

2024 Event Appointment Working Party Report

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The underlying goal of the Event Appointment Working Party remains to make timely appointments that give the highest quality of service to events while promoting gender equality and geographical spread to encourage the growth of officiating throughout the World. Over the past quadrennial the working party has aimed to build a trusting relationship with all stakeholders to ensure a level of synergy to select the best officials for World Sailing appointments.

Statistics from Event Appointments

		2022 No. of Appointments	%	2023 No. of Appointments	%	2024 No. of Appointments	%
Gender	Male	101	80%	214	73%	148	68%
	Female	26	20%	80	27%	69	32%
		127		294		217	
Continent	Africa	1	1%	2	1%	4	2%
	Asia	25	20%	58	20%	18	8%
	Oceania	14	11%	32	11%	17	8%
	Europe	60	47%	131	45%	139	64%
	North America	10	8%	27	9%	24	11%
	South America	17	13%	44	15%	15	7%
		127		294		217	

Whilst improvement is visible, the Event Appointment Working Party remains reliant on recommendations provided by the Classes, Race Officials Committee, and the Event Organisers. On many occasions, stakeholder lists do not align and it is not possible to achieve either gender equality or geographic balance whilst maintaining the required level of expertise and being conscious of event budget.

Geographical Representation

The above figures show progression has been made in the past quadrennial to work towards World Sailing gender objectives, but further work is required to explore suitable development pathways to increase geographical representation, noting varying factors impact event appointment figures, including event calendars and event locations.

If geographical representation of race official appointments is a targeted aim, World Sailing must explore investment to offer development grants to assist event organisers with the burden of out of host continent race official appointments, noting we move into a quadrennial with both World Championships and 2025 Youth Sailing World Championships all being held in Europe.

Gender

If World Sailing is to achieve gender goals of event appointments for the Sailing World Championships and Olympic Games, World Sailing/ Race Officials Committee must identify the developing officials and the Olympic Classes and EAWP must collaborate to offer event opportunities to develop experience as a priority in the next 18 months.

Development

Development of Course Representatives and International Measurers is troubled by only appointing one such person at most events. These independent roles are critical appointments, giving opportunity to up and coming newcomers is considered a risk as it does not offer any opportunity to learn through mistakes. It is critical additional appointment opportunities are created to give development 'shadowing' opportunities to determine capability and develop experience without endangering the running of an event.

The Olympic Games

Within World Sailing event appointment, the pinnacle event is clear, the Olympic Games. All other Olympic focused events within a cycle must lead up to this event. In this cycle, the Event Appointment Working Party worked with the Board to appoint the Chiefs of Race Management, Jury and Technical Committee as early as possible. Then, after consulting with the appointed Chiefs, the Deputies were also appointed. The EAWP were able to consult with this group for the appointments of all race officials leading up to the Games.

Transparency

The Event Appointments Working Party, after consultation with the stakeholders and with the approval of the Board, published 'The Events Appointment System' in May 2022. This paper aimed to specify how the working party would interact with the Race Officials Committee, the Olympic Classes and event Organising Authorities to create the appropriate teams of officials for each event in a timely manner.

The EAWP presents its work to the ROC each year, it sub committees as well as other associated groups in terms of its function. It aims to elaborate on issues and improvements that must be overcome or developed but does not comment on ability (which is the responsibility of the ROC and it's sub-committees). It does review areas such as the spread of regional representation, gender requirements; WS regulations; financial implications to event organisers; the make-up and balance of the overall team; development of new officials and repetition of names. It is a lengthy and complex process of continual collaboration and liaison between a host of parties and by the Executive Office.

Balancing objectives of experience, gender equality, continental representation, and development with the practicalities of availability, budget constraints and contrasting stakeholder priorities makes the event appointment process a near impossible task. A unified decision is near impossible with all stakeholders having competing priorities. World Sailing must lead in outlining the priorities with unified criteria for Race Official appointment to help navigate the different agendas and to bridge the gaps in contrasting priorities. This shall allow all parties to see the rationale behind decisions and build trust in the system.

To assist in navigating the different agendas, the EAWP recommend the creation of a guidance document with a framework for event appointments including quantifiable rulings to provide clearer transparency on the expectations of event appointments. I.e. positions to appoint, minimum numbers of officials from different regions, maximum number from host MNA, gender aims.

It is essential moving forward the EAWP consists of one discipline specific person for each of race management, judging (and umpiring) and measuring to ensure suitable specialist knowledge of these requirements can be discussed and understood when appointing teams for each event.

Knowledge and Feedback

The Event Appointment Working party remains limited by a lack of knowledge of official's capabilities, a lack of feedback from events and little or no performance review procedure for appointed officials. Performance evaluation is critical moving into the next quad to utilise learning opportunities whilst helping to identify the top officials.

Event appointment made without any evaluation or feedback to the officials shall continue to yield the same results. Prospective new officials need to be identified and given both opportunity for experience, and the education and support to successfully learn and grow ready for consideration to higher level events and potentially the next or future cycle Olympic Games. While event appointments can assist this process, Race Officials Committee must identify the criteria for evaluating officials and implement it within the community to be used as a tool for personal development and progression.

The goals set for appointments is not achievable by EAWP alone and a clear plan between Race Officials Committee, Olympic Classes and the Event Appointment Working Party must be identified to develop and create this larger pool of high-performance officials and development pathways to facilitate the growth of race officials for years to come.

For proper reasons, the EAWP members are not appointed to events and thus are quickly out of touch with any information on names being shared and knowledge of their abilities. Without clear grouping information which is accepted by the Race Officials community and without a feedback system to gain knowledge from events, the working party members quickly become outdated on knowledge and unable to properly assess/decide who are the best officials to be appointed to events. Moving into the next quadrennial it is critical members of the working party are present at the events or alternative independent assessors are appointed to offer evaluation from experts who do not have a vested interest in the outcome of appointments.

Clear Understanding of Race Management Roles

Over the past quadrennial, The Event Appointment Working Party has identified significant confusion of roles between the Course Representative and the Race Officers. This is one of the causes for a difference of opinion between the class associations, event organisers and the working party with many organising authorities question the appointment of Course Representatives when they have international race officers in the role of Course Race Officer and some appointments combining PRO/Course Representative roles.

To help the future EAWP, the Working Party would ask for RMSC/ ROC to review this policy and outline clear distinction between the purpose of each role for appointment, helping to identify the framework of appointments for the future for all events under Regulation 25.8. The below appendix aims to identify a possible solution.

Appendix A

This confusion of the role of Race Management appointment is not helped by the World Sailing Race Management Policies where the roles are defined:

Principle Race Officer: 'responsible for racing on all course areas'

World Sailing Course Representative: 'responsible for the conduct of racing on a course area'

Course Race Officer: 'responsible for managing their race committee for an assigned course area'

There is a clear overlap of responsibilities. It should be remembered that the reason for the appointment of Course Representatives was to avoid the perception of bias by local race management and to ensure class specific requirements are met, but not to take over the responsibility from the local team. There are two very important reasons for this:

Firstly, in many jurisdictions there is a legal requirement for racing to be conducted by a person qualified to do so in that territory.

Secondly, it is the local race management team that fully understand local conditions.

The EAWP shares guidance as follows:

Principle Race Officer: To be responsible for the coordination of race management, the overall scheduling of racing and the assignment of race teams and classes to course areas.

World Sailing Course Representative: Ensure that class requirements for the conduct of racing are met and there is no bias or perception of bias by the race management team, by confirming or approving critical decisions:

- (a) Postponement (RRS 27.3);
- (b) Course selection, location, configuration and race duration;
- (c) Whether a starting line is to be moved or adjusted (RRS 27.2);
- (d) Starting line decisions (OCS and recalls (RRS 29), starting penalties (Black Flag - RRS 30));
- (e) Changing Course/moving marks - adjusting the course to a new wind strength or direction
- (f) Position of the finishing line;
- (g) Abandoning (RRS 27.3, 32 and 35);
- (h) RRS 42 "turning off" and "restoring". (Item 13);
- (i) Determination of finishing position (Item 14);
- (j) Corrections due to scoring errors (RRS 90.3(c);
- (k) Requesting redress on behalf of a boat (Item 15);
- (l) Protesting a boat (Item 16).
- (m) Imposing a penalty (RRS 90.3, A5);
- (n) Amending the Sailing Instructions or Notice of Race; *
- (o) Racing areas to be used; and *
- (p) Schedule. *

* unless a Principle Race Officer is appointed.

Course Race Officer: Is responsible for the conduct of racing for an assigned race area, including the management of the race committee and all safety procedures.