World Lacrosse Post 2019 GA Survey

Number of Respondents: 18
Number of Countries Responding: 13
Board: 0
Delegates: 12
Observers: 6

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<th>Africa Region</th>
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Question 1: Use of shared folder for GA papers.
Liked 16  Suggest Changes 2

Comments on Suggested Changes:
• Shared folder was OK - the problem was the trickling through nature of supplying the documents that was problematic.
• Would prefer more consistent format and advance notice to ensure that my NGB can adequately debate all of them in a single sitting.
• Use shared folder and also email docs to members (1).

Question 2: Use of PDF’s for GA documents.
Liked 17  Suggest Changes 1

Comments on Suggested Changes:
• Send all as both word/excel and PDFs always good to be able to cut and paste details to one's own report (1).

Question 3: Share any problems with GA documents.

Comments or Suggestions:
• I like to read things early. I found out later that some documents were updated late. I did not go back to check which documents were updated. I
think there should be a cutoff date to when documents can be updated or changed. BUT really, if a document is posted, I’d like to think that it is the final version for members to review and if there are any updates, there will be handed out at the GA.

Question 4: Additional comments on GA papers.

Comments or Suggestions:
• Consistency - some on share others sent via email, especially closer to GA. Version updates and new documents MUST be shared using the same method if you want it to be successful.
• Make sure room has good WiFi as delegates will be using same WiFi to connect to the central document storage during the meeting. Make sure the local WiFi is ready for this.
• With the high volume of documents the method for sharing is a good one.
• Ensure that the country delegates actually attending receive the files. Many emails about the GA had to be forwarded to me by other people.
• Too much of it comes in piecemeal fashion. It's totally understandable, but not ideal.
• Clear communications when documents have been updated needs some work. Sometimes updated information was provided in the body of an email regarding other items on the agenda.
• Clear timelines for document sharing. Multiple changes or last minute additions made it somehow difficult to keep track at some point. However, well done!

Question 5: Does your country actively consider adding items to the agenda?
Yes 14 No 4

If answered “No”, Comments:
• Still a newer member national that is still learning the ropes.
• We don't typically as we are a CF, but we may do so in the future.
• Honestly, I think we still believe we are very new to the process and have a lot to learn before we are ready to do this.

Question 6: Are you aware that your country has the opportunity to present proposals for voting?
Yes 14 No 4
Question 7: Comments on the Agenda.

Comments or Suggestions:
- Agenda is limited with the amount of voting that must take place. I assume with the potential for governance reform we can alleviate a number of these issues in advance.
- My assumption is that the GA meeting should be an opportunity for rubber stamping changes as opposed to debate of the rules at a tedious level.
- Could be more efficient by moving the game rules to another meeting with competent representatives.
- The agenda for the formal GA meetings could be divided into "items for noting"; "items for approval" and "items for discussion" and all items in the first two categories could be proposed to be dealt with (noted/approved) en-bloc, unless any present would like to raise any issue. This might help speed up the meetings.
- Too much time spent on rules changes. These should either be voted on elsewhere (a more representative rules committee?) or stop changing the rules every year or two (preferred) (CF).
- Would be good to know the category of agenda items (i.e. set item, WL Board item, WL subcommittee item with country names.
- Cut it down. I think our agenda might be too rich/intense/heavy for the time allotted. It's that or really manage the time that people are allowed to talk.
- Have more room for discussions on governance and budget.
- It's fine.
- Agenda should also include a reporting opportunity from continental federations. Also would like to see more small facilitated breakout sessions to address topics like fundraising, marketing, athlete safety, event management, sport development.

Question 8: 2-3 minute presentations from nominees for office. Does this help the process of election voting?
Yes 13  No 5

Comments or Suggestions:
Against retaining this.
- My belief is that a country should have already determined who they are voting for in advance as a consideration from their own board. This is an unnecessary process that can be expensive for the organization and the candidate to be at the event too.
- I believe these votes can take place in advance of the GA through online voting practices.
Both for and against comments.

- All material should be circulated in advance and that's it. May be include something in the pre-meeting reception where people could meet candidates instead?
- It seems that most NGBs have done their research on the candidates well before the GA and these are usually decisions made by a board and executed via a vote of the individual. I do not think the presentations sway anyone's decision and in many cases the voted does not have the ability to change the mandate from their board. I do think the presentations are valuable in that it is a rare opportunity to learn more about your new or incumbent board member, as well as candidates who are usually future persons of interested in the international lacrosse community and likely leaders in the sport.

In favor of retaining comments.

- Video presentations from all in advance so NGBs can preview as well as in person presentations.
- In addition to the presentation perhaps more of a Q&A session with each candidate?
- Please ensure candidates stay to time. It is disrespectful for candidates to cut into others' time.
- The least is to be in person to present.
- I think it does not help a candidate who cannot be there in person. It's a disadvantage to any candidate to not be at the meeting to make their pitch. The video is a nice gesture, but they should be advised that it will not have as much of impact as being at meetings live. Perhaps we should Skype/Zoom them live versus pre-recorded?

Question 9: Standard questions all nominees had to ask - did this help?
Yes 13
No 4

Comments or Suggestions:
- I was unaware that there were standard questions.
- I wasn't aware of these standard questions, must have missed this.
- I think we need the nomination to be support by few more members rather than just one proposed and one seconded. Ideally a combination of support from all the continents.
- This was useful.
Question 10: Rules voting at GA.

Comments or Suggestions:
Remove to Committees/Calls/NGBs/CFs/Board/Staff prior to GA.

- Voting on rules should be a postal vote, well before the GA as NGBs are forced to consider rule change impact with their respective local experts.
- The instigator of a rule change should be able to explain impact and motive to interested parties, but this should not happen during a GA, only before.
- These should be addressed and is part of a bigger governance issue where the voting members are too large/too many and WL need to seek a reduction of voting members and work through the continental federations.
- If it's done at committee level, can we use video conferencing to hold the detailed debate part of it?
- Detailed debate cannot (in most cases) be done by the GA delegate, since they might not be qualified to determine the impact of the rule change.
- Altering the rules during the GA with new wording is also complicated as they are done on the fly without sufficient time to adequately determine what the real on effects are.
- Alternately the men's proposed elements regarding rule approvals needs to be removed from the GA altogether and keep the prior debate as it is a good opportunity for broad feedback in a contained environment - then can be massaged through more discussion within the CF meeting and events.
- Move the debate to meetings prior to the GA. Eventually move the whole voting process to own rules meetings.
- Involve the NGB rules committees beforehand to discuss the rules, so that the delegates can have a solid guideline on how to vote. Discussions often turn out lengthy as either the purpose of a rules change is not properly understood. Delegates and observers normally aren't rules experts.
- It would be helpful to see an annual rules calendar that outlines the timeline and process for rules to be voted on, and the names and contacts for committee members. If there is greater transparency in this process, then there is the potential to change the process to move away from a full membership vote.
- We need to have rules committees that the membership feels truly represent them. More transparency in the process of selecting the rules committees. And rules committees who are encouraged to socialize and brainstorm with members.
- Perhaps the membership vote on WL event rules could change to be determined by staff/board vote.- while the broader set of playing rules for each discipline gets endorsed by the respective rules committees and then voted on by the Board? Allow a 30-45 comment period for member nations, but have the final vote remain with the Board. Membership votes on playing rules is a challenge and politics seemed to take center stage over growth and development of sport. Everyone is at a different stage of development.
Pre-meetings at or before GA.

- Hold a conference call that would review everything prior to the GA.
- Proposed rules need to be debated in workshops during the year prior to the GA, then worked on before presenting a more complete set of alterations outside of the GA (e.g. we should be considering and debating rules changes for the women's and indoors during 2020, the men's should have been discussed and debated in 2019.
- Holding a rules discussion the day prior to the vote or GA is not effective to getting quality rules passed.
- Maybe conference calls to debate rules prior to the GA.
- The women's rules session the day before the GA vote was great and opened debate, but then not everyone was present and so many repeated arguments were brought up at the voting time. This pre session should have been made mandatory for all voting nations.
- Same as 2014 GA - two specific rules sessions (men's and women's) held the day before to discuss rules with debate and amendments and 'final' proposal then put to the GA.
- Each NGB/delegate should nominate someone to be on a standing committee to review these and then the submission from these committees to the GA should be presented as 1 document under "items for approval". They can be then voted on en-bloc. With delegates able to raise any particular issues on particular rules if they so wish.
- Manage time, especially the rules voting took too much time, while at the same time not providing enough time for debate. Most details should happen beforehand by email, only the most critical issues should be discussed in the GA.

Time limits on discussion.

- Would be good to avoid wasting time allowing people to argue about grammatical phrasing or rules.
- I think the process is fine. It seems that most NGBs have done their research on the rule changes well before the GA and these are usually decisions made by a board and executed via a vote of the individual. I do not feel that expanded discussion or debate will really sway the vote on these items. I agreed there should be limited discussion on rules at the actual GA.
- Rules documents distributed in advance of the meeting.
- If background details is offering before GA delegates can discuss and vote efficiently at the GA, it should be fine.

Other.

- If there is potential for WL to separate the rules that are use for WL world championship events from the playing rules for all other play that would also be helpful.
Question 11: Hot topic discussions.

Comments or Suggestions:

General Comments.
- Excellent way to do it, there is a reason those were 'hot topics'.
- Really liked them breaking up the formality - however conversation lingered back to other topics that were discussed/debated prior to getting to some of the sessions.
- Some were very helpful.
- Could be more time for group work.
- Great - allowed more information, shared the board's direction.
- These were excellent - a great idea.
- Great idea.
- Yes - have discussion times (2).
- Well presented and helpful.
- Good.
- Brilliant! Made it easier to understand the board's work and the path for the future.
- Please have more info on keep athletes healthy during travel. Safety and health of athletes.
- This was great! Do this at each GA.
- These were good for keeping the members informed and engaging the members.

Olympic Journey.
- Very helpful and informative. I felt the experts obtained by WL were well prepared and have a deep knowledge on the subject. I left this presentation with ideas to take back to my board and possible action items to help the cause.
- Excellent.
- Yes, useful (2).
- Good.
- Useful for everyone to learn more.
- A bit long and drawn out but helpful.
- I'd like to hear from different voices on this subject.

BSWG.
- Thoroughly enjoyed robust and future thinking debate for the game.
- Loved the open discussion.
- Really interesting, learned a lot here.
- Listened and took into consideration representatives ideas.
- Yes, useful.
• Very informative and a good exercise. More of these sessions need to take place to make the membership more comfortable with the new discipline, to feel they are part of the process of developing the new discipline. The misinformation regarding the new discipline needs to be combated by sessions such as these.
• To the point and open for input.
• Yes, useful.
• Workshop was good to clear up miscommunication that a committee member did not represent our NGB.
• Very helpful.
• Not exactly clear how the feedback will be transferred into the rules etc. However, excellent discussion.
• The BSWG does not appear to be a WG. It is my view that the BSWG is being developed entirely by US Lacrosse and WL is simply expected to endorse it. Very disappointing.

Safety Issues.
• Very insightful would have like to see more outcomes at the NGB level in relation to injury reporting mechanics and logging etc.
• Yes, useful.
• Yes, useful.
• Every meeting this should happen.
• Important discussion, which might be improved by more scientific evidence presented to the delegates.
• Helpful, but too much focus on American data.
• Could be more time to discuss.
• Specifics on eye-ware/helmet and concussion and a little drawn out. Needs diversity with issues like ACL prevention in our sport.
• Repetitive from the women’s session the day before, only needed it once.
• A bland a difficult topic for an extended session. I think most NGBs would prefer to take this category with a specialist representative.

NGB Experience on survey by UK Sport.
• Wished more countries would have attended to hear this.
• Informative and an eye opener to a serious problem that any NGB could be faced with. This is an issue the WL could provide a template and information of procedure for.
• Invaluable input for emerging NGBs.
• Good but a tough time in the schedule being after significant and tedious debate.
• Interesting! Would offer the opportunity to present on a different to the membership.
• Useful to share country experiences.
• Yes, useful.
• Not enough time to discuss in groups.
• No - not useful.

Question 12: What did WL do well in the 2019 GA?

Comments and Suggestions:
Board and Staff.
• WL continued to raise the level of professionalism and cultivated a sense of community amongst the delegates.
• WL were open to discussion and addressed controversial matters in advance of the meeting, which alleviated some potentially volatile situations (e.g. constitutional reform v governance reform).
• Showed humility and a willingness to listen, take a step back in order to advance several strategic objectives.
• Board is exceptionally approachable and were great to talk to offline throughout the GA.
• Efficient.
• Being open, transparent and democratic.
• Changing direction when needed.
• Reacted spontaneously on requested agenda changes.
• Addressed disruptive individuals at meeting with respect.
• Made room for discussions and side talks.

Meeting.
• Good mix between voting and debate and sessions sharing information and the direction of the board.
• Develop common understanding of world lacrosse's work.
• Well set out meeting, with timely discussion of topics and issues.
• Providing a lot of information.
• Organization of information.

Adding Workshops.
• I think breakout sessions, especially the Olympic journey session, were an excellent addition.
• Workshops were a great addition.
• Workshops were a great addition to build collegiality among the delegates in smaller environments.
• BSWG.
• Cocktails and additional casual time to network added to the level of camaraderie.
Venue and Organization.

- Location, venue and setting were good.
- Great venue, well organized.

Question 13: What can WL improve upon for future GA’s?

Comments and Suggestions:
Board and Staff.

- Have an "Open Hour" with time slot appointments where delegates can come and speak with the officers and staff and board members.
- Board members to circulate among all participants, particularly those who are attending their first GA.
- Microphone training for all Directors, several were not audible in a difficult room. Lapel mic would be so much better than hand held mic.
- Have important documents (e.g. on budget available for NGB examination before, not during the GA.
- Want WL to host regular meet and greets for delegates and athletes.
- Better communicate (over communicate) on proposals for discussion at GA.
- More robust presentation and discussions about strategic plan goals - related to sport development efforts.
- Deal with the most contentious and impassioned issues ahead of the GA so we can simply vote.

Meetings.

- Manage time, especially the rules voting took too much time, while at the same time not providing enough time for debate. Most details should happen beforehand by email, only the most critical issues should be discussed in the GA.
- Be less ambitious with the schedule and agenda.
- Consider spreading the voting over all the days.
- Make the meetings more efficient - adjusting the structure of the agenda as suggested into 'items for note, approval and discussion".
- There is often a perception that the direction of the sport is significantly directed through North America - if there were more discussion/presentations from middle to smaller tier countries on their approach this would be well received as well, and assist with some of the evident concern from a couple of the regions that vote on block with many topics.
- WL needs to guide the GA more effectively and ensure this is a WL GA instead of just keep answering non-stop questions from 1 or 2 individuals.
- Manage the process and procedure of the GA better (time management procedural issues/rules). It can be efficient so things move along at a good pace.
• Continue to stay on time and be efficient.
• Ensure better attendance at GA.
• Ensure there is no manipulation of voting process and limit proxy voting.
• Meeting occasionally gets bogged down.

Workshops.
• Have a reception without presentations.
• Want to hear more from our athletes and coaches.
• It we want to build a pipeline for future leaders in the sport we need to engage with the athletes - they are the future.
• More break out/committees/smaller rooms/discussion.

Venue and Organization.
• Be more proactive to make sure all NGBs (especially full members) are invited and are given information on how to get to the venue (e.g. How to get from Pearson airport to Holiday Inn).
• Travel coordinator for the 2019 GA was very difficult. Making the GA closer to an airport would make things easier.
• Ensure some sort of group discount for hotel bookings.