is recommended the Games begin with district and regional qualifiers.

In addition, more time should be allocated for athlete classification and acclimatisation. In the first edition, athletes arrived late and competed the next day. Fatigue impacted performance.

To raise the profile of the Games, the MPC aims to have some sports sanctioned by the relevant International Federations. This would allow for international participation and the potential to serve as qualifiers for global competitions.

### GET STARTED

Contact NPC Malawi to learn more at: [malawiparalympic@gmail.com](mailto:malawiparalympic@gmail.com)

## CASE STUDY **DEVELOPING WOMEN'S PARA ICE HOCKEY**

In just three years, the number of female players forming part of the global player base grew from one per cent to 20 per cent through a strong vision, dedicated support and a clear pathway both on and off the ice.

### **OVERVIEW**

Historically, Para ice hockey lacked opportunities for women with less than one per cent of the global player base prior to 2022 being female.

Recognising the urgent need for change, World Para Ice Hockey (WPIH) launched the annual Women's World Challenge to create a dedicated platform for female athletes. This initiative emerged from a commitment to gender equity, inclusion, and the development of sustainable pathways for women in Para ice hockey. The success of the first three Challenges set the stage for the first Women's World Championships in 2025.

### **WHO WAS INVOLVED?**

Key actors included WPIH and community leaders such as Brad Roethlisberger, a former linesperson and current officiating advisor. Inspired by the opportunity to create a women's event, Roethlisberger established the local organising committee in Green Bay, USA, independently raised all necessary funds, and organised the 2022 and 2023 events. Espen Hegde of the Norwegian Ice Hockey Association volunteered to coach Team World in 2022 and 2023 and served as local organising president in

2024. Citi Bank contributed financially through the PARA SPORT programme.

### **WHAT WAS DONE?**

The Women's World Challenge provided a development-level competition with opportunities for classification, on-ice training, and competitive games.

The event welcomed both national teams and individual athletes. Canada, Great Britain and USA competed in the first three editions. To address the lack of national women's programmes and meet growing interest, WPIH created continental teams – Team World in 2022–2023, and Team Europe and Team Pacific in 2024. This allowed athletes from countries without established national teams to compete internationally. These athletes were encouraged to return home and use their experience to grow the sport locally. WPIH assigned coaching experts to each continental team and provided the athletes with uniforms.

WPIH used revenue from strategic partnerships to remove financial barriers. Licensing fees were waived; registration costs were reduced to EUR 75 per participant for a full week of training and



competition. WPIH also offered financial support for accommodation, ensuring broad participation regardless of economic background.

Beyond on-ice development, classroom sessions were introduced to build sport knowledge among athletes and team staff. Topics included anti-doping, classification, governance, Paralympic Winter Games discipline eligibility, and media training. These sessions aimed to empower participants both on and off the ice and prepare them for future involvement in international competition.

### **WHAT MADE IT SPECIAL?**

The lasting impact on the global community. It inspired athletes and nations to take action beyond competition. The Team USA launched a foundation to support others; Canada began collecting and donating equipment to other nations. Rivals became teammates, training and staying connected across borders during the season. The athletes competed not only for medals, but to build a future for the next generation.

### **WHAT CHANGED?**

Female participation grew from less than one per cent to 20 per cent in just three years. National programmes were launched in Australia, Canada, Great Britain, Norway and USA, with several other nations now mobilising. This success led to the first Women's World Championships in 2025. Many now see a women's tournament at the 2030 Paralympic Winter Games as an achievable goal.

### **WHAT WAS LEARNED?**

Many stakeholders struggled to understand that inclusion in the Paralympic Winter Games requires consistent participation and development first. Some teams hesitated to invest without Games status, while WPIH had to show that progress must come before recognition. It pushed WPIH to reflect and evolve its own approach and to invite NPCs to be part of building the future.

### **GET STARTED**

For further information, please contact: [info@worldparaicehockey.org](mailto:info@worldparaicehockey.org)

# IPC IMPACT AREAS

## PARALYMPIC GAMES LEGACY

### OBJECTIVE

Deliver transformational Paralympic Games as a global platform to showcase sporting excellence, challenge stigma, and promote disability inclusion, leaving tangible and intangible legacies in host cities, countries and beyond.

### HOW

The IPC will work with Organising Committees to plan and deliver accessible and inclusive spaces and services for all client groups attending the Games. Organising Committees will be required to develop context relevant Disability Inclusion Action Plans that accelerate and initiate policy changes, and investments in disability inclusion, including access to Para sport.

The IPC will also maximise global broadcast and media coverage of the Games to produce role models and challenge stigma and societal perceptions.

### TARGETED STAKEHOLDERS

- Global audiences with and without disabilities
- Host governments and policy-makers
- Organising committees and delivery partners
- Sports community
- Private sector

### IN PRACTICE

The legacy of the Paris 2024 Paralympic Games includes major investments at the city, region and national level, including sports facilities, public transport, and inclusive policy changes such as reduced VAT on adaptive equipment and expanded inclusive education. Across the country, the Club Inclusif programme has expanded opportunities for children and youth with disabilities to be physically active.



### SHORT-TERM OUTCOMES

Planning for and delivering the Paralympic Games triggers policy change and investments in disability inclusion, including in infrastructure and tourism. Representation of persons with disabilities is improved in organisations associated with the Games.

The Paralympic Games serve as a model where universal design and disability-inclusive ideals come to life.



### LONG-TERM OUTCOMES

The legacy of the Paralympic Games increases awareness and acceptance of persons with disabilities on a global scale; improves accessibility, including in public infrastructure; increases investment and policy reforms supporting disability inclusion. The legacy benefits of the Games can be felt at an individual, community and global level.



### INSPIRING ACTION

Every Paralympic Games offers an opportunity to tackle barriers and advance disability inclusion. While the following case studies of transformative initiatives come from the Paralympic Games, the learnings can be applied in other multi-sport event contexts and inspire a variety of stakeholders like cities, governments, and communities worldwide to pursue bold, inclusive legacies rooted in the power of Para sport.

# CASE STUDY HOW THE PARALYMPIC GAMES CHANGE ATTITUDES TOWARDS DISABILITY

Seeing is believing and the IPC's research from Paris 2024 found watching the Paralympic Games changed viewers' attitudes towards disability.

## OVERVIEW

The Paralympic Games are the Paralympic Movement's biggest platform to reach global audiences, with billions of people engaging in the event.

While many within the Paralympic Movement have talked anecdotally about the impact the Paralympic Games have on changing attitudes towards disability, little worldwide research was available to prove this.

For the Paris 2024 Paralympic Games, the IPC undertook research in 11 countries to measure the transformational impact of watching the world's best Paralympians compete for medals on the biggest stage of all.

The results were impressive, with those who were not Paralympic sport fans before the event the most impacted.

## WHO WAS INVOLVED?

The IPC and Nielsen Sports.



## WHAT WAS DONE?

The IPC commissioned Nielsen Sports to research whether watching the Paris 2024 Paralympic Games could lead to measurable shifts in how people view both the Games and persons with disabilities.

The two-wave international survey, conducted before and after the Games, involved 16,000 people from 11 different countries. Respondents came from diverse backgrounds and were grouped on how interested they were in the Paralympics before the Games – fans, moderate-fans, and non-fans. Researchers then tracked how attitudes towards disability changed over time in relation to different levels of pre-existing engagement.

## WHAT MADE IT SPECIAL?

To measure the impact of watching the Paralympic Games, Nielsen used a method known as “difference-in-differences” analysis. The core idea is that by comparing changes in attitudes before and after the Games between different groups (for example, fans versus non-fans), researchers could isolate the effect of exposure to the Games itself. In other words, if non-fans showed a more significant shift in attitudes than fans (who were already supportive), it suggests that watching the Paralympics was the key factor in changing their views, rather than other unrelated differences between the groups.

## WHAT CHANGED?

The Paris 2024 Paralympic Games served as a global platform to shift public attitudes, impacting those who were previously not engaged the most.

People who said they had little to no prior interest in the Paralympics before the event experienced the most significant positive shifts. After watching the Games, their views of the Paralympic brand improved, and their attitudes toward persons with disabilities became noticeably more supportive and respectful. The Games reinforced the views of fans and actively changed the minds of those who had not been engaged previously.

The Games left a strong emotional and social impression. After the Games, over 75 per cent of people said that the Paralympics stand for the true spirit of sport, a figure that rose significantly from before the event. Compared to sports for persons without disabilities, the Paralympic Games were strongly associated with values like inclusivity, inspiration, diversity, and respect.

Watching Paris 2024 changed the number of non-fans who associated the Paralympic Games with high performance from 43 per cent to 50 per cent.

The number of non-fans who believe the Paralympic Games show the need to do more to drive social inclusion at all levels of society, grew from 64 per cent pre-Games to 73 per cent post-Games.

## WHAT WAS LEARNED?

The research demonstrated that the Paralympic Games is a powerful catalyst to influence societal norms, foster a more inclusive world, and shape expectations for the future.

From the outset, careful planning is needed to determine how best to interpret and mobilise this kind of knowledge to maximise its impact beyond the Paralympic Movement.

## GET STARTED

To receive an overview of the research to either use as a tool to engage stakeholders or implement your own national study, please contact [impact@paralympic.org](mailto:impact@paralympic.org)

# CASE STUDY **CHANGING ATTITUDES THROUGH PARALYMPIC VIEWING PARTIES**

Change Starts with Sport, and localised viewing parties of the Tokyo 2020 Paralympic Games in Malawi had a tremendous impact in challenging long-held beliefs and stigma attached to persons with disabilities.

## **OVERVIEW**

In Malawi, persons with disabilities face stigma rooted in cultural, spiritual, and social beliefs. This contributes to their exclusion from education, employment, and community life.

To challenge these narratives, foster inclusion and shift perceptions, the Tokyo 2020 Paralympic Games were broadcast free-to-air in Malawi.

Paralympic viewing parties with local language commentary and culturally relevant storytelling were piloted in rural communities with researchers measuring what impact watching the sport had on attitudes towards disability.

## **WHO WAS INVOLVED?**

The Malawi Paralympic Committee (MPC), University of Malawi, Malawi Broadcasting Corporation, Loughborough University, IPC, Chancellor College, local educators, disability rights advocates, media professionals, and community leaders.

## **WHAT WAS DONE?**

The IPC provided free-to-air coverage of the Tokyo 2020 Paralympic Games to 49 Sub-Saharan African territories, which included for the first time the Malawi national broadcaster.

Due to low TV ownership, a strategy to maximise engagement and viewership led to mobile screenings, so-called Paralympic viewing parties, being held in three rural locations in community buildings. These events broadcast highlights from Tokyo 2020, with a well-known sports journalist and a disability rights advocate providing commentary in Chichewa, one of Malawi's most widely spoken languages. Highlights coverage was supported with other video content, including excerpts of the Netflix documentary *Rising Phoenix*, short YouTube films of Malawian Paralympian Taonere Banda, and IPC produced videos for the I'mPOSSIBLE education initiative.

In total, 84 participants attended across the three screenings. Audience members included people with and without



disabilities, and comprised community leaders, faith leaders, teachers, as well as general community members. Researchers used several techniques to assess the impact of the Paralympic viewing parties on individuals. Focus group discussions took place both before and after the Paralympic viewing parties so that changes in perceptions could be observed.

## **WHAT MADE IT SPECIAL?**

The initiative localised global content through language, cultural relevance, and community dialogue. It combined media, education, and participatory methods to foster critical reflection, making it a replicable model for social change through sport. The use of mobile screenings overcame barriers of access, while the inclusion of a Malawian Paralympian created powerful emotional connections.

## **WHAT CHANGED?**

The project demonstrated the immense power of Para sport to shift attitudes towards disability. Viewers described how witnessing the achievements of Para athletes disrupted long-held beliefs that persons with disabilities

are inherently limited – not just in sport, but in all areas of life. This helped shift the community's understanding of support from one rooted in pity or charity to one grounded in the human rights of all individuals. For many, the experience of watching the Paralympics prompted a rethinking of harmful practices like isolating or hiding family members with disabilities. Remove replacing shame with pride and possibility.

Among the sports showcased during the Paralympic viewing parties, Para swimming stood out as particularly powerful. Viewers reacted with awe and surprise, often visibly moved by what they saw. This strong response is closely tied to the cultural significance of swimming in Malawi where the ability to swim is highly valued. Witnessing Para swimming directly challenged prevailing assumptions about what persons with disabilities can do.

## **WHAT WAS LEARNED?**

The project demonstrated exposure to Paralympic Games content can shift attitudes towards disability. Localised content, through local language commentary and the integration of national Paralympians into broadcasts, led to even greater engagement and impact through systemic change.

## **GET STARTED**

Use the Paralympic viewing party model and explore resources at [makingnoisetoolkit.wordpress.com](https://makingnoisetoolkit.wordpress.com)

# CASE STUDY I'MPOSSIBLE IMPLEMENTATION IN JAPAN

What started out as a nationwide initiative to educate youngsters in Japan around Tokyo 2020 has evolved into a global programme implemented in more than 40 countries.

## OVERVIEW

In many societies around the world, there is often hesitation or uncertainty when interacting with persons with disabilities, stemming from a lack of familiarity, experience, or understanding. This sometimes leads to social distance or exclusion. Traditionally, educational and social systems have separated individuals with disabilities from the general population, reinforcing divisions and limiting opportunities for inclusion. In Japan, this tendency has been especially pronounced, with students with disabilities historically attending separate 'special schools' and a cultural norm that tends to keep people with different needs apart.

To address these challenges, the Nippon Foundation Paralympic Support Center (NFPSC) and the IPC partnered ahead of the Tokyo 2020 Paralympic Games to develop an educational programme aimed at promoting youth participation and inclusion through Para sport. By integrating this programme into schools, alongside hosting the Paralympics, the initiative sought to create a lasting shift in societal attitudes and perceptions towards disability.



## WHO WAS INVOLVED?

The IPC was primarily responsible for the project coordination. The NFPSC served as project lead, while the Japan Paralympic Committee (JPC) had direct involvement in implementation. The development of the educational resources was carried out by Edcoms (now Hark London) in close collaboration with the three organisations. The IPC Education Committee advanced the project and provided feedback.

## WHAT WAS DONE?

The I'mPOSSIBLE toolkit was launched by the IPC in late 2017. As part of the Tokyo 2020 Paralympic Games Education Programme, the JPC began implementing I'mPOSSIBLE across the country. Between 2018 and 2021, the programme was introduced in more than 36,000 schools, and over 10,000 teachers were trained to deliver I'mPOSSIBLE in their classrooms, significantly increasing awareness of the Paralympic values among students.

To further engagement, the IPC launched the I'mPOSSIBLE Award, recognising outstanding implementation efforts by NPCs and contributions of Paralympians. The award ceremony was held during the Tokyo 2020 Paralympic Games Closing Ceremony.

## WHAT MADE IT SPECIAL?

I'mPOSSIBLE has an ability to go beyond traditional education by creating immersive, values-based learning experiences. One of its distinctive features is the involvement of Paralympians in delivering the programme. Their participation brings real-life stories into the classroom, making abstract concepts of inclusion and ability tangible and relatable.

Another defining element is the programme's participatory design, where teachers serve as facilitators rather than instructors. This shift fosters a more engaging, student-centred learning environment, encouraging critical thinking and active discussion.

Hosting the Paralympic Games and implementing I'mPOSSIBLE was a tremendous legacy feature of the Tokyo 2020 Paralympics. It embedded Paralympic

values into the national curriculum during the event and the years that followed.

## WHAT CHANGED?

Following Tokyo 2020, the JPC's I'mPOSSIBLE team developed new educational resources, including materials in video format, to expand its reach and impact. Due to this sustained effort, the toolkit has seen nationwide uptake, with more than 200,000 downloads recorded by 2024. I'mPOSSIBLE is now a cornerstone of Paralympic education in Japan.

Another particularly powerful impact is the 'reverse education' effect: students carry their learning home, sparking conversations about disability and inclusion with parents and family members, effectively extending the programme's reach beyond the classroom.

The I'mPOSSIBLE toolkit has been rolled out in more than 40 countries, reaching students far away from the host territories of the Games.

## WHAT WAS LEARNED?

The Paralympic Games is an opportunity for host territories to consider how public schools are teaching and educating children about disability inclusion, and how the Paralympic Movement can support that education. I'mPOSSIBLE shows the next generation that people with and without disabilities can achieve the impossible in their lives, when unnecessary barriers are removed.

## GET STARTED

Please contact [membership@paralympic.org](mailto:membership@paralympic.org).

# CASE STUDY **MAKING FRENCH SPORT CLUBS MORE INCLUSIVE**

What started out as a city-wide project to increase the number of accessible sport clubs has become a nationwide initiative fully supported by the country's President.

## OVERVIEW

There are 12 million persons with disabilities in France.

Before 2020, just 1.4 per cent of sport clubs said they were able to accommodate persons with disabilities. Around 44 per cent cited the lack of trained supervisors and coaches as the top barrier to welcoming persons with disabilities.

In response, the French Paralympic and Sports Committee (CPSF) launched Club Inclusif in 2022 as a national support mechanism to transform everyday sports clubs into safe, welcoming, and accessible spaces for all.



## WHO WAS INVOLVED?

The initiative was coordinated by the CPSF and Paris 2024 Organising Committee, with support from the Ministry of Sports and the National Sports Agency. It operates in collaboration with regional and municipal sports bodies, sports federations, and local clubs.

## WHAT WAS DONE?

Club Inclusif was designed to give clubs the confidence, structure, and practical tools to become more inclusive. The process began with a simple online self-diagnostic tool that clubs completed to assess their readiness across areas such as physical accessibility, staff training, inclusive communication, and programme design.

Clubs then received follow-up support from local coordinators trained to guide them in developing an action plan suited to their context and capacity.

The 'Club Inclusif-model' is intentionally flexible and tailored, allowing even small, volunteer-led clubs to engage meaningfully. Clubs are not evaluated for compliance but rather supported in identifying realistic next steps – from basic improvements in signage and

communication to offering adapted sessions or forming partnerships with local disability services.

Recognising that most clubs initially operated only with mixed training groups – without specific resources, equipment, or training – Club Inclusif helps bridge that gap by offering capacity-building and connection to local expertise.

## WHAT MADE IT SPECIAL?

Club Inclusif originally started life as "Para Welcoming Training", an initiative led by the City of Paris, CPSF and the Paris 2024 Organising Committee, targeting sport clubs in the French capital. It was so successful that the President of France, Emmanuel Macron, expanded the programme to cover the whole of France under the Club Inclusif umbrella.

Club Inclusif stands out for its bottom-up, empowering approach. Rather than imposing rigid standards, it supports clubs with tools, coaching, and flexible pathways. This makes it accessible to all clubs – large or small, urban or rural – and fosters lasting commitment to inclusion based on shared responsibility and local ownership.

## WHAT CHANGED?

Over 2,200 clubs, across 12 regions, have already registered and have received concrete support and clarity on how to become more welcoming to persons with disabilities.

Inclusion has moved from aspiration to action. Staff are more confident, partnerships are growing, and inclusive sport is becoming more visible and valued at the local level.



The initiative is also helping to build a shared national framework, including indicators and data monitoring, which supports public authorities in tracking progress and identifying needs while respecting club autonomy.

## WHAT WAS LEARNED?

Many clubs want to be inclusive but need support and step-by-step guidance. Capacity-building works best when rooted in local realities and combined with tools that enable self-reflection, not just top-down rules. Cultural change is possible when practical support is provided.

In other words, inclusion fails when clubs are left to figure it out alone. Structured guidance, tailored pathways, and peer-supported transformation works.

## GET STARTED

Please visit [www.club-inclusif.fr](http://www.club-inclusif.fr) to find diagnostic tools, good practice case examples, training content, and regional contacts. Anyone interested in adapting the model can contact CPSF at [contact@france-paralympique.fr](mailto:contact@france-paralympique.fr).

# CASE STUDY MAJOR AWARENESS CAMPAIGN IN NEW ZEALAND

A nationwide campaign around Paris 2024 benefited from several pro-bono partnerships which amplified reach and impact, increased the profile of Paralympians and changed attitudes.

## OVERVIEW

To grow awareness and affinity, Paralympics News Zealand (PNZ), invested in a social change campaign, leveraging the platform of Paris 2024 to challenge perceptions and encourage conversations about disability.

The campaign was provocative, with mass reach, clear social messaging and portrayed Paralympians as incredible athletes who just happen to have a disability. It delved inside Paralympians' minds, encouraging Kiwis to look at them through a different lens. The aim was to cement the New Zealand Paralympic Team brand in the hearts and minds of New Zealanders and celebrate the transformational power of Para sport.

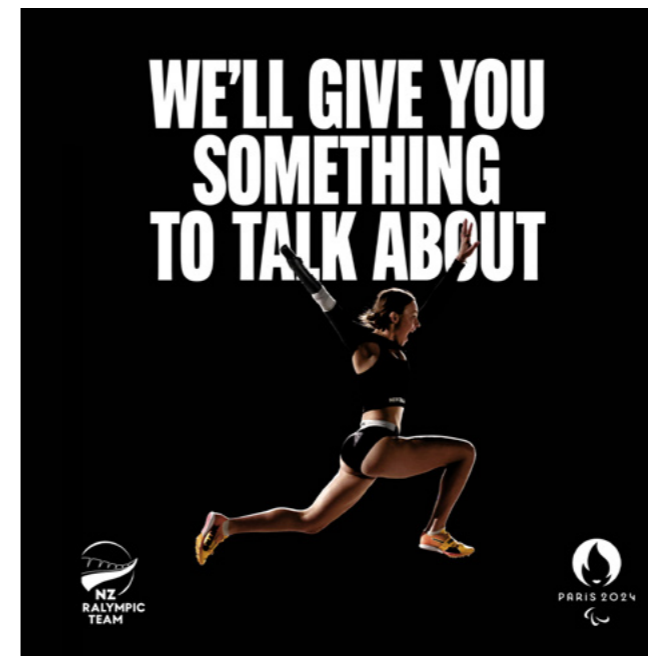
## WHO WAS INVOLVED?

Paralympians, alumni, broadcast rights holder TVNZ, advertising experts, media and commercial partners, as well as PNZ Board Members and staff. Paralympians Cameron Leslie, Anna Grimaldi and Devon Briggs featured as campaign 'heroes'. Other Paralympians shared their experiences on PNZ digital channels. Media partnerships across free-to-air television, partner digital channels, national print and radio, and outdoor billboards,

delivered mass reach on a pro-bono basis, enabling PNZ to deliver a national campaign at minimal cost.

## WHAT WAS DONE?

PNZ briefed advertising agency Saatchi & Saatchi to conceptualise the campaign, resulting in the 'We'll Give You Something To Talk About' theme. Production company Finch filmed content, including 15/30 second cinematic TV commercials. Each featured a Paralympian simulating Para sport competition, with background voices echoing negative statements that each Paralympian had experienced. A radio commercial used audio from the TV commercials. Digital outdoor billboards featured Paralympians alongside confronting statements with context made positive by positioning the Paralympian in front of the disabling part of each word. Interviews with Paralympians played on PNZ digital channels. PNZ digital channels and broadcast TVNZ. An integrated marketing partnership with broadcaster TVNZ saw campaign content and themes included in Paris 2024 broadcast promotion and coverage. TVNZ utilised campaign video content with previous Paralympic medal moments in their on-air promotion.



TVNZ also used PNZ's long-form interview content in editorial content, and host presenters including Paralympian Dame Sophie Pascoe ensured campaign messaging in live coverage. TVNZ gifted significant advertising to enable the campaign to screen nationwide. A research company informed PNZ decision-making, providing insights into NZ Paralympic Team brand attributes. They guided the campaign approach and measured post-campaign outcomes.

## WHAT MADE IT SPECIAL?

Para athletes were at the centre of the campaign. Robust consultation guided the campaign direction and delivery. PNZ broadcast and media partnerships achieved significant cut-through helping to raise campaign awareness and Paralympian profile. Outdoor media creative added to a provocative campaign theme. The campaign theme evolved from 'We'll Give You Something to Talk About' pre-Games, 'Worth Talking About' at Games-time, and 'Talk About This' post-Games.

## WHAT CHANGED?

NZ Paralympic Team awareness and brand affinity rose. New Zealand's love for the Team rose from 6th to 4th among most loved New Zealand sports brands. In a TVNZ viewer survey, 84 per cent answered 'strongly agree/agree' to the statement 'Paralympians deserve equal recognition for their accomplishments as Olympians'. Government ministers commented on the campaign impact "It answers that prejudice with powerful athleticism and a bold challenge".

## WHAT WAS LEARNED?

The campaign resonated with the country. PNZ fully backed the NZ Paralympic Team, celebrating medals and great moments from Paris, sharing them with the entire country. The tagline #STTA was included in everyday conversation and was used across media, TV hosts and politicians. "As their Team slogan so aptly put it, We'll Give You Something To Talk About – and they definitely did" – Rt Hon Christopher Luxon, New Zealand Prime Minister.

## GET STARTED

To watch a range of content from the #STTA campaign visit the Paralympics New Zealand YouTube channel. For more information, please contact: [info@paralympics.org.nz](mailto:info@paralympics.org.nz)



# IPC IMPACT AREAS

## PARTNERSHIPS AND GLOBAL ADVOCACY

### OBJECTIVE

Develop strategic partnerships that enhance global advocacy for disability inclusion, promote and support implementation of policy change at the national and international level, and drive investment in Para sport, physical activity and disability inclusion.

### HOW

Leveraging UN agency partnerships and other multilateral organisations and platforms, the IPC will advance national implementation of effective Para sport and physical activity interventions, policies and frameworks including by providing evidence of the societal impact of Para sport and physical activity.

The IPC will also promote public and private investments in Para sport and physical activity.

### TARGETED STAKEHOLDERS

- Multilateral organisations (including UN Agencies)
- Governments
- Governmental agencies
- Non-governmental organisations
- Private sector partners
- IPC members
- Disability inclusion advocacy groups

### IN PRACTICE

On the eve of the Paris 2024 Paralympic Games, the IPC and UNESCO brought together international decision-makers to draw up a roadmap to increase the inclusion of persons with disabilities in sport and across all areas of society, with key policy recommendations on access, infrastructure, inclusive education, media inclusion, and disability-specific data collection. This initiative is already underway in the Americas.



### SHORT-TERM OUTCOMES

International strategic partnerships will enhance global standards, promote best practices, and increase opportunities for public and private investment in Para sport and physical activity.



### LONG-TERM OUTCOMES

Partnerships and global advocacy will contribute towards policy changes at the national level. Applying best practice examples and policy guidance to support and facilitate the work undertaken by NPCs will result in improved recognition of Para sport, increased support for Para athletes, and enhanced rights and opportunities for persons living with disabilities. In addition, the IPC aims to increase investment into the Para sport sector by educating governments about its positive societal impact and engaging private sector partners to contribute to the wider Para sport ecosystem.



### INSPIRING ACTION

Partnerships are critical to expanding the reach of advocacy efforts, and for increasing investment opportunities into Para sport, furthering its impact.

The following examples showcase how partnerships can encourage policy-makers, investors, and advocates worldwide to align with the transformative goals of the Paralympic Movement.

# CASE STUDY UNESCO & IPC PARIS 2024 CALL TO ACTION

On the eve of the Paris 2024 Paralympic Games, the IPC and UNESCO brought together international decision-makers to draw up a roadmap for increasing the inclusion of persons with disabilities in sport and across all areas of society.

## OVERVIEW

The IPC and UNESCO have a long-standing cooperation focused on using sport as a driver of social inclusion. Both are committed to leveraging sport to reduce inequalities and empowering the most marginalised groups, especially persons with disabilities.

UNESCO's Fit for Life initiative offers a framework to develop and evaluate cross-sectoral policies that promote disability inclusion in sport. At the 7th International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport (MINEPS VII), Member States agreed to make inclusion of persons with disabilities a core part of Fit for Life.

Ahead of the Paris 2024 Paralympic Games, the IPC and UNESCO co-organised a high-level conference to inspire governments to make innovative policy changes and encourage investment from all sectors.

## WHO WAS INVOLVED?

The IPC, UNESCO, and Heads of State, Ministers of Sport, Inclusion and Equality, and other governmental authorities, and Development Banks.

## WHAT WAS DONE?

A total of 32 Ministers and Vice Ministers from 29 countries, alongside Paralympic athletes, Para sport experts, and civil society organisations attended the conference to accelerate global progress on disability inclusion through Para sport and physical education.

The conference culminated in the adoption of the Paris 2024 Call to Action, a shared roadmap for action across policy, investment, education, infrastructure, media, and data. The Paris 2024 Call to Action is a consensus-based roadmap. It urges Member States to strengthen inclusive policy frameworks, increase investment in Para sport and inclusive physical education, ensure accessible infrastructure and assistive technologies, improve disability representation in media, and expand disaggregated data collection.



By uniting governments and international organisations in a shared agenda, the initiative seeks to:

- Grant NPCs equal recognition and resourcing as Olympic Committees
- Equip teachers and coaches with inclusive training and tools
- Ensure accessible and inclusive physical education and sport infrastructure
- Advance disability-inclusive media representation
- Collect and utilise disability-disaggregated data to inform policy

## WHAT MADE IT SPECIAL?

By hosting the conference on the eve of the Paralympic Games, the IPC and UNESCO created a powerful alignment between the world's third largest sport event and political commitment. This strategic timing maximised visibility and political momentum, transforming the energy of the Paralympic Games into a platform for global policy change. The Call to Action elevates the role of Para sport as a tool to dismantle barriers,

change perceptions, and drive structural reform in sport, education, and media systems.

Anchoring the consensus-based roadmap into UNESCO's existing flagship framework Fit for Life, promoted to and with its Member States will help accelerate the inclusion of persons with disabilities in sport, education, media and beyond.

## WHAT CHANGED?

The Paris 2024 Call to Action provides a concrete framework for governments and stakeholders to deliver on Article 30 of the CRPD and the UN SDGs 3, 4, 5, 6, 8, 9, 10, 11, 13 and 16. Moreover, the Call to Action gives governments the opportunity to advance the objectives agreed upon at MINEPS VII around disability inclusion in sport.

## WHAT WAS LEARNED?

Leveraging the engagement of major sport events, both international and national, is a powerful mechanism to enhance an agenda and build coalition. Effective translation of the Call to Action into national policies, cross sector coordination, and measurable commitments is essential and requires champions to lead the way and demonstrate the potential. The IPC and UNESCO are already tracking implementation, such as in the Caribbean with local partners: the Americas Paralympic Committee and the Development Bank of Latin America and the Caribbean (CAF).

## GET STARTED

Download the Paris 2024 Call to Action [here](#), contact with your local UNESCO office, and then approach your government on how they implement the framework in your respective territory.

# CASE STUDY BUILDING A SUSTAINABLE WORLD THROUGH SPORT

The Coalition for Sustainable Development Through Sport brings together Public Development Banks and sport organisations to build a sustainable world in line with the SDGs.

## OVERVIEW

The Coalition for Sustainable Development Through Sport, was launched under the leadership of Public Development Banks (PDBs) in November 2020 in close collaboration with a selection of partner organisations.

Coalition members pledge to strengthen their financial resources, investments and expertise to build a sustainable world together, in line with the SDGs.

The Coalition aims to expand over time by bringing in more PDBs and by fostering partnerships with other stakeholders and coalitions that share its vision, and are willing to contribute their resources and abilities, including from the private sector, civil society, governments and academia.

## WHO WAS INVOLVED?

PDBs: Agence Française de Développement, Latin American Association of Development Financing Institutions, BANCOLDEX, West African Development Bank, Development Bank of Rwanda, Development Bank of Latin America and the Caribbean, Cassa Depositi e Prestiti, Caisse des Dépôts et Consignations, Caisse de Dépôt et de Gestion,

Development Bank of Southern Africa, Istituto per il Credito Sportivo, Japan International Cooperation Agency, Association of National Development Finance Institutions in Member Countries of the Islamic Development Bank.

## Supporting partners:

The IPC, IOC, Paris 2024 and Dakar 2026.

## Advisory members:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), UNESCO, Yunus Sports Hub, European Network of Academic Sport Services (ENAS), Laureus, Finance in Common.

## WHAT WAS DONE?

The Coalition has four main commitments:

- Get along with a common vision and principles on the economic, social, and environmental power of sport
- Intensify the positive human, social, economic and environmental for more co-operation in sport for development
- Support projects that make sport a tool for human and sustainable development on national and regional levels

- Create a positive economic, social and environmental legacy and contribute to peace and solidarity, in particular through major international sport events.

Global conferences and events, such as the Finance in Common Summit, the Olympic Games, and Paralympic Games are leveraged to recognise the potential of sport within the development context, and to increase investment in sport and physical activity opportunities.

To operationalise its vision, the Coalition has set up three dedicated task forces focused on:

- Promoting sport for development in the global agenda
- Structuring innovative investment vehicles in the sector
- Strengthening research and building a shared understanding of sport for development

## WHAT MADE IT SPECIAL?

The Coalition brings PDBs together with multilateral organisations and sport leaders. The focus is on how physical activity, physical education, and sport are powerful levers for sustainable development, and transformation of society by, for and with the youth and specifically marginalised groups.

The IPC's involvement as a supporting partner is to apply a disability lens to the work of the Coalition, including ensuring that any investment vehicles created support advancing sport participation opportunities for persons with disabilities, and that development and research aims also consider disability.



## WHAT CHANGED?

The Coalition contributed to the first Sports Summit for Sustainable Development, held on the eve of the Paris 2024 Olympic Games. This event resulted in 10 commitments being made to accelerate the contribution of sport to the SDGs. Commitments included “investing in accessible school sport facilities and physical education teachers in school by integrating physical activity into the curriculum,” and “expanding the number of accessible and inclusive sports facilities and programmes for persons with disabilities to facilitate physical activity and sport, for everyone and especially in sport clubs.”

## WHAT WAS LEARNED?

Unfortunately, even in development contexts disability considerations are often absent and not represented. The IPC's involvement in the Coalition, in the context of sport for development, has allowed for wider audiences to be exposed to the benefits and opportunities that come from disability inclusion and advancing opportunities for Para sport.

## GET STARTED

Visit the Coalition for Sustainable Development Through Sport website at <https://coalition-sport.org/> or contact [secretariat@coalition-sport.org](mailto:secretariat@coalition-sport.org).

# CASE STUDY BEYOND SPORT MENTORING AND EMPLOYMENT PROGRAMME

Paralympics Australia implements a programme that supports career transition away from sporting competition and boosts employer confidence employing persons with disabilities.

## OVERVIEW

In Australia, persons with disabilities are employed at a lower rate than those without disabilities – 48 per cent vs 80 per cent – and face a lack of accessible systems, inclusive employer practices, and career support.

To support Para athletes with the transition to the workplace, the Paralympics Australia (PA) Mentoring Programme was designed, run and delivered by Paralympians for Para athletes. Through peer-to-peer mentorship, the aim is to build confidence, capability, and connection for both the Mentee and Mentor.

The Building Employer Confidence (BEC) Programme addresses inequities by empowering employers and enabling Para athletes to access meaningful employment.

The Beyond Sport Mentoring and Employment programme brings together the learnings of Mentoring and Building Employer Confidence.

## WHO WAS INVOLVED?

The programme was designed and led by a Paralympian, supported by PA and co-designed with Para athletes and over 25 partners. Australian Sports Commission and the Australian Institute of Sport.

## WHAT WAS DONE?

Each 12-month iteration of the Mentoring Programme is offered eight modules covering: goal setting, network building, mental and physical health, financial literacy, career education and leadership, brand building, and entrepreneurship. Participants were matched based on needs and personality. Partner sessions added industry and leadership perspectives and further supported Mentees and Mentors.

The Building Employer Confidence initiative focused on improving employer confidence to hire and support persons with disabilities, particularly Para athletes. Five pilot programmes were conducted using co-design frameworks. Tools, templates, and employer training materials were developed. A strategy mapped roles, prepared recruitment processes, and onboarded athletes into workplaces.

The Beyond Sport Mentoring and Employment programme provides mentoring, advocacy, peer support, skills building and universal design, creating resources that help to create meaningful employment opportunities and community impact.

A key focus of the Beyond Sport Mentoring and Employment programme is remunerating Para athletes and persons with disabilities to co-design and deliver the programme.

## WHAT MADE IT SPECIAL?

The mentoring programme combined Para athlete expertise with strategic content, underpinned by lived experience. It is accessible, strength-based, and designed to be scaled. Modules were designed for the unique needs of the community.

The Building Employer Confidence programme's strengths include co-design with Para athletes, integration into diversity, equity and inclusion planning of major employers, and a Para athlete-led training model. The combination of Para athlete experience with employer capability-building has created a programme that is adaptable, scalable, and sustainable.

## WHAT CHANGED?

- 100 per cent of participants reported improved life skills
- 90 per cent noted stronger awareness of services and supports
- 89 per cent strengthened their networks and willingness to try new things
- Employer confidence in recruiting and managing persons with disabilities improved
- Major shifts occurred in knowledge of workplace adjustments, onboarding readiness, and ease of attracting diverse talent
- Over 5,500 people have been impacted
- Over 2,500 job postings made available for Para athletes

## WHAT WAS LEARNED?

Programmes were grounded in accessibility, trusting the voice of lived experience and providing direct employer support. Alumni participation sustains impact.

Programmes must be structured yet flexible, context-sensitive, and grounded in both human impact and commercial value.

As employers learned more, they realised the depth of support required. This led to more open conversations and deeper commitments.

## GET STARTED

Please contact Paralympics Australia at: [BeyondSport@paralympic.org.au](mailto:BeyondSport@paralympic.org.au)



# IPC IMPACT AREAS

## EMPIRICAL EVIDENCE BASE

### OBJECTIVE

Improve data collection, analysis and research of Para sport and advance advocacy for better international and national data infrastructure to credibly showcase the impact effects of the IPC and Paralympic Movement activities.

### HOW

The IPC will better inform members, policy and decision-makers on Para sport's direct and indirect benefits at an individual and community level by gathering and sharing empirical research and data with involvement from academic institutions.

The IPC will advocate for the construction and enhancement of foundational data infrastructure, in particular the collection of disaggregated data on disability, whether in international assessments, national activity, or in local interventions and projects.

### TARGETED STAKEHOLDERS

- IPC members
- Multi-lateral organisations
- Academic researchers
- Programme implementers (NGOs)
- Funding bodies
- Government policy
- Decision-makers

### IN PRACTICE

To advance the fourth Impact area of the IPC's impact strategy – demonstrating the individual, community and societal benefits of Para sport through data and evidence – the IPC will initiate a coordinated effort to build a credible and globally relevant empirical evidence base. It will focus on quantifying the broader impact and benefits of increasing physical activity levels among persons with disabilities.



### SHORT-TERM OUTCOMES

Better empirical data will enable the IPC, Paralympic Movement and stakeholders to conduct impact evaluations of national and local interventions. This will facilitate informed decision-making to address prevalent challenges of stigma, barriers to participation as well as low physical activity levels.



### LONG-TERM OUTCOMES

Basic data and information on physical activity levels for persons with disabilities will provide evidence and validate effectiveness of programmes, projects and interventions to better inform policy and programme decisions.

The IPC aims to provide members and policy-makers with evidence that Para sport and physical activity are a cost-effective investment to justify policy changes and resource allocations.



### INSPIRING ACTION

A rigorous evidence base strengthens the credibility of Para sport as a driver of health, equity, and inclusion in the eyes of funders, policy-makers, and other stakeholders.

Studies are already underway to quantify the economic and social return of investing in physical activity for persons with disabilities. The findings will validate the importance of evidence-informed practice and help position Para sport as a key driver of inclusion, health, and sustainable development.

## CASE STUDY

# MONITORING SYSTEM FOR PHYSICAL ACTIVITY IN CHILDREN AND YOUTH WITH DISABILITIES

It has been claimed that people, including children and adolescents with disabilities, cannot be effectively included in objective physical activity monitoring. The pioneering Finnish project FALLA provides clear evidence countering this belief and demonstrates that children and adolescents successfully and ethically can be included and integrated into national health monitoring systems.

### OVERVIEW

Globally, rising rates of physical inactivity, obesity, diabetes, and other non-communicable diseases have driven urgent attention to youth health and activity levels. Yet, children and adolescents with disabilities are often excluded from health monitoring systems, amongst others due to challenges in measurement. This leads to invisibility in data and, ultimately, policy.

The FALLA project, carried out in a Finnish context, responds to this gap. It demonstrates how objective, inclusive physical health monitoring systems can be developed for young people with physical impairments, to measure their levels of activity. This ensured they were counted, understood, and supported in health promotion efforts, expanding their opportunities to do Para sport and be physically active.

### WHO WAS INVOLVED?

The project was led by JAMK University of Applied Sciences, Finland, in collaboration with LIKES Research Centre. Key actors included the Finnish Paralympic Committee, health researchers, educators, assistive technology experts, local authorities, and disability organisations.

### WHAT WAS DONE?

The FALLA project focused on the development and pilot of an objective system for tracking and providing feedback on physical activity among children and adolescents with mobility restrictions. In general, many traditional health monitoring systems, including for persons with disabilities, rely heavily on subjective self-reports, which can be inaccurate. The FALLA project challenged this by designing methodologies tailored to the real-world capacities and

contexts of children and adolescents with disabilities.

The project tested and validated wearable sensor technologies, including accelerometers and other movement trackers, in controlled and everyday settings. Data was collected and analysed to evaluate how movement is expressed in different physical profiles and how reliable and meaningful feedback can be provided to the users themselves, families, and professionals. Feedback loops were designed to support personalised encouragement, goal-setting, and long-term behavioural change.

Importantly, FALLA also examined how the collected data could be integrated into national health monitoring systems, ensuring that youth with disabilities are not only included but also meaningfully represented. Alongside technical and clinical components, the project included co-design workshops with users, teachers, and therapists to refine the usability, comfort, and acceptability of the tools.

### WHAT MADE IT SPECIAL?

The FALLA project is pioneering in its ambition to set a new standard for national health monitoring by ensuring that children and adolescents with disabilities are actively and objectively included. Rather than relying on potentially biased self-reporting, the project developed technologically robust methods to capture physical activity in ways that are accurate, meaningful, and respectful of diverse functional conditions. It also explored the validity of movement data across different types of impairments, creating a more equitable evidence base.

### WHAT CHANGED?

The FALLA project provided concrete evidence that objective movement data can be successfully and ethically collected among children and adolescents with disabilities – something long considered technically too difficult. The project laid the groundwork for inclusive national data systems and helped health professionals, educators, and families see the tangible potential of tailored feedback in promoting health and participation in physical activity and Para sport.

### WHAT WAS LEARNED?

Objective monitoring in diverse populations requires adaptive tools and sensitive design. The project revealed the importance of individualised calibration and highlighted where standard tools fall short for certain impairments – prompting inclusive innovation to make better measurement and understand more broadly.

### GET STARTED

To learn more and explore the project visit <https://www.jamk.fi/fi/projekti/falla> and contact the project team or the Finnish Paralympic Committee. Their insights can guide similar initiatives seeking inclusive and objective physical activity monitoring.

# CASE STUDY **IMPROVING LIVES THROUGH INCLUSIVE DATA – WHO'S MODEL DISABILITY SURVEY**

The Chilean government piloted the WHO and World Bank's Model Disability Survey. The result is a much clearer picture that is informing national policy and plans, improving the lives of persons with disabilities.

## **OVERVIEW**

Collecting and analysing disability data is crucial for governments to design evidence-based policies, monitor implementation of the CRPD, track progress toward national goals, and identify challenges.

The 2030 Agenda for Sustainable Development emphasises the importance of disaggregating data by disability, alongside factors such as age, gender, income, ethnicity, race, and geographic location.

To support this, WHO and the World Bank created the Model Disability Survey, a tool that provides comprehensive information about the levels of disability in a population, and identifies unmet needs, barriers and inequalities faced by people who experience different levels of disability.

The Model Disability Survey was piloted in Chile in 2015.

## **WHO WAS INVOLVED?**

Chile's National Service for the Disabled (SENADIS), Ministry of Health, and National Statistics Institute adapted and implemented the Model Disability Survey, with input from persons with disabilities and civil society, and coordination across all 15 regions.

## **WHAT WAS DONE?**

In 2015, Chile conducted its second National Disability Survey, adapting the Model Disability Survey to its context. This marked a major shift from previous models that had largely relied on diagnosis-based identification.

The Model Disability Survey offered a multi-dimensional, rights-based approach, assessing levels of functioning, social participation, and environmental barriers, not just impairments. The survey included children and adults, allowing Chile to measure the full scope of disability prevalence in the population.

The implementation process involved training survey collectors, adapting the questionnaire linguistically and culturally, and conducting large-scale field testing. Disability was measured through a series of structured questions capturing difficulties across domains such as mobility, communication, self-care, and participation in daily life. This was complemented by data on social determinants like education, employment, income, and access to services.

## **WHAT MADE IT SPECIAL?**

Chile was among the first in Latin America to apply the Model Disability Survey in full. The findings informed national disability strategy development, accessible infrastructure planning, social protection mechanisms, and efforts to improve access to health and education. The data allowed Chile to monitor its compliance with the CRPD and build evidence-based narratives about the lived realities of persons with disabilities. It also set a new standard for stakeholder engagement by involving organisations of persons with disabilities at all phases of survey design, implementation, and validation. This helped ensure not only methodological rigour but also legitimacy and community ownership of the results.

## **WHAT CHANGED?**

Chile obtained a much clearer and more comprehensive understanding of how disability affects its population. It found 16.7 per cent of adults and 5.8 per cent of children experienced severe difficulties in daily life in 2015, either due to health conditions or impairments they have, and were likely to experience disability if their needs were not met.

After reporting the survey results to the country's civil society groups, SENADIS ensured the data helped develop key plans and actions.

For example, the data informed the passing of the Law on Labour Inclusion, and the National Disability Action Plan which is currently under development.

## **WHAT WAS LEARNED?**

The process helped the Chilean government understand the number of persons with disabilities and the issues they face. Through integration of the Model Disability Survey in national health surveys, the government can track progress, understand unmet service needs and ultimately, improve the lives of persons with disabilities.

The completion of the full version of the Model Disability Survey can take up to 1.5 hours, while the shorter version takes up to 30 minutes. The related statistical analysis is complex and will in most cases require support from WHO.

## **GET STARTED**

National governments can review the WHO's Model Disability Survey – Survey Manual and reach out to the WHO team on Sensory Functions, Disability and Rehabilitation. Please contact: [disability@who.int](mailto:disability@who.int)

# CASE STUDY **KEY INDICATORS FOR SPORT AND EXERCISE – INCLUDING DISAGGREGATED DATA ON DISABILITY**

Since 2014, the Dutch government has included persons with disabilities in its national monitoring of physical activity levels and preferences. The insights inform both national-level policy-making and local-level interventions.

## **OVERVIEW**

Many countries measure and monitor the level of physical activity – the motivations, preference and barriers – as part of efforts to address the inactivity crisis that is negatively affecting public health and public health spending.

In 2014, to monitor the level of physical activity in the Netherlands, the Minister of Health, Welfare and Sport launched The Key Indicators for Sport and Exercise initiative. By ensuring quality, comparability and continuity, the aim was to use the data collected to contribute to national policy development and regional and local sports agreements.

Most importantly, persons with disabilities are included in the monitoring, providing key insights into the similarities and differences on a disaggregated level.

## **WHO WAS INVOLVED?**

Dutch Municipal and Regional Health services, Statistics Netherlands, Mulier Instituut, VeiligheidNL, Kenniscentrum Sport & Bewegen, and the Dutch Olympic and Paralympic Committee.

## **WHAT WAS DONE?**

A comprehensive online platform was developed to track participation, preferences, and barriers to physical activity in the Dutch population. Data is collected regularly through central registers and national surveys, and respondents are asked about their participation in sport and physical activity, preferred types of movement, experienced barriers (e.g. financial, environmental or psychological), and support needs. The resulting data is disaggregated by factors such as age, gender, income, migration background, and disability status.

The insights inform both national-level policymaking – including health promotion, urban planning, and sport infrastructure – and local-level interventions, helping municipalities and community organisations understand where and how to invest in more inclusive opportunities for movement. Tools on the platform allow users to compare groups, track trends over time, and download datasets for further use in planning and advocacy.

## **WHAT MADE IT SPECIAL?**

This initiative meaningfully incorporates the voices and experiences of persons with disabilities. By allowing them to self-identify based on their own lived realities (social model), and not by clinical diagnoses (medical model), it represents an important shift toward equity and dignity in data collection, avoiding exclusion caused by rigid, medical model definitions.

By incorporating the social model of disability – recognising that barriers to physical activity for persons with disability often stem from environmental or societal constraints rather than from a person's diagnosis – in a national system, the Netherlands has set a rare example of how disaggregated disability data can be embedded into mainstream public health and sport monitoring tools. The fact that the same platform covers the general population and persons with disabilities side-by-side also encourages systemic inclusion rather than parallel monitoring.

## **WHAT CHANGED?**

This initiative has led to a deeper understanding of physical activity among persons with disabilities in the Netherlands. The data revealed significant differences in participation rates and the types of activities preferred. Importantly, it revealed the barriers such as lack of accessible facilities, transport options, or social stigma that are limiting activity.

As a result of the data, both policy and practice have shifted: municipalities are better equipped to tailor programmes, allocate resources, and set priorities that address real needs. National health promotion strategies are now better informed by granular evidence.

Additionally, the platform serves as a benchmarking tool to monitor changes over time, allowing actors to evaluate the impact of inclusive initiatives.

Persons with disabilities are no longer invisible in the data, but are now visible to support decision-making.

## **WHAT WAS LEARNED?**

Capturing the data of persons with disability through self-identification fosters better representation, disaggregated data, and richer insights. However, it requires deliberate outreach and clarity in communication, and other necessary measures to ensure full and effective participation.

## **GET STARTED**

Visit [www.sportenbewegenincijfers.nl](http://www.sportenbewegenincijfers.nl) and explore the interactive dashboard. Familiarise yourself and your government with the United Nations Washington Group on disability statistics short set of questions to include in censuses and national surveys.



# RESOURCES AND REFERENCE POINTS

A significant number of resources and publications have guided the development of the IPC Impact Insights Catalogue. For anyone who wants to highlight the benefits of Para sport and physical activity for persons with disabilities, communities and societies at large, the publications listed below provide important knowledge, resource, and reference points. The resources and reference points are sectioned in the following areas:

1. [Foundational conventions and declarations](#)
2. [General facts and figures](#)
3. [Physical activity](#)
4. [Accessibility of infrastructure and services](#)
5. [Policy and advocacy](#)
6. [Quality physical education](#)
7. [Employment](#)
8. [Representation and visibility](#)
9. [Data and research](#)

# FOUNDATIONAL CONVENTIONS AND DECLARATIONS

## THE UNITED NATIONS CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

The Convention on the Rights of Persons with Disabilities (CRPD) is an international human rights convention which sets out the fundamental human rights of persons with disabilities. The CRPD was adopted in 2006, came into force in 2007, and has been ratified by UN Member States since 2008. The CRPD's purpose is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

**Source:** [https://tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/Treaty.aspx?Treaty=CRPD](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?Treaty=CRPD)

## UNESCO INTERNATIONAL CHARTER OF PHYSICAL EDUCATION, PHYSICAL ACTIVITY AND SPORT (2015)

The UNESCO Charter of Physical Education, Physical Activity and Sport is a global policy document that recognises physical activity, physical education, and sport as a fundamental right for all. Besides physical activity and physical education as a fundamental right, it covers the topics of lifelong learning and development, inclusion and non-discrimination, ethics and value in sport, partnerships and co-creation, and monitoring and evaluation mechanisms. It was originally adopted in 1978 and later revised in 2015 to reflect contemporary issues, such as inclusion, gender equality, and the role of sport in peacebuilding and sustainable development.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000235409>

## THE UN SUSTAINABLE DEVELOPMENT GOALS

Adopted by all UN Member States in 2015, the Sustainable Development Goals (SDGs) provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 goals, which are an urgent call for action by all countries – developed and developing – in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth. Many of these aspirational SDGs have contributing factors found within the sport, physical education and physical activity ecosystem. “Leave no one behind” is the central, transformative promise of the 2030 SDG Agenda, entailing reaching everyone in society, including persons with disabilities.

**Source:** <https://sdgs.un.org/goals>

## UNESCO – KAZAN ACTION PLAN (2015)

The Kazan Action Plan was developed through the International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport (MINEPS) and guided by the Intergovernmental Committee for Physical Education and Sport (CIGEPS). It helps connect sport and physical activity to the SDGs and gives organisations a policy framework they can use to encourage national governments to prioritise inclusive and transformative physical activity – including for persons with disabilities – in their national strategies. The Kazan Action Plan offers a strategic tool to advocate for policies that recognise the social, health, and developmental benefits of inclusive physical activity, helping align national priorities with international commitments to human rights and sustainable development.

- MINEPS is a global platform organised by UNESCO where governments come together to discuss and agree on policies related to sport and physical activity. It aims to strengthen international cooperation and promote inclusive and rights-based approaches to physical education and sport.
- CIGEPS (the Intergovernmental Committee for Physical Education and Sport) is a UNESCO body made up of government representatives that supports the implementation of these policies. Its role is to promote the value of sport and physical activity for development, peace, health, and inclusion, and to advise governments on how to use sport as a tool for positive change.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000252725>

## THE IPC AND UNSECO – PARIS 2024 CALL TO ACTION

To advance common objectives around disability inclusion in sport, physical education and beyond, the IPC and UNESCO organised the International Disability Inclusion Conference: Harnessing the transformational impact of Para sport, which was preceded by a Partners' Forum. The events gathered experts to discuss challenges and share good practices around disability inclusion. The Call to Action builds on key recommendations provided by experts and decision-makers. It presents a roadmap for strengthened intersectoral policies and increased investments from all sectors in disability inclusion along five interrelated areas: Para sport and physical activity, accessible infrastructure and equipment, inclusive education and play, representation, inclusive management and visibility, and data, research and impact investment.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000391078>

# GENERAL FACTS AND FIGURES

## THE WORLD REPORT ON DISABILITY (2011)

The first-ever world report on disability was produced jointly by WHO and the World Bank and is a comprehensive analysis of the global situation of people with disabilities. It highlights that more than one billion persons experience disability worldwide, emphasising the significant health, education, economic, and poverty disparities faced by this population. The overall aims of the report are:

- To provide governments and civil society with a comprehensive description of the importance of disability and an analysis of the responses provided, based on the best available scientific information.
- Based on this analysis, to make recommendation for action at national and international level.

The report focuses on measures to improve accessibility and equality of opportunity; promoting participation and inclusion; and increasing respect for the autonomy and dignity of persons with disabilities.

**Source:** [www.who.int/publications/i/item/9789241564182](http://www.who.int/publications/i/item/9789241564182)

## DISABILITY AND HEALTH – FACTSHEET (2023)

This WHO factsheet highlights the global challenges faced by persons with disabilities and emphasises the need for inclusive health systems.

**Source:** [www.who.int/news-room/fact-sheets/detail/disability-and-health/](http://www.who.int/news-room/fact-sheets/detail/disability-and-health/)

# PHYSICAL ACTIVITY

## GLOBAL ACTION PLAN ON PHYSICAL ACTIVITY 2018-2030

The WHO Global Action Plan on Physical Activity sets out agreed global priorities and a framework of policy actions to increase physical activity at all levels. It provides guidance on a whole-of-society response to supporting and valuing all people, of all abilities, to be regularly active across the life course by creating active societies, active environments, active people, and active systems. The plan defines physical activity, its benefits, the current levels, and the associated costs of inactivity.

<https://iris.who.int/bitstream/handle/10665/272722/9789241514187-eng.pdf>

## WHO GUIDELINES ON PHYSICAL ACTIVITY AND SEDENTARY BEHAVIOUR (2020)

The WHO Guidelines on Physical Activity and Sedentary Behaviour provide evidence-based public health recommendations for children, adolescents, adults and older adults on the amount of physical activity (frequency, intensity and duration) required to offer significant health benefits and mitigate health risks. For the first time, recommendations are provided on the associations between sedentary behaviour and health outcomes, as well as for sub-populations, such as pregnant and postpartum women, and persons with disabilities. The guide highlights the importance for everyone to be physically active, and therefore the recommendations are the same for people with and without disabilities. The guidelines are intended for policy-makers in high-, middle-, and low-income countries in ministries of health, education, youth, sport and/or social or family welfare; government officials responsible for developing national, sub-regional or municipal plans to increase physical activity and reduce sedentary behaviour.

[www.who.int/publications/i/item/9789240015128](http://www.who.int/publications/i/item/9789240015128)

# ACCESSIBILITY OF INFRASTRUCTURE AND SERVICES

## IPC ACCESSIBILITY GUIDE (2020)

The IPC Accessibility Guide is designed to assist Organising Committees (OCOGs) and host city authorities in the successful planning and delivery of the Olympic Games and Paralympic Games. The guide can be used by a wider audience outside the Games context, to assist organisations in creating a more accessible and inclusive environment. The Guide draws on experience from previous OCOGs, industry experts, legislation and design standards. It contains a combination of supporting information, guidelines, recommendations and previous Games examples to help organisations deliver a truly inclusive environment for all stakeholders.

**Source:** [www.paralympic.org/sites/default/files/2020-11/IPC%20Accessibility%20Guide%20-%204th%20edition%20-%20October%202020\\_0.pdf](https://www.paralympic.org/sites/default/files/2020-11/IPC%20Accessibility%20Guide%20-%204th%20edition%20-%20October%202020_0.pdf)

## CONFERENCE ACCESSIBILITY

The Zero Project event guide on conference accessibility is a practical guide for event organisers and answers the most common questions about in-person and online accessibility. It aims to help event organisers create inclusive events in which everyone can equally participate. The measures and recommendations are based on the knowledge and experience gained by the Zero Project over the past decade.

**Source:** [https://zeroproject.org/fileadmin/root\\_zeroproject/Downloads/Publications/2025\\_Zero-Project-Guide\\_Conference-Accessibility\\_accessible.pdf](https://zeroproject.org/fileadmin/root_zeroproject/Downloads/Publications/2025_Zero-Project-Guide_Conference-Accessibility_accessible.pdf)



# POLICY AND ADVOCACY

## DISABILITY DATA ADVOCACY TOOLKIT

The International Disability Alliance developed the Disability Data advocacy toolkit with the aim of contributing to the growing global dialogue on the importance of data on persons with disabilities, specifically to provide some basic knowledge on data collection, analysis, and use of data for evidenced based advocacy. The toolkit emphasises the importance of using disaggregated data, aligning with the CRPD and the SDGs, to ensure no one is left behind. The guide gives disability advocates the tools and understanding to advocate for better, more inclusive data, and to use that data to push for real change. Using the toolkit will strengthen your arguments and back your advocacy with empirical evidence.

**Source:** [https://cbm-global.org/wp-content/uploads/2020/11/DisabilityData\\_advocacytoolkit\\_accessible.pdf](https://cbm-global.org/wp-content/uploads/2020/11/DisabilityData_advocacytoolkit_accessible.pdf)

## STEP UP! TACKLING THE BURDEN OF INSUFFICIENT PHYSICAL ACTIVITY IN EUROPE (2023)

This OECD and WHO report describes patterns and trends of insufficient physical activity in Europe and highlights that one in three adults do not meet the WHO physical activity guidelines, and almost half never exercise or play sport. As a result, the report calls on policy makers to step up the policy response to increase physical activity. The report reviews the detrimental impact that current physical inactivity levels have on population health and health expenditure and provides policy-makers with options to address insufficient physical activity. Although the report does not explicitly address persons with disabilities, the findings can be used to advocate for interventions for persons with disabilities, as the benefits are the same and, in some instances, even greater.

**Source:** [www.oecd.org/en/publications/step-up-tackling-the-burden-of-insufficient-physical-activity-in-europe\\_500a9601-en.html](http://www.oecd.org/en/publications/step-up-tackling-the-burden-of-insufficient-physical-activity-in-europe_500a9601-en.html)

## WHO: EXISTENCE OF TAX INCENTIVES TO PROMOTE PHYSICAL ACTIVITY. GLOBAL HEALTH OBSERVATORY

The WHO Global Health Observatory data repository is a gateway to health-related statistics from 194 Member States. It provides access to over 1,000 indicators on priority health topics including mortality and burden of diseases. The metric on the existence of tax incentives to promote physical activity indicates whether or not the country has implemented taxation incentives to promote physical activity.

**Source:** [www.who.int/data/gho/data/indicators/indicator-details/GHO/infrastructure](http://www.who.int/data/gho/data/indicators/indicator-details/GHO/infrastructure)

# QUALITY PHYSICAL EDUCATION

## THE GLOBAL STATE OF PLAY: REPORT AND RECOMMENDATIONS ON QUALITY PHYSICAL EDUCATION

The UNESCO and Loughborough University report presents the status of physical education in UNESCO member countries. It aims to inform the development of indicators on quality physical education (QPE) and QPE teacher education/training. The report's key findings are that:

- 63.8 per cent of countries spend less than 2 per cent of their education budget on physical education
- 1 in 3 students with a disability have no access to physical education
- 32.2 per cent of upper secondary school and 34.7 per cent lower secondary school students meets the minimum criteria of 180 minutes of PE per week
- Only 44.7 per cent of PE teachers in primary school are PE specialists

The Global Status report includes concluding policy recommendations for the attention of governments and other stakeholders within the physical education and sport ecosystems.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000390593>

## QUALITY PHYSICAL EDUCATION: GUIDELINES FOR POLICY-MAKERS (2015)

This UNESCO publication is a comprehensive framework aimed at assisting governments and educational planners in enhancing the quality and inclusivity of physical education (PE) programs globally. The guidelines underscore the critical role of QPE in promoting health, fostering social inclusion, and achieving broader educational objectives.

The Guidelines provide a framework to support policy-makers (i.e. heads of department or senior officials within ministries) reshape education policy. This includes key steps to develop an inclusive QPE policy environment, covering gender equality, disability and minority groups. Users of the Guidelines will benefit from the inclusion of benchmarks for QPE provision and teacher training and checklists. A connected infographic for ministers and a toolkit for practitioners has been developed to complement the guidelines. In addition, an entire subsection dedicated to pinpoint the disability specific benefits and challenges, besides relevant explications throughout the document.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000231101>

# EMPLOYMENT

## LABOUR MARKET STATISTICS OF PERSONS WITH AND WITHOUT DISABILITIES

The International Labour Organisation ILOSTAT database is a set of indicators describing the gaps in the labour market outcomes between persons with and without disabilities. It covers the labour force, employment, unemployment, working time and earnings.

The database reveals the many challenges faced by persons with disabilities compared with persons without when it comes to the world of work.

At present, coverage of disability-disaggregated indicators for African countries is poor with only about half of all countries in the continent providing data. For those countries where data does exist, they reveal inequalities in outcomes among persons with and without disabilities.

Key takeaways from the database:

- Persons with disabilities are twice as likely as those without to have a less than basic educational level. They are also half as likely to have an advanced level of education.
- A higher unemployment rate among persons with disabilities than among those without is observed in more than half of the countries with available data. Their median unemployment rate stands at 7.6 per cent, compared with 6.0 per cent for persons without disabilities.
- About a third of working-age persons with disabilities are in employment, which is roughly half the corresponding share of persons without disabilities. The employment gap between persons with and without disabilities increases with age.

**Source:** <https://ilostat.ilo.org/blog/new-ilo-database-highlights-labour-market-challenges-of-persons-with-disabilities/>

## FACT SHEET: EMPLOYMENT OF PERSONS WITH DISABILITIES (2007)

The UN factsheet pulls together data from the media and reports on the employment situation of persons with disabilities globally, regionally and by country.

**Source:** [www.un.org/disabilities/documents/toolaction/employmentfs.pdf](http://www.un.org/disabilities/documents/toolaction/employmentfs.pdf)

# REPRESENTATION AND VISIBILITY

## **INCLUSIVE REPRESENTATION WHITE PAPER**

The Valuable 500 white paper was developed in partnership with Open Inclusion and Yale University and offers a global snapshot of the current state of disability representation across three key pillars. Insights were gathered from over 1,000 consumers with disabilities and thought leaders in 15 countries across six continents. The white paper sheds light on opportunities for progress by illuminating what authenticity means to underserved communities, why gaps endure despite the growing visibility of the issue, and how intentional efforts paired with a standardised approach can drive better resonance and business growth. The paper also features case studies showcasing best practices from several companies leading the charge in inclusive representation across various industries.

**Source:** [www.thevaluable500.com/wp-content/uploads/2024/01/Inclusive-Representation-White-Paper\\_Jan24.pdf](http://www.thevaluable500.com/wp-content/uploads/2024/01/Inclusive-Representation-White-Paper_Jan24.pdf)

## **DISABILITY EQUALITY IN THE MEDIA: REPRESENTATION, ACCESSIBILITY, MANAGEMENT; PRACTICAL MANUAL**

This UNESCO Practical Manual and Master Class is tailored for all media professionals and provides hand-on advice to editorial teams on how to ensure fair and unbiased coverage of disability. For content producers, it details how to make media content and services accessible. To managers and decision-makers, the material inspires change, demonstrating how disability equality can contribute to the media industry growth and create new revenue streams.

**Source:** <https://unesdoc.unesco.org/ark:/48223/pf0000391032>

# DATA AND RESEARCH

## **WASHINGTON GROUP ON DISABILITY STATISTICS: QUESTION SET FOR QUESTIONNAIRES**

The Washington Group on Disability Statistics (WG) promotes and coordinates international cooperation in the area of health statistics focusing on the development of disability measures suitable for census and national surveys. The WG's major objective is to provide information on disability that is comparable throughout the world.

**Source:** [www.washingtongroup-disability.com/question-sets/wg-short-set-on-functioning-wg-ss](http://www.washingtongroup-disability.com/question-sets/wg-short-set-on-functioning-wg-ss)

## **THE WORLD BANK GROUP: DISABILITY DATA HUB**

The Disability Data Hub is a free, global public good, to access disability-disaggregated data across development indicators and sectors. The hub collates, aggregates, and catalogues multiple data sources with attention to the use of questions on functional difficulties as recommended by the Washington Group on Disability Statistics. The hub also includes knowledge and learning resources on collecting and using development data disaggregated by disability. The Disability Data Hub seeks to increase access to disability data that can be used by policy-makers, civil society, development practitioners, and academics to inform policy and program development for persons with disabilities. The Disability Data Hub was developed by the World Bank's Global Department for Social Development and the Development Economics Data Group.

**Source:** <https://disabilitydata.worldbank.org/en/indicators>

## **WHO'S DISABILITY ASSESSMENT SCHEDULE (WHODAS 2.0)**

WHODAS 2.0 is a standardised tool developed by the WHO to assess health and disability across various populations and health conditions. It focuses on how individuals experience limitations in functioning and participation in daily life. The instrument is linked to the International Classification of Functioning, Disability and Health (ICF), ensuring a comprehensive assessment of disability.

**Source:** [www.who.int/publications/i/item/measuring-health-and-disability-manual-for-who-disability-assessment-schedule-\(-whodas-2.0\)](http://www.who.int/publications/i/item/measuring-health-and-disability-manual-for-who-disability-assessment-schedule-(-whodas-2.0))

## **ADAPTED PHYSICAL ACTIVITY QUARTERLY (APAQ)**

APAQ is the journal of the International Federation of Adapted Physical Activity, and provides the latest academic papers and articles related to physical activity for persons with disabilities. It is also viewed as one of the major journals in the rehabilitation area.

**Source:** [https://journals.humankinetics.com/view/journals/apaq/apaq-overview.xml?tab\\_body=latest-issue](https://journals.humankinetics.com/view/journals/apaq/apaq-overview.xml?tab_body=latest-issue)



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