

Game Changer

2020–2021
Annual Report





Contents

CCES at a glance	4
2020–2021 Scoreboard: The year in numbers	5
Executive message	6
Pivoting in the pandemic to resume anti-doping tests	8
Stepping up to lead crucial ethical conversations	9
Reimagining sport culture to build back better	10
Doping control statistics	11
Canadian Anti-Doping Program statistics	12
Governance and leadership	13
Financial report	14
About us	16

Canada

The CCES would like to acknowledge the financial support of the Government of Canada through Sport Canada and the Department of Canadian Heritage.

In a year when COVID-19 changed everything, we at the Canadian Centre for Ethics in Sport (CCES) switched up our own game to help communities stay active, resume anti-doping testing so athletes could return to competition, and drive dialogue on ethical questions that will define sport for generations to come.

Coming out of 2020–2021, we will continue to be the kind of game-changer Canadians need us to be—a confident, visible leader and champion of values-based sport.



CCES at a glance

MISSION

Making sport better

ACTIVATE

a values-based and principle-driven sport system

ADVOCATE

for sport that is fair, safe, and open

PROTECT

the integrity of sport

VISION

Sport in Canada that is fair, safe, and open to everyone.

The Canadian Centre for Ethics in Sport (CCES) is certified to the ISO 9001:2015 Quality Management Standard, which demonstrates our commitment to continual improvement and meeting stakeholder needs.

2020–2021 Scoreboard: The year in numbers

The CCES carried out

1,363

doping control tests despite pandemic-related restrictions

We delivered

5

risk management workshops to sport organizations to enhance the effectiveness of decision-making among sport leaders

We delivered

13

Clean Sport Basics webinars to athletes and support personnel on the Canadian Anti-Doping Program and athletes' associated rights and responsibilities

An estimated

\$20B

is wagered annually on events held in in Canada. To protect athletes from match manipulation, we supported new national single-sport betting legislation

69

sport organizations committed to the new 2021 Canadian Anti-Doping Program

A total of

22,700

sport community members completed a course in our True Sport Clean online learning series

More than

1M

Global DRO substance inquiry searches worldwide – including 77,689 from Canada

11,822

users followed us across all our social media platforms, up 14% from the previous year

Executive message



Dr. Don McKenzie



Paul Melia

The COVID-19 pandemic brought sport to a standstill across the country. As our partners worked to get it going again, we focused on safely restarting our doping control program so fair competitions could resume. Timing was key to ensure Canada's Olympic and Paralympic hopefuls would be ready by the time the Tokyo 2020 Games arrived. By retooling our doping control processes, we created new approaches that would keep athletes and sample collection personnel safe.

Even during the shutdown, sport continued to evolve. High-profile athletes were calling for inclusion and social justice. Families and community sport participants stepped back to ask, "What kind of experience do we really want from sport?" Match manipulation posed an ever-mounting threat to fair play. We recognized what Canadian athletes and sport organizations needed most of all from us was action.

In response, we doubled down on our True Sport efforts to promote values-based sport at the community level. We advocated strongly for a Canadian safe sport mechanism and universal code of conduct to prevent harassment and abuse and will support the implementation effort going forward.

In our experience, ethical leadership is about standing up for what's right even if that means sometimes expressing an unpopular opinion. That's why our independence is so vital to our mission. Last year, we were proud to bring an objective, research-based approach to tackling tough questions—for example, about transgender athletes' right to compete.

While the year demanded urgent responses to pandemic-related issues, we also had to carry out our ongoing work, including the launch of a new Canadian Anti-Doping Program (CADP) for 2021. That significant accomplishment marked the culmination of extensive digital collaboration with athletes, technical experts and administrators across the country.

The 2021 CADP incorporates all elements of the 2021 World Anti-Doping Code, which furthers the harmonization of global anti-doping rules, increases protections for athletes and clarifies processes. It incorporates the new Athletes' Anti-Doping Rights Act, affirming the right to fair testing and whistleblower mechanisms. It clarifies and strengthens the steps for anti-doping organizations to follow after a positive test or suspected anti-doping rule violation by building in the International Standard for Results Management (ISRM).

To help organizations implement the Code in a consistent way and take a values-based approach to their prevention programs, we were proud to collaborate with the World Anti-Doping Agency (WADA) on a new International Standard for Education (ISE).

These accomplishments position us to have an even greater impact in 2021–2022, and have helped shape the process of defining our new five-year strategic plan.

They would not have been possible without the continued support of the Government of Canada, the Minister of Canadian Heritage, and Sport Canada at a time when many of our fee-for-service activities were suspended or greatly reduced. Not only did the ongoing financial support sustain us and allow us to maintain our full staff complement throughout the year, but it also showed recognition that an ethical and values-based sport system is important for all Canadians.

We thank all members of our Board of Directors for continuing to volunteer their time and insights to guide us—and acknowledge the dedication of our staff, who rose to the challenge of a most difficult year with professionalism and passion for our mission. They are true game changers one and all, and their contributions carry us into 2021–2022 year with confidence.

At the CCES, we have long believed sport is a microcosm of society—with complex ethical and human rights questions to address, and where values-based leadership can make sport fair, safe and open to everyone. With the support of our partners in the sport sector in Canada, we will continue to make that happen in the years to come.



Don McKenzie

Dr. Don McKenzie
Chair



Paul Melia

Paul Melia
President and CEO



Pivoting in the pandemic to resume anti-doping tests

By spring 2020, major sporting events were cancelled and sample collection activities ground to a halt. The CCES developed new sample collection protocols to ensure that, as sport resumed, Canada's athletes could confidently and safely comply with doping control requirements.

With the postponed Summer Olympic and Paralympic Games in Tokyo looming and professional sport eager to return to play, we were determined to safely resume our testing program. We began with a risk assessment of our sample collection processes and a review of WADA guidelines to ensure alignment. We then developed a communications plan to make certain all parties were clear on the changes and collaborated closely with partners such as Own The Podium's Return to Sport Task Force. We also considered new potential testing locations to accommodate athletes living with vulnerable family members or in buildings with restricted entry, and diligently kept up to date on ever-evolving public health guidelines.

Our resulting COVID-19 protection measures required sample collection personnel and athletes to wear masks, to maintain appropriate physical distance, sanitize extensively and for athletes and sample collection personnel to self-assess for COVID-19 prior to testing. Combined, these allowed us to resume urine

collection in July and blood sampling in October—and to put in place a plan to successfully test every Team Canada athlete at least once in time for the Tokyo Olympics. Response to the new measures from athletes, sample collection personnel, and our partners throughout Canada's sport community was uniformly positive.

With our new sample collection procedures developed, we continued our fee-for-service work by managing various national and international sport federation anti-doping programs, including the Canadian Premier League and the International Ice Hockey Federation's World Junior Championships. We helped build the Tokyo 2020 sample collection workforce by recruiting candidates and training them to Tokyo 2020 standards through independent learning, software training, live virtual training and a newsletter.

Throughout, we maintained our partnership with the INRS—Institut Armand-Frappier Doping Control Laboratory (INRS) in Montreal. The only WADA-accredited laboratory in Canada, it provides state-of-the-art sample analysis, scientific interpretation, anti-doping research and more—all integral components of an effective anti-doping program.



Digital outreach for broad engagement on the renewed Canadian Anti-Doping Program (CADP)

Every six years, Canada is required to update the CADP to be compliant with the revised World Anti-Doping Code. With traditional in-person consultations not possible in 2020, we switched to an entirely online approach, allowing us to engage intensively with more people and organizations than ever before. Four drafts of the program were circulated for review, receiving the most comments of any CADP to date, and 66 federally funded sport organizations and three self-funded bodies adopted the 2021 CADP. CCES team members contributed to the development of the 2021 Code and worked with WADA on the International Standard for Testing and Investigations (ISTI) and new International Standard for Education (ISE) last year. The ISE is a first for WADA, and will help signatories comply with the Code in a harmonized way. More than 75 CCES doping control officers were reaccredited through online conferences and training between March and May 2021.





Stepping up to lead crucial ethical conversations

Do transgender athletes have an unfair advantage or pose safety risks in competition? Several sport organizations and legislators brought that question to the fore in 2020. In response, the CCES spearheaded objective research to help sport organizations understand the issue and adapt.

The World Rugby organization banned transgender women from international competitions in October 2020 on safety grounds. Lawmakers in 20 U.S. states introduced similar bills at the high school level. Yet clear evidence about the risks was scarce. We formed a working group and sponsored research to close the knowledge gap, gathering representatives from AthletesCAN, Canadian Women & Sport, and the E-Alliance research hub to assess 10 years of academic and grey literature.

As sport continues to grapple with questions of identity and gender, we will bring an impartial approach, guided by our values, going forward, with the goal of a sport community that is fair, safe, and open. The freedom of athletes to voice concerns about human rights and other matters is top of mind ahead of the 2022 Winter Olympics in Beijing, China, given the International Olympic Committee's Rule 50.2 that forbids athletes from making political statements from the podium. We aim to drive discussion on this key topic in the year to come.

Taking a stand against match manipulation

An estimated \$20 billion is wagered each year on sporting events in Canada. That kind of money often attracts bad actors intent on manipulating matches to rig the outcomes. While Canada has tried to prevent this by prohibiting betting on any one single game, international digital platforms have made it easy to get around Canadian regulations. That's why new legislation was proposed last year to allow single-game betting and bring it under regulatory control.

The CCES supported the new *Safe and Regulated Sports Betting Act* (Bill C-218) while providing advisory testimony to the House of Commons and Senate Justice Committees. The CCES urged Canada's sport community to pay closer attention to the issue in a high-profile blog and, in September, we reminded national sport organizations of match manipulation risks in a webinar led by the IOC. In partnership with the Canadian Olympic Committee (COC), the CCES also formed an Exploratory Working Group on Match Manipulation to study and develop resources, including a template policy for national and multi-sport organizations and education materials for athletes and support personnel.

Reimagining sport culture to build back better

According to our 2021 Community Sport Survey, Canadian parents enroll their children in community sport to build character and promote health. Yet only 42% say their experience is meeting or exceeding their expectations. True Sport, an initiative of the CCES, works to change that with new resources developed specifically for the year of the pandemic.

Many community sport programs were on hold due to COVID-19 restrictions last year. To help individuals and families stay active, we produced three new True Sport resources outlining activities that are simple to set up, require minimal equipment, and create meaningful quality time.

Throughout the year, we worked to further embed values-based sport through the True Sport Principles at the provincial and national levels, aiming to address concerns that parents say would discourage them from re-enrolling their kids as community sport returns such as bullying and safety, barriers to inclusion, aggressive parents and win-at-all-costs attitudes. To that end, we made the True Sport

Principles more accessible through new translations into Cantonese, Mandarin, Punjabi Hindi, and Punjabi Pakistan – for a total of 14 languages used across Canada.

In April 2020, we launched EVOLVE, a groundbreaking partnership with BC Artistic Swimming to deliver leadership and development training in conflict management and communications to coaches and club presidents. We also delivered risk management and True Sport activation workshops, held virtual True Sport engagement events, and co-created True Sport communications materials for use by sport organizations across the country—all to help foster a sport culture that benefits participants from the playground to the podium.

NEW TRUE SPORT RESOURCES

- ▶ Living True Sport: Helping Families Keep Active While Staying Home
- ▶ Living True Sport While Physical Distancing
- ▶ Safe Return to Community Sport: A True Sport Guide for Parents and Caregivers

**TRUE
SPORT**

Change starts with listening

Results from our most recent stakeholder survey reveal a sport community that understands our approach and wants us to take a stronger leadership position on major issues facing Canadian sport. The survey indicated increased support for us to address threats from match manipulation, to maintain our independence, to promote ethical sport, to provide leadership for values-based sport and manage Canada's anti-doping program. These findings will inform our new strategic plan and take an ever stronger, more visible stand on ethical sport.

Doping control statistics

For the year April 1, 2020, to March 31, 2021

DOPING CONTROL TESTS BY PROGRAM

Test Type	In Competition	Out of Competition	Total
Canadian Anti-Doping Program	44	1,040	1,084
Fee-For-Service Testing	37	245	282
Total tests	81	1,285	1,366

Numbers include tests that are authorized and/or collected by the CCES.

ANTI-DOPING RULE VIOLATIONS

The following violations and sanctions were reported between April 1, 2020, and March 31, 2021.

Athlete	Sex	Sport	Violation	Sanction
Badra, Mickaël	M	U SPORTS football	Presence: D-amphetamine	4 years ineligibility End Date: January 29, 2024
Bains, Jasonpreet	M	U SPORTS wrestling	Presence: dehydrochloromethyl- testosterone	4 years ineligibility End Date: April 2, 2024
Hamilton, Matt	M	Para snowboard	Presence: GW501516	4 years ineligibility End Date: April 7, 2024
Lauzon, Marc-André	M	Cheer	Presence: GW501516	4 years ineligibility End Date: January 28, 2024
Plug, Derek	M	Bobsleigh	Presence: methyltestosterone	8 years ineligibility End Date: February 7, 2026
Thompson, Graeme	M	Athletics	Presence: clenbuterol, tamoxifen	2 years ineligibility End Date: October 9, 2021

To view the full Canadian Anti-Doping Sanction Registry, visit www.cces.ca/results.



Canadian Anti-Doping Program statistics

For the year April 1, 2020, to March 31, 2021

Sport	IC	OOC	Total
Alpine Ski	0	7	7
Alpine Ski-Para	0	7	7
Artistic Swimming	0	4	4
Athletics	2	125	127
Athletics-Para	2	45	47
Biathlon	0	33	33
Bobsleigh	0	36	36
Boxing	0	20	20
Canoe / Kayak	11	70	81
Cheer	0	4	4
Cross Country Ski	0	20	20
Cross Country Ski-Para	0	13	13
Curling	8	0	8
Cycling	0	97	97
Cycling-Para	0	19	19
Diving	0	5	5
Fencing	0	3	3
Field Hockey	0	4	4
Freestyle Ski	0	6	6
Goalball	0	4	4
Gymnastics	0	9	9
Hockey	0	7	7
Judo	0	20	20

Sport	IC	OOC	Total
Powerlifting	9	41	50
Luge	2	14	16
Orienteering	0	4	4
Rowing	0	34	34
Rugby	0	34	34
Rugby-Wheelchair	0	2	2
Sailing	0	1	1
Skeleton	0	5	5
Soccer	10	24	34
Softball	0	6	6
Speed Skating	0	87	87
Sport Climbing	0	2	2
Swimming	0	61	61
Swimming-Para	0	24	24
Taekwondo	0	24	24
Taekwondo-Para	0	3	3
Triathlon	0	32	32
Triathlon-Para	0	9	9
University Sports	0	4	4
Water Polo	0	12	12
Weightlifting	0	32	32
Wrestling	0	27	27

44 1,040 1,084

Governance and leadership

CCES BOARD OF DIRECTORS

The CCES Board of Directors is comprised of accomplished Canadians with expertise in various fields of knowledge required to ensure the careful stewardship of the CCES.

- ▼ Dr. Don McKenzie, Chair
- ▼ Ms. Jocelyn Downie, Vice Chair
- ▼ Ms. Mary Chaput
- ▼ Ms. Anne-Marie Dupras
- ▼ Mr. Peter Henschel
- ▼ Ms. Christine Girard
- ▼ Mr. Alexander Ikejiani
- ▼ Dr. Connie Lebrun
- ▼ Mr. Akaash Maharaj
- ▼ Ms. Mona Minhas
- ▼ Mr. Tony Walby
- ▼ Mr. John Wilkinson
- ▼ Dr. Andrew Pipe, Chair Emeritus

We welcomed Ms. Mona Minhas, Mr. Alexander Ikejiani, Mr. Tony Walby and Mr. Peter Henschel as new members of the Board and we recognized the valuable contributions of outgoing members Ms. Julie Bristow and Mr. Brian Lennox.

We would also like to acknowledge the individuals who volunteer their experience and expertise in the following committees and panels:

BOARD COMMITTEES

- ▼ Audit Committee
- ▼ Compensation Review Committee
- ▼ Governance Committee
- ▼ Nominations Committee

OTHER COMMITTEES

- ▼ Anti-Doping Review Panel
- ▼ AthletesCAN Anti-Doping Advisory Committee
- ▼ Ethical Issues Review Panel
- ▼ Prohibited List Committee
- ▼ Therapeutic Use Exemption Committee

Financial report

This statement is an extract from the complete audited financial statements of the Canadian Centre for Ethics in Sport for the year ended March 31, 2021. Copies of the complete financial statements are available from the CCES office upon request or from the CCES website.

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2021

ASSETS

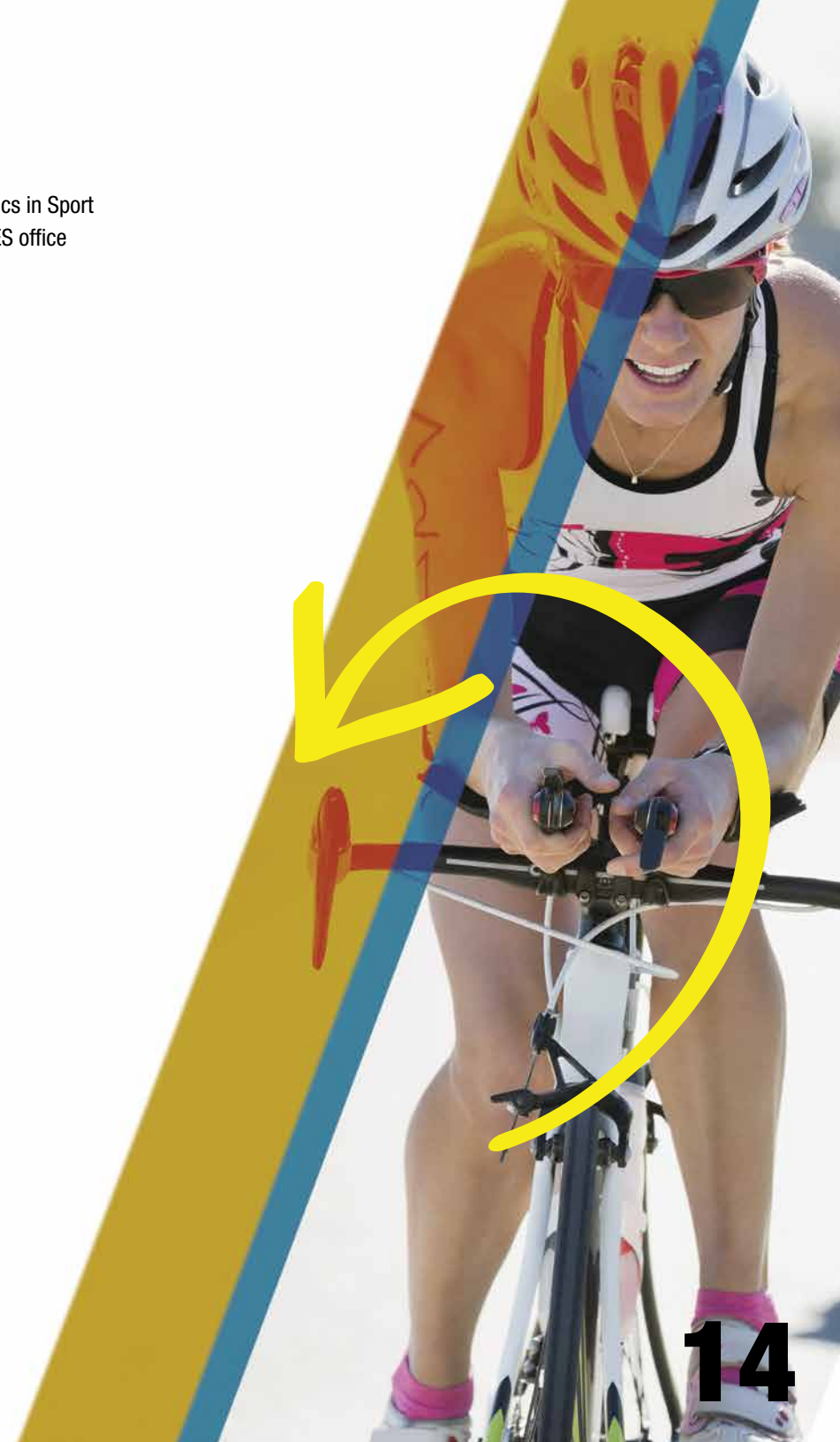
Current	
Cash	\$ 2,155,274
Funds held in trust	376,469
Accounts receivable	172,338
Sale taxes recoverable	49,992
Prepaid expenses	134,220
	<hr/> 2,888,293
Capital assets	263,330
Total Assets	\$ 3,151,623

LIABILITIES

Current	
Accounts payable and accrued liabilities	\$ 730,831
Funds held in trust	376,469
Deferred revenue	521,220
	<hr/> 1,628,520
Deferred rent	44,741
Total Liabilities	1,673,261

NET ASSETS

Operating Fund	341,345
Capital Fund	263,330
Contingency Reserve Fund	355,163
Ethics in Sport Reserve Fund	518,524
	<hr/> 1,478,362
Total Liabilities and Net Assets	\$ 3,151,623





STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2021

	Operating Fund	Capital Fund	Contingency Reserve Fund	Ethics in Sport Reserve Fund	Total
Balance, beginning of year	\$210,596	\$365,163	\$354,704	\$517,573	\$1,448,036
Net result for the year	172,340	(143,424)	459	951	30,326
Purchase of capital assets	(41,591)	41,591	–	–	–
Balance, end of year	341,345	263,330	355,163	518,524	1,478,362

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2021


	Total
Revenues	
Government of Canada	\$ 7,635,435
Other organizations and individuals	703,894
Interest	1,410
	8,340,739
Expenditures	
Wages, honoraria and other personnel related costs	3,828,512
Laboratory services and testing supplies	2,653,414
Professional fees	595,078
Office, communications, technology and other expenses	581,438
Rent	279,087
Amortization	143,424
Travel and meetings	101,719
Insurance	95,127
Service charges	18,533
Losses on foreign exchange	14,081
	8,310,413
Net result for the year	30,326

About us


The Canadian Centre for Ethics in Sport (CCES) is a national not-for-profit organization responsible for administering the Canadian Anti-Doping Program and is funded in part by the Government of Canada.

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 Canadian Centre for Ethics in Sport

CONTACT US

Canadian Centre for Ethics in Sport
201-2723 Lancaster Road
Ottawa, ON K1B 0B1
info@cces.ca
www.cces.ca

CANADIAN CENTRE
FOR ETHICS IN
SPORT

