

Dr. Cecilia L. Farías

Curriculum Vitae

Education

Lawyer, specialised in Private Administration. Universidad de Belgrano, Buenos Aires. Argentina. 1985

Professional Association Membership: Colegio de Abogados de San Isidro, Buenos Aires, Argentina since 1985

Current employment. Argentina

Technical & Sport Manager at High Performance National Entity (ENARD) since 2019.

Previous employment available on my portfolio

Positions in sport

Vice-President of the International Canoe Federation (ICF) elected 2016-2020:

Member of the Emergency Commission COVID-2019

Responsible of the International Canoe Federation Development Programme (Member since 2006)

Chairwoman of the ICF Diversity and Inclusion Commission. (Member since 2006)

Vice-President of the Association of Pan American Sports Confederations (ACODEPA). 2015-2019. Re-elected for a second consecutive four years period 2019-2023.

President of the Commission of Prevention of Harassment and Abuse in Sports

Life Honorary President of the Pan American Canoe Confederation (COPAC) since 2017

Immediate Past President of COPAC 2017-2019

Continental Representative from the Americas to the ICF: 2006-2011; 2011-2015; 2015-2019.

ICF Board Member: 2006-2011; 2011-2015; 2015-2019

Sint Maarten Canoe Federation Secretary General, since 2004

ICF Sprint Racing, Marathon Racing and Slalom Racing International Technical Official (ITO)

ICF Sprint Committee Special Advisor, 2008-2012

ICF Marathon Committee member. 2004.

Member of the USA Canoe Federation USACK 2000.

Signatory of the "Brighton Declaration on Women and Sport" on behalf of the Pan American Canoe Federation. 2012

Chairwoman of the ICF Education Programme Commission 2008

Member of the ICF Governance Committee 2012-2015

Project Manager at ICF Olympic Programme Commission 2014 – 2015

Chair of the ICF Prevention of Harassment and Abuse in Sports (PHAS) Commission. 2019.

ICF Court of Arbitration. Arbitrator

Universidad Argentina de la Empresa, (UADE)

Distinguished Speaker on Sport Organisations for the Careers of Sports Journalism and Sports Management since 2018.

Member of the Advisory Council of the Sports Management Career.

Dr. Cecilia L. Farías

Curriculum Vitae

Argentine Olympic Committee

Argentine Olympic Academy participant 2001.

Member of the Association of Argentine Olympic Academy's Participants (APAOA)

Argentine Olympic Committee: Advanced Course in Sport Management (MOSO)

- Direction of Projects. Planning, Education and training of Human Resources. May 2019.
- Strategic Planning in sport. April 2020 and 2021.

Argentine Canoe Federation

Secretary General (elected): 1996-2003, Chairwoman of the Judges Committee, Public Relations Committee Member, Statutes and Rules Committee Member, Affiliations Committee Member Club Regattas La Marina's Representative

Pan American Canoe Federation (COPAC)

COPAC is the Governing Body of Canoe-Kayak Sport in the American Continent.

President: 2011-2015; 2015-2019
Secretary General: 1999-2011.

Judges Committee's Chairwoman 1999-2003
Sprint Racing Committee Member 2003- 2007
Statutes Committee Member

ODESUR (South American Sports Organization) Member of the Disciplinary Committee

South American Canoe-Kayak Confederation CSCK Secretary-Treasurer (elected) 2002-2006

Club Argentino de Canotaje

Athlete, Secretary General and Vice President.

International Technical Official (ITO)

ICF Sprint Racing official: Judge at the Olympic Games Athens 2004, Beijing 2008, London 2012, Rio de Janeiro 2016, Appointed President of Jury for Tokyo 2020.

ICF ITO of Marathon and Slalom. Various Games and Championships.

Volunteer Activities

Attaché bilingual of the Pan American Organizing Committee (COPAN) **XII Pan American Games, Mar del Plata 1995.**

Athlete

Argentine Canoe Federation: athlete no. 145/76. I was one of the first girls competing in canoeing in ARG

Team Leader

Pan American Sprint Racing Championship, Lake Placid. NY, USA
Substitute Team Leader: Olympic Games Sydney 2000.

South American Canoe-Kayak Confederation (CSCK)

Responsible of the actualization and codification of the rules from the foundation until 2002.

ICF Development Programme: Seminars for Sprint Judges

Since 2013 I deliver seminars and examination of new ITOs and Continental Officials (Rio de Janeiro, San Juan of Puerto Rico, Mexico City, Santiago Chile)

Puerto Rico, Colombia in 2000 and 2004
Ecuador, Dominican Republic 2002, 2003, 2007, 2017

Dr. Cecilia L. Farías

El Salvador 2000, Sint Maarten (ex Netherlands Antilles) 2005.

Education for the Peruvian Judges that will officiate at the Pan American Games, Lima 2019.

Seminars for Marathon Judges

Puerto Rico 2004 and Sint Maarten 2005

Canoeing Management 'seminars for New National Federations

Surinam; Guyana; Trinidad & Tobago; Aruba.
Pan American Canoe Federation

Strategic and Development Plan, Prepared and Delivered Seminars for Sprint Judges: Argentina; Chile; Venezuela; Colombia; Ecuador; Sint Maarten.

Argentina National Secretariat of Sports

Sport Development Plan: Seminars for Sprint Judges.

Governance Seminars

Montevideo, Uruguay. July 2013

Other seminars:

- Sprint & Marathon Judges
- Cooperation between Rowing and Canoeing on the same venue.
- Canoeing Management Seminar: for heads of National Federations
- Education for NFs leaders

Qatar Women Sports Committee

Prepared Managed and delivered the IOC & QOC Project: "Sport & Health for the Community" Fel Haraka Baraka 2014-2015

Lecturer

Latin American Forum Peace & Sport, Lima, Peru. November 15-18, 2013

Curriculum Vitae

International Beach Volleyball Federation (FIVB): 1st Beach Volleyball Coaches Course. Doha. Qatar. November 2014.

United World Wrestling and Olympic Solidarity: Women Olympic Wrestling. Mexico DF. November 2017-

Multi Sports Games Organiser

- **XV Asian Games. Doha 2006:** Operational Competition Manager Canoe-Kayak.
- All **Pan American Games** since 1999: preparation and support of manuals, technical requirements, etc. Represented COPAC as Secretary General and President. Participation as Judge and Jury
- **Sports Events Manager Qatar Marine Festival** for the Belgium-Qatari Co. Dialogic Qatar 2007.
- **Head of Year-Round events of the Qatar Marine Festival** for the Government of Qatar 2008-2010
- **XII Arab Games Doha 2011.** Head of precision Sports; Archery, Fencing, Shooting, Bowling, Cue Sports (Snooker & Billiards) Golf and Chess.
- **III Summer Youth Olympic Games Buenos Aires 2018,** Venue Management Director for the Competition and Non-Competition Venues. Planning and Delivery of the 32 Sport competitions.

Project Management

- Sport Sector Strategy Project: Strategic Management of Coaches and Technical Officials" for Qatar Olympic Committee.
- Olympic Programme Strategy Commission for the International Canoe Federation.
- "Fel Haraka Baraka" for Qatar Women Sports Committee

Dr. Cecilia L. Farías

Awards and Recognition

International Olympic Committee "The Women & Sport Achievement Diploma" "For her outstanding contribution in promoting the development and participation of the women and girls in Sport"
Awarded in 2008 and 2014

"Charles Yatman Trophy 2005" To the official that made the greatest Contribution for the development of canoe-kayak in the Americas".

COPAC Life Honorary President. Awarded by acclamation at the Congress of 2017

COSURCA, South American Canoe Confederation. Life Honorary Member. Awarded by acclamation at the Congress of 2017

National and International Participation as Judge

Participation in competitions of the Argentina Canoe Federation's calendar: Sprint and Marathon National Championships, and Grand Prix.

1995

- **XII Pan American Games**, Mar del Plata, Argentina. Finish Line Judge

1997

- South American Marathon Championships, Mercedes, Uruguay. Course Umpire
- **I Nature World Games**, Paraná, Brazil. Starter & Course Umpire
- South American Sprint Championships, Viña del Mar, Chile. Finish Line Judge
- Pan American Sprint Championships, Cascabel, Brazil. Time Keeper, Finish Line Judge

1998

- Sprint World Cup, Entre Rios do Oeste, Brazil. Course Umpire
- **VI ODESUR Games, Guayaquil, Ecuador. Aligner & Course Umpire**

Curriculum Vitae

1999

- XXIII Edition International Regatta of Rio Negro, Río Negro, Argentina. Safety Officer
- VII Edition International Regatta Club de Regatas La Marina, Buenos Aires, Argentina. Safety Officer
- III South American Marathon Championships, Santa Elena, Brazil. Chief Official
- **XIII Pan American Games, Winnipeg, Canada. Course Umpire**
- **Sprint Senior World Championships, Milan, Italy. Aligner.**
- South American Sprint Championships, Montevideo, Uruguay. Chief Official.

2000

- XXIV Edition International Regatta of Rio Negro, Río Negro, Argentina. Chief Official
- VIII Edition International Regata Club de Regatas La Marina, Buenos Aires, Argentina. Safety Officer
- I Sprint World Cup, Curitiba, Brazil. Course Umpire
- II Sprint World Cup Mechelen, Belgium, Starter & Course Umpire.
- **Marathon World Championships**, Dartmouth, Canada. Finish line judge

2001

- IX Edition International Regata Club de Regatas La Marina, Buenos Aires, Argentina. Safety Officer
- Sprint World Cup Seville, Spain. Starter
- Pan American Sprint Championship, Yucatán, México. Competition Committee Member
- **Marathon World Championships**, Stockton-on-Tees, England. Course Umpire
- **Sprint Junior World Championships, Curitiba, Brazil. Aligner**
- Junior National Games. Barquisimeto, Venezuela. Chief Official

2002

- X Edition International Regata Club de Regatas La Marina, Buenos Aires, Argentina. Safety Officer
- **VII ODESUR Games 2002.** Curitiba, Brazil: Starter

Dr. Cecilia L. Farías

- **Marathon World Championships.** Tyn, Czech Republic. Appointed Course Umpire. Cancelled.
 - Pan American Sprint Championships, Curitiba, Brazil. Chief Official
 - **XIX ODECABE Games 2002, Amatitlán, Guatemala.** Chief Official
- 2003
- XI Edition International Regata Club de Regatas La Marina, Buenos Aires, Argentina. Chief Official
 - **XIV Pan American Games, Santo Domingo 2003.** Chief Official
 - **Sprint Senior World Championships,** Gainesville, USA. Chief Finishing Line Judge
 - **Marathon World Championships, Valladolid, Spain.** Turning Point Judge
 - South American Sprint Championships, Montevideo, Uruguay. (December 11/13, 2003).
 - National Games, Cojedes. Venezuela. Chief Official (December 18/21, 2003).
- 2004
- Pan American Sprint Championships, Curitiba, Brazil. Course Umpire
 - Olympic Festival of Puerto Rico, San Juan, Puerto Rico. Starter
 - **OLYMPIC GAMES ATHENS 2004,** Course Umpire
- 2005
- Pan American Sprint Championships. Quebec, Canada. Starter
 - **XV Bolivarian Games, Pereira-Armenia, Colombia.** Chief Official
 - I Caribbean Marathon Cup. Puerto Rico. Chief Official
 - II Caribbean Marathon Cup. Sint Maarten, Netherlands Antilles. Chief Official
 - III Caribbean Marathon Cup. Boca Chica, Dominican Republic. Nov. 2005. Chief Official
 - **VIII Central American Games (ODECABE) Amatitlán, Guatemala.** Chief Official.
- 2006
- Pan American Sprint Championships, Mexico City. Finish Line Judge.
 - **Marathon World Championships,** Tremolat, France Raft Marshall.

Curriculum Vitae

- **Sprint Senior World Championships,** Szeged Hungary. Boat control Judge
 - **XV Asian Games, Doha 2006. Qatar.** Operational Competition Manager Canoe-Kayak for the Doha Asian Games Organizing Committee (DAGOC)
- 2007
- **XV PAN American Games, Río 2007.** Jury Member
 - **Sprint Senior World Championships,** Duisburg Germany. Boat Control Judge
 - **Sprint Test Event for Olympic Games 2008. Beijing, China.** Boat Control Judge
- 2008
- Sprint Pan American Championships & Olympic Qualifier. Montreal, Canada. Jury Member
 - **OLYMPIC GAMES 2008. Beijing. Boat Control Judge**
 - Selected **Marathon World Championships,** Perth, Australia. Chief Boat Control
- 2009
- Sprint Pan American Championships. Rio de Janeiro. Brazil: President of the Jury.
 - **Sprint Senior World Championships, Dartmouth, Canada.** Boat Controller
- 2010
- **IX ODESUR GAMES Medellin, Colombia.** Jury Member
 - **XXI Central American & Caribbean Games Mayagüez, Puerto Rico.** President of the Jury
 - Sprint Pan American Championships. México: President of the Jury
 - **Sprint World Championships, Poznan,** Poland: Boat Control Judge
- 2011
- **Global Olympic Qualifier and Senior World Championships: Szeged, Hungary:** Boat Control Judge.
 - **Olympic Test Event, Eaton, London** Boat Control Judge
 - **XVI Pan American Games, Guadalajara 2011 México.** President of the Jury

Dr. Cecilia L. Farías

- 2011
 - **XII Arab Games, Doha 2011.** Head of Precision Sports
- 2012
 - **OLYMPIC GAMES, LONDON 2012,** Boat Control Judge.
- 2013
 - Sprint Pan American Championships, Ponce PUR. President of the Jury
 - **XVII Bolivarian Games, Huacho, Perú. President of the Jury.**
- 2014
 - **Sprint Senior World Championships, Moscow, Russia. Boat Control Judge.**
 - Sprint Pan American Championships, Mexico City President **of the Jury**
- 2015
 - **Sprint Senior World Championships and Olympic Qualifier,** Milano, Italia. Jury.
 - **Pan American Games, Toronto 2015. President of the Jury.**
 - **Sprint Test Event for the Olympic Games** Rio de Janeiro. Boat Control Judge
- 2016
 - Sprint Olympic Qualifier and Pan American Championships, Lake Lanier, Atlanta, USA. President of the Jury.
 - **OLYMPIC GAMES, Rio de Janeiro.** Boat Control Judge.
 - Slalom Pan American Championships. Rio de Janeiro. Brazil. President of the Jury.
- 2017
 - Sprint Pan American Championships, Ibarra, Ecuador. President of the Jury.
 - **Slalom World Championships** Pau, France. President of the Jury.
- 2018
 - **XI Juegos Suramericanos Cochabamba 2018.** President of the Jury.
- 2019
 - **XVIII Pan American Games, Lima 2019.** Sprint and Slalom Jury.
 - **Sprint World Championships.** Szeged, Hungary. President of the Jury.
 - **Marathon World Championships.** Shianxing, China. President of the Jury

Curriculum Vitae

- 2020
 - Appointed as Member of the Jury of the Continental Olympic Qualifier Curitiba, BRA (cancelled).
 - Appointed as President of the Jury of the **Junior and U 23 Sprint World Championships,** Brandenburg, GER (cancelled)
 - Appointed as President of the Jury of Canoeing Sprint and Canoeing Slalom **Olympic Games Tokyo 2020 +1.**

Portfolio

Dr. Cecilia Liliana Farias



Index

- I. Introduction
- II. Personal Details and Education
- III. Professional Career
- IV. Development of Sport and Programmes
- V. Foundation of National Federations (NFs)
- VI. Education Programmes
- VII. Coaching
- VIII. Gender Equity
- IX. Venue Management Direction and Competitions
- X. Project Management
- XI. Paracanoeing
- XII. Prevention of Harassment and Abuse in Sport
- XIII. Awards
- XIV. On the Net

I. Introduction

This Portfolio reflects a successful professional career with multiple and simultaneous projects to which I contributed with analytic capacity, strategic thinking and project management skills.

I worked as a lawyer dedicating myself later to the Sport Sector.

My relation with canoeing started at an early age in an environment with few or no opportunities for women. That was the motivation for a career in sport leadership that allowed me to advocate for girls and women's rights in sport.

I am the first woman Vice President of the International Canoe Federation (ICF), President of the Pan American Canoe Federation (COPAC) and Vice-President of Association of Pan American Sport Confederation (ACODEPA). I was awarded as a Life Honorary President of COPAC and Life Honorary Member of COSURCA

I worked on projects related to athletes; coaches; judges; sport arbitration, foundation of National Federations; gender equity, paracanoeing, Olympic Programme, Prevention of Harassment and Abuse in Sport and others.

I planned and delivered successful sport events at the Asian Games, Doha 2006, and Arab Games, Doha 2011. I contributed to several Pan American Games throughout different roles. For the III Summer Youth Olympic Games, Buenos Aires 2018, I was Director of Venue Management which included the planning and delivery of the 32 sports.

I bring efficiency and working methodologies that facilitate and provide solutions with an integral vision of the environment that surrounds the decision-making process.

My commitment is to do my best for the success of the projects that I lead. I enjoy to be immersed in a diverse cultural environment, where to be a multilingual person is an advantage.

I value the team work as a permanent exercise of communication and analysis of different perspectives and opinions. I truly believe that more efficient organisations serve better to the athletes, coaches, officials and contribute to the development of more peaceful and organised society.

Dr. Cecilia Liliana Farías

Vice-President of the International Canoe Federation
Vice-President of the Association of Pan American Sports Confederations
Life Honorary President of the Pan American Canoe Federation
Life Honorary Member of the South American Canoe Confederation

II. Personal Details and Education

Full Name: Cecilia Liliana Farías MacDonald

Date and place of Birth: March 1st 1960, Buenos Aires, Argentina

Profession: Lawyer, Specialised in Private Administration. Universidad de Belgrano. Buenos Aires, Argentina.

Languages: Spanish. Formal education at bilingual schools: English (professional) French (highly functional) Knowledge of Portuguese and Italian (functional)

Affiliations: Member of the “Colegio de Abogados de San Isidro” (Lawyer’s Professional Association)

Member of “The World Paddle Awards Academy”

Personal contact: dr.cecilia.farias.60@gmail.com

Mobile phone: + 54 (9) 11 2313 3892

III. Professional Career

Lawyer: 20 years of legal practise on my own Legal firm in Buenos Aires. Argentina. I had the legal representation for seven (7) years of “Club the Regattas La Marina” Tigre, Buenos Aires, Argentina.

Employment and other relevant activities

Technical and Sports Manager at the National Entity of Sport High Performance (ENARD) since 2019.

Director of Venue Management at the III Summer Youth Olympic Games Buenos Aires 2018, which included the competition and non-competition venues management planning plus the planning and delivery of all the sports competitions.

Project Manager at the Qatar Olympic Committee for the Sports Sector Strategy Project: “**Strategic Management of Coaches and Technical Officials**”, part of the Qatar National Vision 2030.

Project Manager of the: Olympic Programme Strategy Commission (ICF). Voluntary position.

Athlete career: In 1975 I was one of the first women competing in canoe-kayak sprint in Argentina. I was National Champion in K-2 and K4. At that time the attention was mainly focused only on male athletes with limited or no opportunities for girls and women.

Career as Sport Official

International Canoe Federation (ICF)

Vice-President: (2016-2020)

ICF Board of Directors Member and Continental Representative from South America:

Elected 2006-2011; 2011-2015; 2015-2019.

Responsible of the Development Programme Worldwide since 2016. Member of the Program since 2006.

Chairwoman of the Diversity and Inclusion Commission 2016-2020. Member of the Women in Sport Commission since 2006.

International Technical Official (ITO): Sprint (since 1998) Marathon (since 2000) Slalom since 2016.

I was selected to officiate at every World Championships since my certification and Olympic Games Athens 2004, Beijing 2008, London 2012, Rio 2016.

Member of the ICF Arbitration Commission since 2006

Member of the Governance Commission (2012-2014)

Member of the Strategy for the Olympic Programme Commission (2014-2016)

Former Chair of the ICF Education Programme

Advisor of the ICF Sprint Committee (2009- 2012)

Member of the ICF Marathon Committee since 2004.

Pan American Canoe Federation (COPAC):

President: elected for the periods 2011-2015 and 2015-2019.

COPAC Secretary General: Since 1999 until 2011 when I was elected President.

President of the Jury at the Pan American Championships and Pan American Games since 2011.

Association of Pan American Sport Confederations (ACODEPA)

Vice-President: Elected for the period 2015-2019. Re-elected for the period 2019-2023.

President of the Prevention of Harassment and Sexual Abuse in Sports Commission.

Argentina Canoe Federation:

Secretary General re-elected along 9 years

Member of the PPRR Committee, Affiliations Committee and Chair of the Judges Committee.

I established the Judges Committee at the Argentine Federation and a system of:

- Certification of National Judges. I developed the courses and examination process.
- I evaluated the NTOs participation at local, provincial and national competitions
- I instrumented a procedure in order to have a record of participations and evaluation of performance to be eligible to apply for international examination (ITO examination).
- Team Leader: Appointed by the Argentina Canoe Federation for Pan American Games; Championships and Substitute Team Leader for the Olympic Games, Sydney 2000**Current**

In Argentina:

Vice-President of Club Argentino de Canotaje.

Participant of the Olympic Academy of the Argentine Olympic Committee (2001)

Responsible of the preparation and delivery of Seminar for Judges for the National Programme of Sport Development, Ministry of Sports of Argentina

Sint Maarten Canoe Federation (former Netherlands Antilles Canoe Federation)

Secretary General since 2005

USA Canoe-Kayak Federation (USACK): Member 2000

Seminars and conferences:

Details are available on my CV.

- Symposiums for Coaches listed on the point "VII Coaching", including Olympic Solidarity courses.
- Olympic Solidarity
- IOC Sports Management Seminar 2002
- 9th World Conference Sport & the Environment, Doha 2011
- Lecturer at the Latin American Forum Peace & Sport, November 15-18 2013 Lima, Peru.
- Lecturer at the International Beach Volleyball Federation (FIVB): 1st Beach Volleyball Coaches Course Level 1. November 2014. Doha. Qatar.
- ASOIF (The Association of Summer Olympic International Federations) Women in Leadership Roles. March 2016.

IV. Development of Sport and Programmes

- I actively participated on the development of my sport in each country where I lived: Argentina; Puerto Rico; Sint Maarten (Former Netherlands Antilles) and Qatar.
- Ocean Racing Canoe Kayak World Cup
- I wrote the Project funded by the IOC and run by the Qatar Women Sport Committee "Sport & Health for the Community", locally named "Fel Haraka Baraka
- I participated on the National Secretary of Sports' programmes above described.

The ICF Development Programme on which I work; is based on the following pillars:

- Donation of Sport Equipment
- Seminars for coaches, judges and competition management
- Integral seminars for setting up courses and managing Slalom competitions
- Financial Support for participation at major events and training Camps
- Talent Identification Programmes.
- Continental and World Championships.

Follow up and Evaluation process: The development is a dynamic process that requires to be tailored to serve the needs of each National Federation.

After the first visit to a new NF a comprehensive development plan is prepared with the purpose of facilitating the donation of sport equipment the delivery of seminars for coaches and later seminars for judges.

Other education blocks include: governance of the national federation, strategic planning, progress evaluation, talent identification programs, construction of boat houses, notions to repair sport equipment, organization of internal competitions and others.

Talent Identification and Olympic Scholarships: I cooperated with the identification and procurement of necessary documents to apply to these programmes. I developed and delivered seminars for National Technical Officials (NTOs) at the Dominican Republic, Venezuela, Ecuador, Colombia, Puerto Rico and Sint Maarten, and for Continental Judges in Puerto Rico and Chile

Caribbean Marathon Cup: In 2005, while I lived in Sint Maarten, I initiated the Caribbean Marathon Cup; which is a Series of Kayak Surf Ski Competition between islands. The success is being repeated until now with a spectacular and popular activity that keeps growing around the globe.

1st Latin American Forum Peace & Sport: Lima, Peru, November 2012, was the occasion for launching a project that intends to rescue ancestral activities such as canoeing and to turn it into a major sport gathering, based on principles of Sport for All. The Aboriginal communities are the focus. Parallel benefits for the communities should be brought through the access to medical care and education through the sports.

Since then, an important development work had been supported and as a result, athletes from Amazonia took part at the Bolivarian Games, Peru 2013 obtaining bronze medal in C4 and at the Pan American Games, Toronto 2015. Both genders equally represented.

Increase the number of Technical Officials: In 2013 the Pan American Canoe Confederation, under my presidency, implemented the Continental Seminar and Examination for Sprint Technical Officials with ICF standards. Those activities were conducted in Spanish; language of the majority of the National Federations of the American Continent.

Paracanoeing in the Para-Pan American Games Project:

Objective: To include paracanoe for the first time ever on the Para-Paralympic Games.

Benefits for canoeing worldwide: To contribute to the permanence of Canoeing on the Paralympic Games Tokyo 2020 and onwards.

The Project includes the celebration of a Sponsorship agreement with NELO M.A.R. Kayak Lda. The major manufacturer of kayaks in the World. The boats will be donated to the targeted NFs.

Paracanoeing Seminars: COPAC has a Paracanoe Standing Committee where lays the technical and medical knowledge for the classification, coaching and paracanoe management training. Those experts will deliver the seminars in each of the NFs that will receive the boats.

V. Foundation of National Federations

Affiliation of new National Federations of Guyana, Surinam and Perú to the ICF and COPAC. The process that I followed was:

- Visits to Ministries of Sports & NOCs
- Introduction of the canoe-kayak sport and the intentions of incorporating those countries through NFs to the canoeing family at the Continental and World level.
- Preparation of documents for requesting the recognition of the International Canoe Federation and the Pan American Canoe Federation.
- Support the preparation of the foundational Statutes of the new NFs.
- Identification of possible venues for training; water spaces; and land facilities
- Arrangements for the donation of sport equipment for the two Olympic disciplines: Sprint & Slalom.
- Preparation of the Memorandum of Understanding between the ICF and the governmental authorities that clarify the commitment of both parties.
- Organization of Seminars for: Coaches and Judges on the two Olympic disciplines.
- Application for Regional and Continental Seminars supported by PASO/ODEPA and Olympic Solidarity.
- Creation of a pool of experts to deliver seminars (coaches, judges, event's organisers)
- Discussion and evaluation process.

VI. Education Programmes

Universidad Argentina de la Empresa (UADE):

Since 2018 I have given classes for the careers of Sport Journalism and Sports Management.

Member of the Advisory Council to the Sports Management Career.

ICF Education Programme:

Former Chairwoman of the Education Commission.

ICF Seminars for Judges: developed, delivered and run examination for new Sprint ITOs and Continental Judges (CAN- COL- BRA- MEX- PUR- USA-CHI)

In Argentina and in COPAC: Seminars for Judges of Canoeing Sprint and Marathon.

Educational material: produced books and videos with translation into different languages. I translated into Spanish written documents and videos.

On Line Education: I explored possible on-line platforms.

Education for NF's Administrators: The new NFs and some others require better prepared leaders. With the support of the British Canoe Union it will be prepared the content of this seminar.

Between other topics it will include:

- Governance
- Strategic Planning
- Finances
- Domestic Development
- Marketing and Sponsorship
- Sports Events Organisation
- Gender Equity
- Harassment and Sexual abuse in sport
- Media

Since 2007 I run the seminar and examination of Sprint ITOs in the Americas.

To the Argentine Olympic Committee (COA), Programme MOSO (Advanced Seminar in Sports Administration) I delivered the following seminars: Project Management: Human Resources Planning and Training, May 2019. Sport Strategic Planning April 2020 and 2021.

VII. Coaching

I was the Project Manager of the “Strategic Management of Coaches and Technical Officials” Project, which is part of the Sport Sector Strategy of the State of Qatar; Qatar National Vision 2030.

An excellent opportunity to be informed of the last trends of coaching standards, best Human Resources Practises to benefit the performance and professional development of coaches. It also included the development of Technical Officials at the National and International Level.

I took part at the following Coaching Symposiums:

- Canoe-Kayak Coaches Symposium: Warsaw, Poland 2009
- The Association of Coaches & Trainers for Excellency in Sports 2005, Sint Maarten (Lecturer)
- Olympic Solidarity International Symposium of Coaches by Mr Party Janos. Buenos Aires, Argentina, December 1997.

Building a pool of Experts: The work on the development programme of canoeing for the American Continent required to appoint coaches to deliver a complete education package. Those coaches needed to be available upon request. I built up the COPAC's pool of experts with:

- Sprint Coaches; Slalom Coaches; Judges; Event Organisers; Results management specialists and others.
- They prepared custom made programmes according with the characteristics and needs of each beneficiary NF.
- Highly qualified coaches are being proposed (and accepted) to deliver Pan American Olympic Solidarity seminars.
- The pool has also ITOs able to deliver the ITO's education and to prepare NTOs for supporting the Games in the American Continent.

VIII. Gender Equity

I advocated for the inclusion of girls and women in sport since the beginning of my sport career in 1975.

I am a signatory of the "Brighton Declaration on Women and Sport"; which I formalised in 2012 on my capacity of COPAC's President; having instrumented verifiable actions throughout COPAC for the achievement of the gender equity. Those actions are being periodically reported to the International Women Group "IWG" major advocate group of the Brighton Declaration.

I received the **IOC Women & Sport Achievement Diploma in 2008**; upon a proposal submitted by the Pan American Canoe Federation, endorsed by the International Canoe Federation.

I also received the **IOC Women & Sport Achievement Diploma in 2014**; upon a proposal submitted by the International Canoe Federation

I am a pioneer in accessing positions in the Americas:

- I am one of the first women kayak paddlers affiliated to the Argentina Canoe Federation, being National Champion in K-2 and K4.
- I was the first woman judge of canoe-kayak in Argentina and the sole woman:
 - o Secretary General (9 years) of the Argentina Canoe Federation
 - o Secretary General of the Sint Maarten Canoe Federation
 - o Secretary/Treasurer of the South American Canoe Confederation
 - o Secretary General of the Pan American Canoe Federation from 1999 until 2011 when I was elected its President
 - o President of the Pan American Canoe Confederation
 - o Vice President of ACODEPA: Pan American Sports Confederations
 - o Vice-President of the ICF

I supported the inclusion of the Canoe Women events within the Pan American Championships. Thanks to a strong advocacy; the Canoe Women events of Sprint and

Slalom were included for the first time ever into the Pan American Games, Toronto 2015 (the second largest Games after the Olympics).

I participated on the evaluation and incorporation of a new women event on the Programme of the World Championships and World Cups.

With the support of the (CRC) ONU Ambassador, I submitted to the Costa Rica (CRC) Olympic Committee the programme "Women & Sport Seminar".

In 2013, I delivered the Women & Sport lecture at the Sports Administration Management course of the Qatar Olympic Academy with the following programme:

IOC Charter: Mission & Role # 7 "to encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women".

- International Federations (IFs) & National Olympic Committees (NOCs)

- Championships (Regional, Continental & Worlds) & Games (Regional, Continental & Olympics)
- Explanation of the two different structures (countless opportunities for women)
- Gender equity and equality
- Women participation in the world of the Sport: facts & figures
- Women athletes, coaches, judges, officials. Spaces for women within the universe of the sport
- Access to position of decisions: Professional readiness. Definition of objectives and strategies
- Preparation towards leading positions: strategies & organization
- Women skills: family & professional sport career. Finalisation of the sport careers.
- Process of introduction of new women's events towards gender equity
- Mentoring programs

In November 15TH 2012; I was the Workshop Leader of the: Equity Workshop at ICF Congress. St Petersburg, Russia.

Women Sport and Health Community Project: "Fel Haraka Baraka" Development of the Project's content and actual delivery for the Qatar Women and Sports Committee.

IX. Venue Management Direction and Competitions

XV Asian Games, Doha 2006: Operational Competition Manager of Canoe-Kayak Sprint. Plan and organise the venue of Canoeing at the West Bay Lagoon. Planning and delivery of the Canoe Sprint Competition including all its aspects. Sport equipment, staff, specifications of the sport,

XII Arab Games, Doha 2011: Head of Precision Sports: Shooting, Archery, Fencing, Golf, Bowling, Cue Sports, Chess.

As an experienced competition manager, I am used to work following a methodology and strict deadlines. I am able to work under pressure, adapt to changes and to successfully apply mitigation actions to the risks proper of this type of work.

As Head I assisted the Competition Managers understanding the needs of each sport and at the same time the capabilities and possibilities of the Organising Committee.

I support younger Competition Managers training them to perform by themselves in the future; especially in the Americas. I believe that to increase the number of qualified event's organisers in my continent will result into more NFs. bidding for hosting Pan American and ICF major events.

Contributor and Senior Advisor at several Pan American and Regional Games

Advisor and Lecturer for the National Games of Venezuela.

Best Practices' Project: aims to improve the number and quality of Major Event's organisers (World Cups and World Championships: Under 23, Junior, Senior, Master and Paracanoeing)

This programme goes beyond the traditional “observers programme” focusing not only on the observation and explanation received while the event is running, but even before attending the different preparation stages through a proper transfer of knowledge and experience.

III Summer Youth Olympic Games (YOG) Buenos Aires 2018: Venue Management Director, with the responsibilities of: Integral planning, preparation and management of all competition, training, Culture & Education Programme (CEP) and Ceremonies (CER) venues, Main Media Centre (MMC) and other venues, by coordinating the requirements and activities of all Functional Areas of the Buenos Aires 2018 Youth Olympic Games Organising Committee (BAYOGOC), the local and national authorities, the clients of the Youth Olympic Games (YOG) and the International Olympic Committee (IOC).

The YOG had 32 sport venues and all of them were under my direction.

Manage and coordinate the activities and operations within the venues, including the readiness exercises and other events previous to the YOG from the moment the Buenos Aires 2018 Youth Olympic Games Organising Committee (BAYOGOC) takes possession of each venue, during the YOG period.

The planning and delivery of the Sport Competitions are under the scope of Venues Management on this new format.

The relations with the Venue Owners were also part of the scope.

Main Operations Centre (MOC) as Director, during Games-times, I was responsible of the Venue Management team at the MOC, including also the rotation of visits at all the venues while operational.

The Venue Management Director role finished with when the dismantling process was finalised and the venues returned to the owners.

X. Project Management

As Manager of the **Project "Strategic Management of Coaches and Technical Officials Qatar 2030 National Vision"**, my work consisted of:

- Coordinate internal resources and third parties / suppliers and contractors.
- In this specific Project, I evaluated several potential contractors, both individuals and companies and universities of world renown.
- Work closely with SESRI (Research Institute of Social and Economic Studies) of the University of Qatar in the preparation of the Public Survey and Coaches in Qatar.

- Ensure that the project is delivered on time, with the quality levels required and within the budget.
- Assist in defining the scope and objectives of the project, involving all relevant stakeholders and ensuring technical feasibility.
- Identify professionals to complete intellectual production at the highest level required for a National Project.
- Ensure the availability and allocation of human and technical resources.
- Develop a detailed project plan to monitor and track progress
- Manage changes in project scope, project schedule and project costs using appropriate verification techniques
- Measure the performance of the project using tools and appropriate techniques specifically Prince2.
- Report and scale to the highest administration as needed
- Successfully manage the relationship with all interested parties.
- Evaluate risk management to minimize project risks.
- Create and maintain a complete project documentation.
- Prepare and manage contracts and payment processes.
- Monitor the use of the budget
- Organizational skills applied to attention to detail and simultaneous multitasking skills
- Manage the translation process and payments with the Translation and Interpreting Institute (TTI) of Hamad Bin Khalifa University, Doha. Qatar
- Prepare and make presentations for large high-profile audiences.
- Junior staff mentor
- Manage personnel
- Deliver a successful National Project

XI. Para-Canoeing

In December 2010 IPC approved the incorporation of Paracanoeing into the programme of the Paralympic Games, Rio 2016:

- I encouraged and supported the NFs to obtain:
 - access to different ICF programmes

- identify para-athletes on different rehabilitation institutions to participate in local competitions and to celebrate National, South American and Pan American Championships.

Identified and incorporated to COPAC the potential classifiers.

Worked on the translation into Spanish of the first Classification rules.

Appointed a COPAC Paracanoe Commission (Ad-Hoc) integrated by Technical and Medical Classifiers.

Promoted the celebration of the Paracanoe Seminar for classifiers in Mexico 2010; making the simultaneous translation into Spanish. That was the first of several seminars.

In 2014 COPAC launched a new Strategy and Development Plan, within which one was the creation of a COPAC Para-Canoe Standing Committee based on the success of the Ad-Hoc Commission that I proposed in 2011. This proposal was unanimously approved by the COPAC Congress on July 2015.

Development of the Strategy towards the inclusion of Paracanoeing on the Para-Pan-American Games Lima 2019.

I obtained the 1st Sponsorship for COPAC: Nelo M.A.R. Kayaks Lda. Company to support this Project with donation of para-boats.

Implementation of the Paracanoe Project: that includes seminars for classifiers and boats donation for: Cuba, Mexico, Uruguay, and Colombia.

XII. Prevention of Harassment and Abuse in Sport

I Chaired the Commission of preparation of regulations of Prevention of Harassment and Abuse in Sports (PHAS) at the International Canoe Federation (ICF). Currently Chair of the PHAS Commission at ACODEPA.

XIII. Awards

- **IOC Women & Sport Achievement Diploma 2014:** Nominated by the International Canoe Federation.
- **IOC Women & Sport Achievement Diploma 2008:** Nominated by COPAC with endorsement of the ICF.
- **Charles Yatman Trophy 2005** "to the official considered to have made the greatest contribution that year for the development of canoe-kayak in the Americas" According with COPAC Statutes.

- **COPAC Life Honorary President** by acclamation at the 2017 Congress.
- **COSURCA Life Honorary** by acclamation at the 2017 Congress.

XIV. On the net

<https://www.linkedin.com>

<http://www.canoeicf.com>

<http://www.copaonline.com>

The World Paddle Award Academy: <http://www.worldpaddleawards.com/organisation/cecilia-farias-argentinian>

<http://www.canoeicf.com/news/copac-join-forces-nelo>

<https://www.canoeicf.com/diversity-and-inclusion-commission>

Thanks