

EVALUATION OF PLAY THE GAME 2025

Driving dialogue for democracy in sport

Internal evaluation / February 2026



Nathalie Zahle



Play the Game

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Title

Evaluation of Play the Game 2025 – Driving dialogue for democracy in sport

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Introduction

Play the Game 2025 took place in Tampere, Finland, at a time when global sport faced rising political tension, growing pressure on democratic dialogue, and renewed questions about human rights and integrity issues. More than 500 journalists, researchers, whistleblowers, athletes, advocates, and decision-makers from around the world gathered for four days to engage openly with these challenges.

This year's conference was marked by a clear desire: to keep the democratic dialogue alive in sport and consolidate Play the Game's function as a space where difficult issues are confronted rather than avoided. The programme reflected this commitment, presenting debates on power in international sport, athlete welfare and safeguarding, anti-doping, match-fixing and illegal gambling, mega-events, transgender participation, and the geopolitical forces reshaping international sport. The launch of the [ClearingSport](#) initiative added an important contribution to the wider discussion on how sport can strengthen its integrity frameworks.

With 516 participants, the conference held the highest number of participants at a Play the Game conference (475 participants in Eindhoven in 2017 and 417 in Trondheim in 2024). Thus, the conference reached a volume and made an impact that in our assessment matched the considerable resources spent by donors, organisers, and participants.

The participants have responded very positively to Play the Game 2025. 97% of the respondents in our recurrent survey declared that their overall impression of Play the Game 2025 was either 'very good' (70%) or 'good' (27%).

We are grateful for the support of donors and partners, whose contributions made the conference possible.

The following is an evaluation of Play the Game 2025, which was organised in collaboration with the Finnish Center for Integrity in Sports (FINCIS). The evaluation does not claim to present a completely objective picture of the conference. It collects reactions from participants and speakers, summarises experiences, and identifies lessons learned with the aim of creating better conferences in the future.

The points above and the following report are largely based on:

- An anonymous internet-based questionnaire with 201 respondents which equals a response rate of 41% of all participants (excluding employees and board members of the Danish Institute for Sports Studies and Play the Game)
- Input from members of the programme committee
- Individual feedback from participants and speakers during the conference and post-conference emails
- Media statistics, especially from Play the Game's accounts on social media platforms and website (www.playthegame.org)

The evaluation is written in the light of Play the Game's main objectives:

- To create awareness about the role of sport in society at a local, national, and international level
- To draw a many-sided picture of sport and support the right of the individual to choose and influence his or her daily sporting activities
- To ensure a free, independent, open, and fact-based debate on the current situation and future development of sport
- To provide journalists, researchers, and political leaders with both the inspiration and the tools to explore the cultural, political, social, and economic aspects of sport
- To create networks across national and professional borders in order to meet the challenges of a globalised sports and media world.

The evaluation focuses on key elements regarding the programme and execution of the conference. Purely organisational and technical aspects will only be touched upon if they have affected the objectives of the conference.

We have made the following general observations:

- The overwhelmingly positive feedback from the participants is consolidated by the findings in the online survey, with 70% of the participants having a 'very good' and 27% having a 'good' overall impression of the conference. This level of satisfaction is higher than in previous conferences.
- Contributing to the positive feedback are the respondents' answers to the question of the extent to which the Play the Game conference gives value to their daily work. It is very positive to see that 68% of the respondents find that the conference adds value to their daily work 'to a high extent' or 'to some extent'. 86% of the respondents believe that Play the Game 2025 stimulated and qualified the public debate about world sport.
- 46% of the 516 participants were women, an increase compared to previous conferences in 2024 (37% of 417 participants) and 2022 (31% of 336 participants). Out of the 335 speakers, 46% were women, representing a rise from 41% in 2024 and 26% in 2022¹. The organisers feel encouraged that actions aimed at improving the gender balance are once again visible and will continue to work to ensure balanced gender representation.
- Participants from 60 different nationalities attended the conference, marking an increase compared to the 48 nationalities in 2024. Regionally, 69% of the participants came from Europe, while 16% came from North America, and the remaining 15% were distributed across Asia (5%), South America (3%), Africa (3%),

¹ Female speakers made up 41% of all speakers in the main sessions, and 47% of all speakers in the parallel sessions. It should be noted that the organisers can more easily impact the composition of main sessions, as parallel sessions are largely filled out by people who have submitted abstracts prior to the conference.

and Oceania (3%). The organisers view the growth in international participation as a positive development and will continue to expand the geographical reach of the conference.

- High-ranking speakers and officials from the International Olympic Committee (IOC), governments and relevant NGOs took part in the conference, but the organisers are aware that even more should be done to secure participation from the top decision-makers of the international sports community, e.g. the IOC, FIFA, World Anti-Doping Agency (WADA), and major international federations.
- The conference venue at Tampere Hall was deemed 'very good' for the 2025 conference by 75% of the respondents, with another 20% rating it as 'good'. Most of the participants were accommodated at the adjacent hotel. The facilities at the venue offered lots of open spaces for coffee breaks, registration and mingling in the foyer area, and the plenary hall proved perfect for our purpose. Parallel session and secretariat rooms were conveniently located.

Economy and participation

The financial statement for the conference shows a satisfying surplus of close to 300,000 DKK (€40,000). Appendix 4 provides an overview of the income and expenses related to the conference.

It must be noted that the considerable staff costs invested by Play the Game in organising the conference have not been calculated or included in the conference budget or the final accounts. Play the Game's staff costs are financed by the overall budget of the Danish Institute for Sports Studies, which serves as the institutional framework for Play the Game.

Partnerships

Play the Game notes with pleasure that revenues from participants' fees exceeded the expectations by 50% and €50,000.

However, without the generous support from a variety of donors, Play the Game would not be able to hold the kind of conference we know today. All Play the Game conferences so far have been dependent on external support, and number 14 was no exception.

Generally, participants contribute a little less than one-third of the revenues, and the rest must be found via sponsorships.

The conference saw generous support from the Ministry of Education and Culture, Finland, the Finnish Center for Integrity in Sports (FINCIS), and the City of Tampere, whose contributions altogether constituted approximately 50% of the conference budget. This shows strong support for the democratic values and dialogue needed to raise the ethical standards of international sports.

Likewise, Danish sports organisations and institutions provided their support and ensured the realisation of the conference. The organisers are thankful for the lasting – and growing – support from Danish organisations as a sign of their willingness to contribute to a more dynamic and transparent international sports debate.

Once again, the journalists' unions of Norway and Denmark, as well as the Association of Danish Sports Journalists, gave earmarked support to secure the participation of journalists from less privileged countries.

The conference received financial contributions from:

- Ministry of Education and Culture, Finland: €200.000
- City of Tampere: €81.936
- NOC and Sports Confederation of Denmark (DIF): €26.813
- Danish Gymnastics and Sports Associations (DGI): €20.110
- Team Danmark (national elite sport): €10.725
- Anti Doping Danmark: €10.055
- Danish Handball Association: €6.703

- Sport Event Denmark: €6.703
- Danish Union of Journalists: €6.703
- Norwegian Union of Journalists: €6.703
- Association of Danish Sports Journalists: €1.340
- UCL University College: volunteer services
- The Danish Ministry of Culture: basic financing of the Danish Institute for Sports Studies/Play the Game

Another, much-appreciated form of added value came from institutions or groups that organised their own sessions and brought in speakers and participants.

The number and composition of participants

The total number of 516 participants represented a significant increase from the last conferences (417 participants in 2024 in Trondheim and 336 participants in 2022 in Odense).

40% of the participants were academics, representing an increase from 29% in 2024 and 20% in 2022. 16% were journalists/media, which is a slight decrease from 20% in 2024 and 2022. 14% of the participants came from sports organisations, which is an increase from 10% in 2024. Furthermore, there is an increase in the number of students from 8% in 2024 to 11% in 2025. The rest of the participants had the following backgrounds:

- Public administration: 9%
- Business: 8%
- Athlete representation: 7%
- Anti-doping organisation: 6%
- Human rights organisation: 6%
- Other professions: 10%

As expected, the biggest group of 82 participants (16%) came from the host nation, Finland. Next were Denmark with 75 participants (14%) and the United States with 54 participants (10%). The United Kingdom, Canada, and Germany were represented by 8%, 6%, and 5%, respectively. In total, participants from 60 nationalities were present at the conference, a significant rise from 48 nationalities in 2024.

When looking at the regional backgrounds of participants, a total of 356 participants came from Europe (69%). 85 participants came from North America (16%), 24 from Asia (5%), 18 from South America (3%), 17 from Africa (3%), and 16 from Oceania (3%).

Table 1 below compares the above numbers with the 2022 conference in Odense, Denmark, and the 2024 conference in Trondheim, Norway.

Table 1: Origin of participants

Region	Odense 2022		Trondheim 2024		Tampere 2025	
	Participants	%	Participants	%	Participants	%
Europe	290	86%	342	82%	356	69%
North America	28	8%	38	9%	85	16%
South America	7	2%	10	2%	18	3%
Asia	7	2%	15	4%	24	5%
Africa	2	1%	9	2%	17	3%
Oceania	2	1%	2	1%	16	3%
Total	336	100%	416	100%	516	100%

405 participants took part in the whole conference (78%), which is the same level as in 2024. 109 participants registered for day tickets, with 41 participating one day, 43 participating two days, and 25 participating three days.

Participant survey

Survey background

Invitations to complete an evaluation survey were e-mailed to conference participants on 22 October 2025, 13 days after the conference ended. Out of 494 distributed survey invitations (excluding staff from Play the Game and the Danish Institute for Sports Studies), 201 valid responses were received, which equals a response rate of 40.8%. This is a decrease from 53.5% in 2024 and 51.8% in 2022.

Of the 201 respondents, 45% identified as female, 54% as male, and 3% as other, which closely reflects the gender distribution among participants. Of the 201 respondents, 62% were first-time participants at a Play the Game conference (compared to 63% first-time participants in 2024 and 55% in 2022). 29% of respondents also participated in the 2024 conference, and 14.5% were at the conferences in both 2024 and 2022.

In addition to ticking boxes, respondents were invited to share their ideas and reflections which many did. Altogether, this provides valuable inspiration for the organisers when it comes to planning session formats, allocation of time between plenary and parallel sessions, and allocation of time for presentations and debates etc. Selected comments and suggestions from respondents will be included in the following.

High level of satisfaction

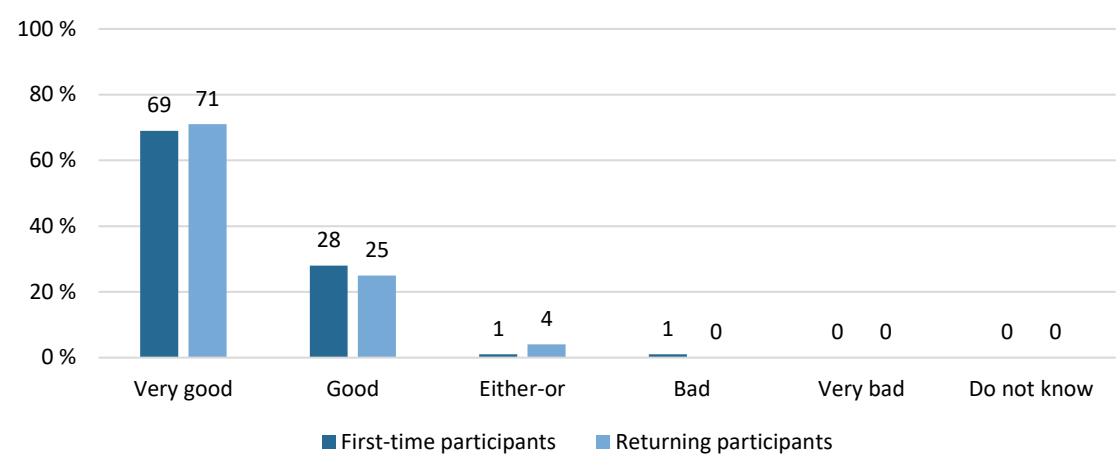
In line with surveys from previous conferences, participants are overwhelmingly positive about the conference, with 70% of the respondents rating their overall impression as 'very good'. For the 2024 conference, this number was 61% and in 2022, the number was 60%.

Combining the categories for those who had a 'very good' or 'good' experience of the conference, the total was 97% in 2025, 97% in 2024, and 98% in 2022, confirming the impression that Play the Game delivered a very satisfactory event.

As for the conference venue (Tampere Hall), the participants were generally very positive. Around three-quarters of the respondents rated it as a 'very good' conference venue (75%) and 47% rated the quality of the food 'as very good' compared to 59% in 2024 and 45% in 2022.

When it comes to the overall impression of the conference, figure 1 below shows that 69% of the respondents who attended the Play the Game conference for the first time, rated it 'very good', and 71% of the respondents who had participated in the conference before did the same.

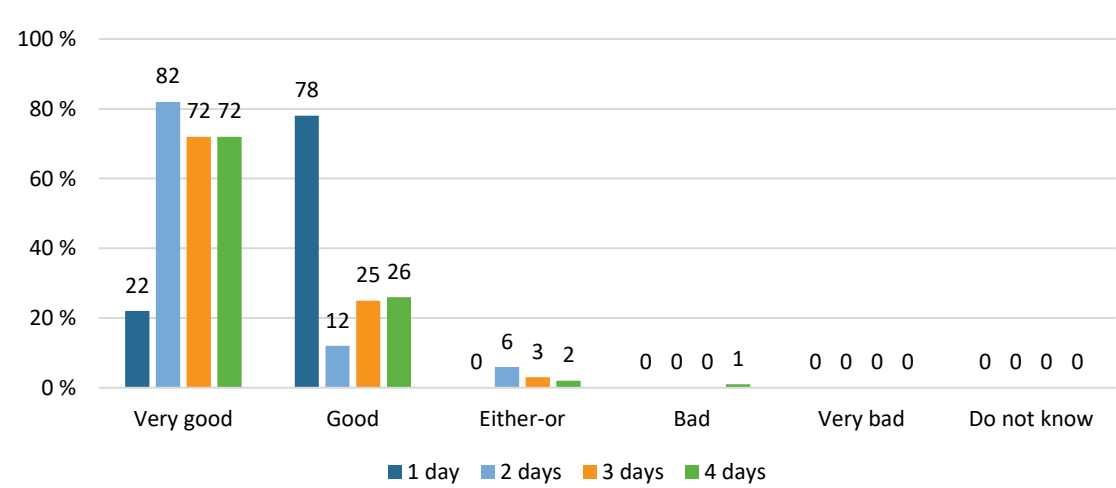
Figure 1: The overall impression of the conference – comparing returning and first-time participants (%)



The figure shows answers to the question “What is your overall impression of Play the Game 2025?” among returning and first-time participants, n=211 (First-time participants=137, returning participants=74).

There are only slight variations in the overall impression of the conference when comparing the number of days participants spent at the conference (see figure 2). When combining the categories ‘very good’ and ‘good’, they sum up to between 90% and 100% for all groups of participants.

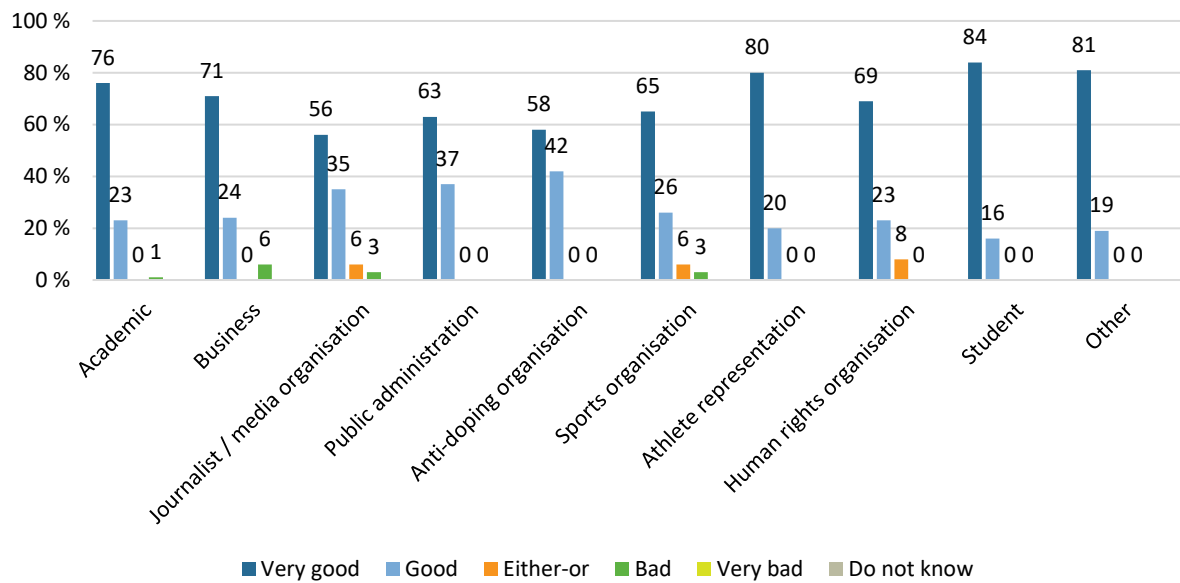
Figure 2: The overall impression of the conference based on days of participation (%)



The figure shows the answers to the question “What is your overall impression of Play the Game 2025?” and a calculation based on the question “Which days did you attend the conference?”, n=209.

Satisfaction with the conference is a bit differently distributed across the various professions represented at the conference (see figure 3).

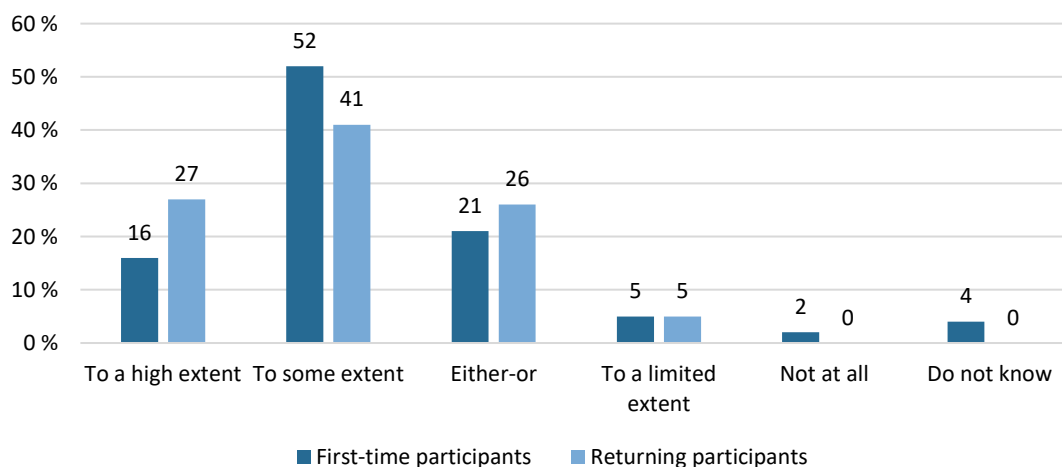
Figure 3: The overall impression of the conference based on the profession of the participants (%)



The figure shows the answers to the question “What is your overall impression of Play the Game 2025?” based on the different professions of the participants (Academic n=85, Business n=17, Journalist/Media organisations, n=35, Public administration n=20, Anti-doping n=12, Sports organisations n=31, Athlete representation n=15, Human rights n=13. Student n=23, Other n=22). Total n=209.

When looking at the impact of the conference, 68% of returning participants believed that Play the Game 2025 gives value to their daily work either ‘to a very high extent’ (27%) or ‘to a high extent’ (41%) (see figure 4). Of the participants who attended the Play the Game conference for the first time, the pattern is similar, with 68% of the respondents indicating that the conference gives value to their daily work, either ‘to a very high extent’ (16%) or ‘to a high extent’ (52%).

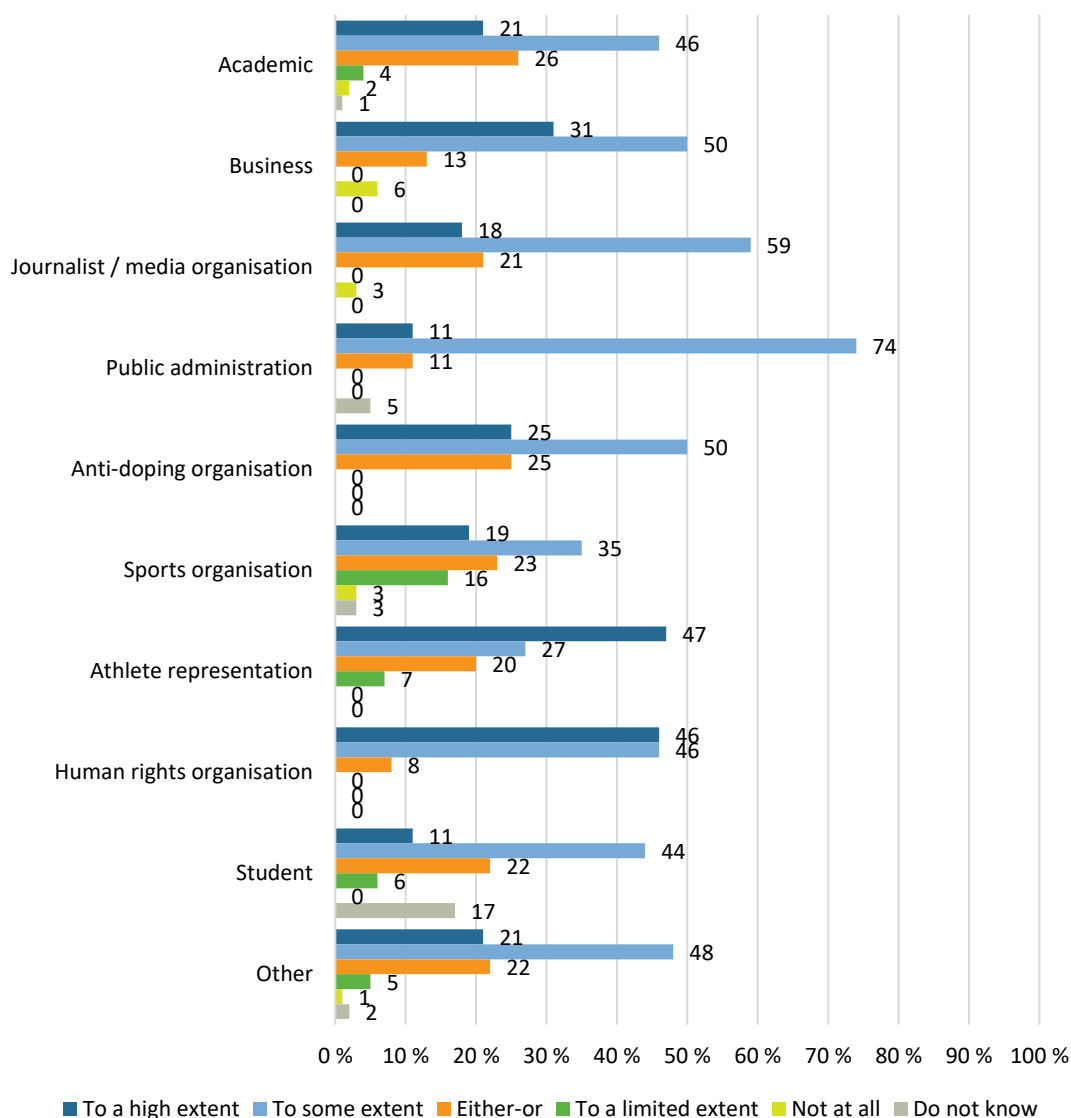
Figure 4: The participants’ expectations of whether Play the Game will add value to their daily work – comparing first-time and returning participants (%)



The figure combines the questions “To what extent do you expect Play the Game to give value to your daily work?” and “Have you previously participated in a Play the Game conference?”, n=207 (First-time participants=135, returning participants=72).

Among professional groups, human rights representatives are the most optimistic about the value Play the Game can give to their daily work, with 92% answering either ‘to a high extent’ (46%) or ‘to some extent’ (46%). 85% of public administration representatives, 81% of business representatives, and 77% of the journalists also expected that the conference would add value to their daily work ‘to a high extent’ or ‘to some extent’. Meanwhile, we see a decline from 100% in 2024 to 74% in 2025 for athlete representatives, and a decline from 79% to 54% for sports organisation representatives (see figure 5).

Figure 5: The participants’ expectations of whether Play the Game will add value to their daily work – comparing professions (%)



The figure shows the answers to the question “To what extent do you expect Play the Game to give value to your daily work?” divided among professions (Academic n=85, Business n=17, Journalist/Media organisations, n=35, Public administration n=20, Anti-doping n=12, Sports organisations n=31, Athlete representation n=15, Human rights n=13. Student n=23, Other n=22). Total n=206.

There were also many comments from participants:

The topics help me have a wider perspective on difficult issues that are often discussed or observed from a narrow point of view.

Quote from participant

It provided me with insights and connections which were directly relevant to my work in academia, but also indirectly useful by providing novel perspectives and getting practical insight from the industry

Quote from participant

Insights into sport integrity and network-access to other relevant experts across different backgrounds in and outside sport, e.g. also law enforcement, science, journalists – and not only sport-people

Quote from participant

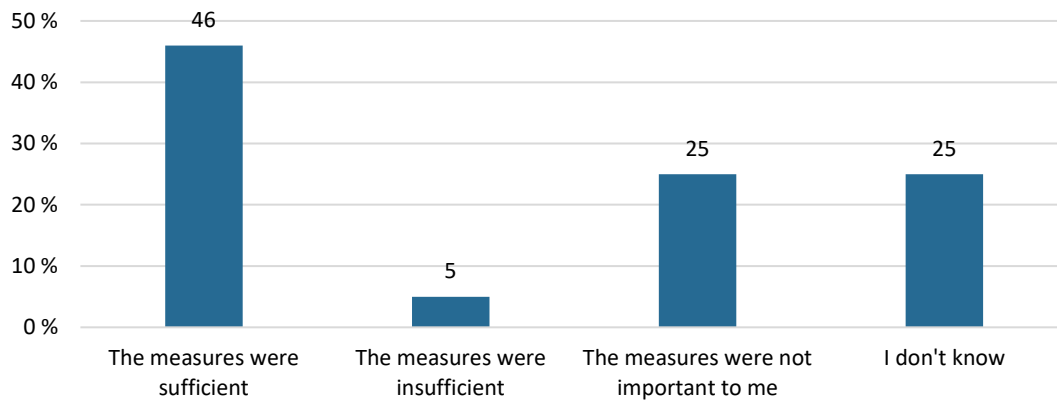
Engaging in panel discussions and networking with global professionals enhances my capacity to integrate cutting-edge insights into classroom discussions, research projects, and institutional strategies.

Quote from participant

82% of the respondents who had been to at least one Play the Game conference before believed that the conferences are developing in a positive direction, while 9% believed the conferences are developing in a negative direction. The rest (8%) did not know if conferences are developing in a positive or negative direction.

As Play the Game 2025 delved into several sensitive topics, safeguarding measures were implemented in consultation with a safeguarding expert. These measures included appointing a contact person for participants experiencing emotional distress, a dedicated quiet room, and having a safeguarding advisor present at the conference. 46% of the respondents found the measures to be sufficient, 5% indicated that the measures were insufficient, while a large minority did not find the measures important to them (25%) or did not know (25%).

Figure 6: Perception of the conference's safeguarding measures (%)



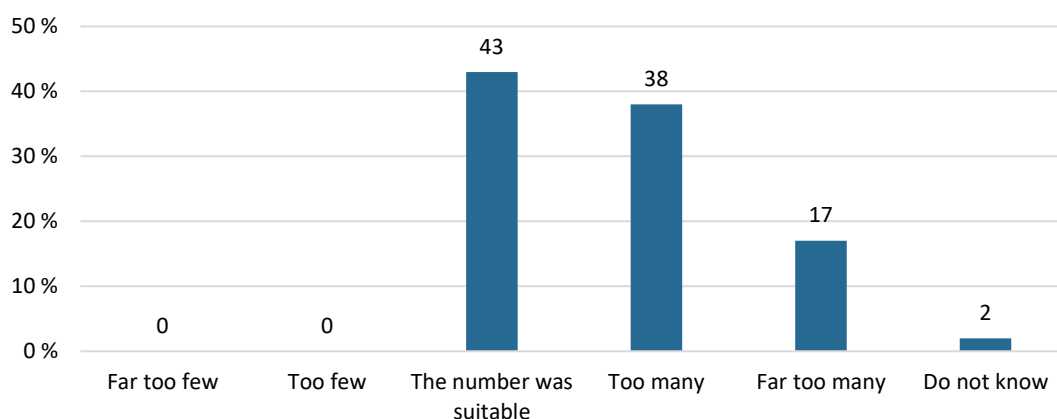
The figure shows answers to the question “What did you think of the safeguarding measures (contact point, safeguarding advisor, and a quiet room) put in place this year?”, n=200.

Programme tightness: A mirror of the past – but with some improvement

During the conference, there were 12 plenary/ main sessions and 53 parallel sessions. In total, 285 presentations were delivered by 313 speakers (not including 22 panellists).

43% of the respondents believed that the number of presentations was suitable, 38% believed it was ‘too many’, and 17% ‘far too many’ (see figure 7). In 2024, 46% of the respondents answered that the number of presentations (225 presentations) was suitable, 41% believed it was too many, and 10% believed it was far too many.

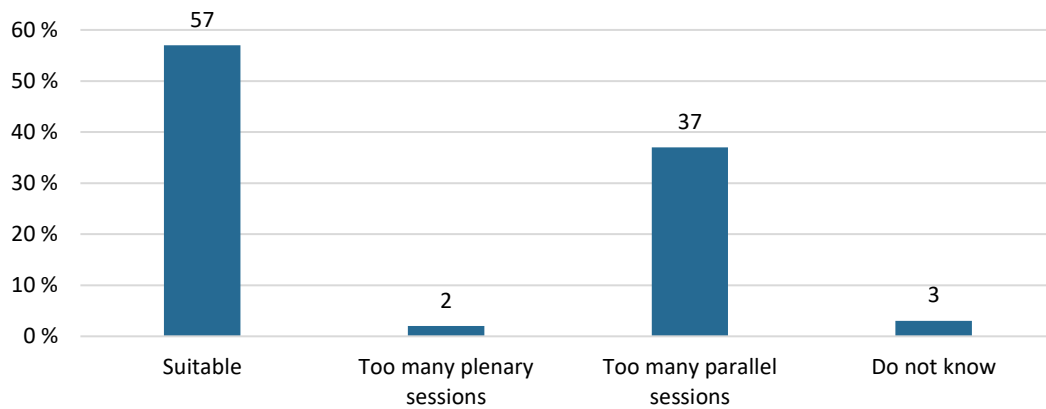
Figure 7: What participants thought about the number of presentations in general (%)



The figure shows the answers to the question “What do you think about the number of presentations in general?”, n=204.

The mix between plenary and parallel sessions was satisfactory to the majority, while a substantial portion disagreed. 57% of the respondents found the balance to be ‘suitable’, but 37% believed there were too many parallel sessions (see figure 8).

Figure 8: What participants thought about the mix of plenary and parallel sessions (%)



The figure shows the answers to the question “What do you think about the mix of plenary and parallel sessions?”, n=201.

Nevertheless, the length and general standard of presentations in main/plenary sessions received satisfactory ratings as 83% of respondents believed the length of the presentations was ‘suitable’ (77% in 2024) and 89% believed the general standard of presentations in main/plenary sessions was either ‘very good’ or ‘good’ (87% in 2024).

81% of respondents believed the length of presentations in parallel sessions was ‘suitable’ (77% in 2024), and 83% believed the general standard of presentations in parallel sessions was either ‘very good’ or ‘good’ (83% in 2024).

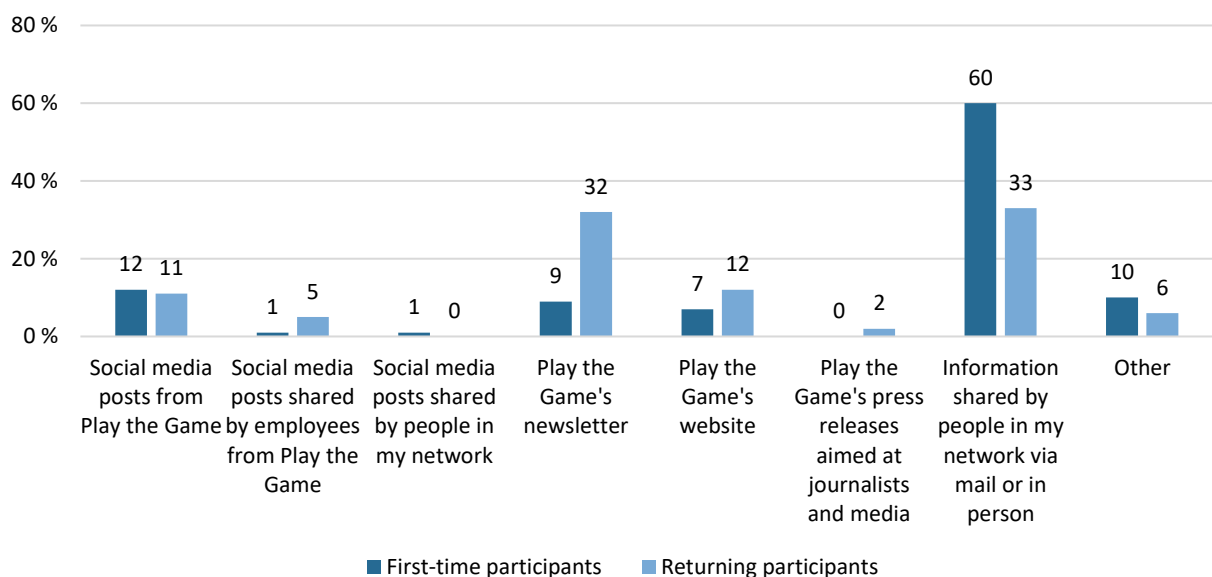
Conference communications: Increased activity on social media and streaming

In the run-up to the conference, Play the Game was very active on LinkedIn in particular – with posts on other social media platforms such as X, Facebook and Bluesky – as part of the efforts to attract more participants to the conference.

The evaluation amongst participants showed that both first-time and returning participants found the contents of the social media posts interesting and helpful, and for 24% of first-time participants, social media posts impacted their decision to come to the conference to a ‘high’ (16%) or ‘very high’ extent (8%).

The evaluation also showed that the most important way to learn about the existence of the conference was through information shared in personal networks (see figure 9). 60% of first-time participants and 33% of returning participants learned about the conference through personal communication, with Play the Game’s newsletter as a close second for returning participants (32%). This underscores the importance of mobilising and supporting individuals in Play the Game’s network, including the programme committee, to help spread the word about the conference.

Figure 9: Where participants first heard about the Play the Game 2025 conference (%)



The figure combines the questions “How did you first hear about this year’s Play the Game conference?” and “Have you previously participated in a Play the Game conference?”, n=211 (First-time participants=135, returning participants=76).

Editorial coverage

During the conference, Play the Game published six speeches and 12 articles from conference sessions and events on Play the Game’s website. After the conference, an additional six speeches and five articles from conference sessions were published on the website.

According to Play the Game's website analytics tool, the articles posted during the conference also had the most page views during the four conference days and immediately after, indicating interest in live conference reporting. 20% of the visits to the website during the conference came from Finland, which may indicate that the conference participants are also part of the target group for conference articles.

Compared to September and October 2024, September and the conference month of October 2025 saw a 146% increase in the number of visitors on the Play the Game website and a 270% increase in the number of 'sessions'.

Social media

For this year's conference, LinkedIn was the most important and active social media channel for conference communications. Play the Game's posts on LinkedIn during August, September and October had around 100,000 impressions and several likes, comments and reposts. Play the Game's LinkedIn profile also saw an increase of almost 700 followers during that period.

Streaming

In 2025, Play the Game offered live streaming from all sessions in the main conference room via the website. Ten of the sessions were also live-streamed on LinkedIn. Moreover, an additional nine sessions were recorded and made available as video on demand after the sessions, along with the sessions from the live streaming.

During the conference, Play the Game's live streaming had 4,400 views and 3,650 viewers, which is roughly the same as in 2024, which was a new record. The ten live streams on LinkedIn have been viewed 5,750 times between the live streaming and 1 December 2025.

Conclusion: Keep democratic dialogue alive in sport

Through a successful collaboration with FINCIS, Play the Game hosted its 14th conference in Tampere, Finland, in October 2025. The four-day conference engaged more than 500 participants in important debates on geopolitics and emerging powerful nations, media perspectives on the sports debate, an exorbitant illegal betting industry, as well as issues of human rights, abuse, and diversity.

For the organisers, Play the Game 2025 once again gave testimony to Play the Game's unique global function as an open and independent platform for raising and developing awareness about critical issues in world sport. At a time when public debate in sport is increasingly under pressure, the strong commitment shown by participants demonstrated once again that there is a clear need for a space dedicated to democratic dialogue, diverse perspectives, and respectful disagreement.

As organisers, we cannot be anything but grateful for the successful Finnish hosting of our 14th conference. The great enthusiasm from the participants and the atmosphere surrounding the conference inspire great hope and expectation for the future conferences, collaboration projects, and communication efforts of Play the Game.

Despite the positive outcome and the positive feedback, we can also – once again – note that there are still some challenges ahead for the Play the Game conference – many of which are recurring.

To sum it all up, the conclusions are similar to the last editions of the Play the Game conference and point out that we need:

- to continuously adapt the conference content and composition to a rapidly changing sports political landscape in order to ensure that Play the Game can still add a particular value to the international public debate and policymaking
- to further extend the participation from regions outside Western Europe and the US, especially from Africa, Asia and Latin America
- to continuously work on securing diversity in participation and speakers
- to explore opportunities for complementing conference activities abroad – for instance, regional events or more thematically focused conferences of a shorter duration
- to decide on the conference dates and venue 12-14 months in advance
- to increase the number of paying participants
- to increase the participation of decision-makers and top executives from international sports bodies
- to continue to work with new conference formats, e.g. workshops, interviews, and roundtable discussions

With these words, we would like to extend our sincere thanks to our participants, our partners, our sponsors, and everyone who gave a helping hand in making Play the Game 2025 relevant and successful.

Aarhus, January 2026

Søren Ørgaard
Director

Stanis Elsborg
Head of Play the Game

Jens Sejer Andersen
Founder, senior advisor

Appendix 1: List of participants

Full name	Organisation	Job title	Country
Abdullah Ibhais	Independent	Communications and advocacy consultant	Jordan
Adam Egholm	Ritzau	Journalist	Denmark
Affy Sheikh	Astera Sports Integrity	Consultant	UK
Ahmar Abdoulaye Maiga	Young Players Protection in Africa	Executive Director	Mali
Aija Saari	Finnish Paralympic Committee	Research and development manager	Finland
Aila Ahonen	Jamk University of Applied Sciences	Principal Lecturer	Finland
Alberto Carrio	Pompeu Fabra University	Professor	Spain
Alex Marshall	Biathlon Integrity Unit	Board member	UK
Alex McLin	Safe Football Support Unit	Unit Lead	Switzerland
Alex Phillips	FIFPRO	Secretary General	UK
Aline Lopes da Silva Candéo	Johannes Gutenberg University	PhD candidate	Brazil
Allison Wagner	USADA	Director of Athlete and Intl. Relations	USA
Amir van Eekelen	KU Leuven	MAiSI graduate	Netherlands
Anca-Maria Gherghel	EPIC Global Solutions/SHU	Research manager and PhD student	Romania
Anders K. Christiansen	VG	Journalist	Norway
Anders Stein Knudsen	Danish Ministry of Culture	Special Consultant	Denmark
Anders Voigt Tinning	Anti Doping Danmark	Deputy director	Denmark
Andrea Crossan	Global Reporting Centre, UBC	Executive director	Canada
Andrea Florence	Sport & Rights Alliance	Executive director	Brazil
Andrea Flores	Itik Consulting Sport & Leisure, Ltd	Project Manager	Spain
Andrea Petroczi	ELTE Budapest / Kingston University	Professor	United Kingdom
Andrea Schültke	WDR/Deutschlandfunk	Freelance journalist	Germany
Andrea Wandersee	ACR Health	Chief Operating Officer	USA
Andreas Arver	Svenska Spel Sport & Casino	Integrity Officer	Sweden
Andreas Kjeldsen	UCL - Sport Management	Associate Professor	Denmark
Andreas Selliaas	Idrettspolitikk.no	Journalist	Norway
Andrew Grainger	Western Sydney University	Lecturer	Australia
Andrew Heyes	Leeds Beckett University	Postdoctoral research fellow	UK
Andy Parkinson	2AC International	Director & Founder	United Kingdom
Anna Heinilä	FINCIS	Doping Control Expert	Finland
Anna Kellar	The Future of Figure Skating	Advocate	USA
Anna Posbergh	Florida State University	Assistant professor	USA
Anna Setzman	Swedish Sports Confederation	Head of communication and media	Sweden
Anne Rognerud	NRK	Journalist	Norge
Annet Negesa	Humans of Sport	Athlete ambassador	Uganda
Annick Willem	Ghent University	Professor	Belgium
Ann-Sophie Duyck	United Athletes	Co-lead	België
Anouk Lepicier	Association Azur Sport Santé	Head of HEPA projects	France
Antti Aine	University of Helsinki / Turku	Professor	Finland
Arabinrin Aderonke	FAME Foundation	Founder and executive director	Nigeria

Ari Lahti	Football Association of Finland	President	Finland
Ariel Dulitzky	University of Texas School of Law	Clinical professor, Human Rights Clinic	United States of America
Arnout Geeraert	Utrecht University	Assistant professor	Belgium
Arthur Iestyn Whitehead	Kingston University	PhD candidate	United Kingdom
Ask Vest Christiansen	Aarhus University	Associate professor	Denmark
Aske Hald Knudstrup	Idrætsmonitor	Journalist	Denmark
Atte Husu	Yle Finland	Journalist	Finland
Aukusti Seppänen	University of Jyväskylä	Student	Finland
Aya Sadamasu	Chiba University, Japan	Researcher	Japan
Benedikt Stoffers	University of Münster	Postdoctoral researcher	Germany
Benjamin Best	ARD Sportschau / WDR Sport inside	Editor	Germany
Bjørn Berge	Council of Europe	Deputy Secretary General	Norway
Blake Davidson	RealResponse	Executive vice president	USA
Bo Therkildsen	Dansk Journalistforbund	Journalist	Denmark
Bradley Gorham	Syracuse University	Associate professor	United States
Bram Constandt	Ghent University	Professor	Belgium
Brett Clothier	Athletics Integrity Unit	Head	Australia
Brian Laursen	Skive Folkeblad	Journalist	Denmark
Brian Wesaala	The Football Foundation for Africa (FFA)	Founder & CEO	Kenya
Brianna Walsh	Swansea University	PhD researcher	Canada
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Carine Kanimba	World Liberty Congress	Member of the Executive Council	Rwanda
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Cecilie Rohde Andersen	Play the Game	Volunteer Coordinator	Denmark
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David Singerman	University of Virginia	Assistant Professor	United States
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Spencer Harris	University of Colorado Colorado Springs	Professor	USA
Stanis Elsborg	Play the Game	Head of Play the Game	Denmark
Stanislas Frossard	Council of Europe	EPAS Executive Secretary	Switzerland
Steffany Ndei	Heriot Watt	PhD researcher	Kenya
Stephen Sauer	Canadian Centre for Ethics in Sport	Director, Investigations and Systems	Canada
Steve Cockburn	Amnesty International	Head of Business and Human Rights	UK
Steve Menary	Freelance	Reporter	UK
Stina Banck	SVT	Editor	Sverige
Susanna Sokka	Finnish Center for Integrity in Sports	Communication manager	Finland
Suvi Nisula	Sport Event Management Finland	Communications Manager	Finland
Sven Daniel Wolfe	University of Neuchâtel	Professor	USA
Sylvain Croteau	Sport'Aide	Executive director	Canada
Søren Høy	Solo / N29 Films	Director	Denmark
Søren Ørgaard	Play the Game	Director	Danmark
Tanja Ferkau	IMPCT gGmbH	Founder/CEO	Germany
Tarja Krum	Finlands svenska idrott	Sustainability manager	Finland

Tarun Tarun	Gujarat National Law University	Assistant professor	India
Teemu Japison	FINCIS	Secretary general	Finland
Teija Ryhtä	Seta ry (National Board of Sport Ethics)	Youth Work and Advocacy Expert	Finland
Teresita (Tess) Cruz-Del Rosario	Asian Research Institute	Associate Resaerch Fellow	Philippines
Terhi Liintola	EDUFI - national board of education	Programme manager	Finland
Theo Frixou	Loughborough University London	PhD student, Sport Environment Sociology	United Kingdom
Thibault Ulrich	University of Lausanne	PhD candidate and research assistant	France
Thomas Könecke	KU Leuven	Professor	Germany
Thomas Leaf	University of Toronto	PhD student	Canada
Thomas Søndergaard	PTG	Photojournalist	Denmark
Tiina Kivisaari	Ministry of Education and Culture	Director of Unit	Finland
Tina Suominen	Helsinki Doping Control Laboratory (THL)	Laboratory Director	Finland
Tom Farrey	The Aspen Institute	Executive Director, Sports & Society	United States
Toni Ahva	The Ministry of Education and Culture	Special Adviser	Finland
Topias Mikkonen	Tampere University	Masters' degree student	Finland
Torsten Laen	Danish Handball	President	Denmark
Travis T. Tygart	United States Anti Doping Agency	CEO	United States
Troels Rasmussen	Viborg Idrætshøjskole	Headmaster	Denmark
Tsubasa Shinohara	University of Tsukuba	Assistant professor	Japan
Ulla Karlsson	Basketball Finland	Competition manager	Finland
Umaid Wasim	DAWN	Sports editor	Pakistan
Una May	Sport Ireland	CEO	Ireland
UNIL	Riga Stradins University	Phd student	Latvia
Valérie Horyna	Riot Games	Esports Compliance Manager	Switzerland
Veera Manninen	University of Jyväskylä	Doctoral Researcher	Finland
Verner Kinnunen	Finnish National Agency of Education	Project Coordinator	Finland
Vesa Rantanen	Sanoma Media Finland, Ilta-Sanomat	Head of sports	Suomi
Vesa Salminen	Forefront Oy	Managing Director	Finland
Victoria Roberts	The University of Melbourne	Lecturer	Australia
Viktorii Smirnova	DAISI	PhD candidate	Russia
Vincent Mazzola	NA	Insurance Sales	United States
Vitaly Kazakov	Aarhus University	Postdoctoral Fellow	Denmark
Vojtěch Bruk	Livesport s.r.o.	Product manager	Czech Republic
Vojtěch Kostecký	Livesport s.r.o.	Product manager	Czech Republic
Walter Palmer	World Players Association	Executive Director	USA/Germany
Warren Collier	KU Leuven	Student	Ireland
Whitney Bragagnolo	The Sport Ethics Examiner MAISI Alumni	Sport ethicist and consultant	Netherlands
William Bull	Maastricht University	Assistant professor	Netherlands
Wladimir Andreff	University Paris 1	Emeritus Professor	France

Yvonne Henry	Women Win	Programmes & Funds Director	Ireland
Zohreh Abdollahkhani	University of South-Eastern Norway	Research fellow	Iran
Zsolt Havran	Corvinus University of Budapest	Associate professor	Hungary

Appendix 2: Conference programme

Sunday 5 October					
09:00	Arrivals and registration				
12:30	Words of welcome and opening keynotes				Small auditorium
	Words of welcome	Stanis Elsborg	Head of Play the Game	Play the Game	Denmark
	Welcome to Tampere	Jocka Träskbäck	Vice chair	The City Board of Tampere	Finland
	Welcome address from the Government of Finland	Mika Poutala		Ministry of Education and Culture	Finland
	Driving dialogue for democracy in sport	Stanis Elsborg	Head of Play the Game	Play the Game	Denmark
	From Sport to Purpose: My Journey as an Athlete, Survivor, and Advocate	Maggie Nichols	NCAA Champion/Athlete	Maggie Nichols Foundation	USA
	ClearingSport: Mission completed, let the work begin!	Jens Sejer Andersen	Founder, senior advisor	Play the Game	Denmark
14:00-14:30	Coffee break				
14:30	Interview with Caster Semenya				Small auditorium
Chair: Stanis Elsborg	Caster Semenya joins Payoshni Mitrato reflect on the personal experience of a long legal struggle, encounters with the justice system, and the significance of recent rulings – followed by questions from the audience.				
15:00	Protest and play? The upcoming battles between sport and politics on U.S. soil				Small auditorium
	Sportswashing, the FIFA 2026 World Cup, and the 2028 Los Angeles Olympics	Jules Boykoff	Professor	Pacific University	USA
	Excluding the World From the World Cup - US Policies Pose Human Rights Risks for Global Sport	Minky Worden	Director of Global Initiatives	Human Rights Watch	USA
	All The President's Men	Karim Zidan		Play the Game / Sports Politika	Egypt
	Sport in a World of Politics: An NOC Perspective	Hans Natorp	President	NOC and Sports Confederation of Denmark	Denmark
	It's politics, stupid	James M. Dorsey	Adjunct senior fellow	S. Rajaratnam School of International Studies and The Turbulent World with James M.	Singapore
	Panel debate, Q&A: All speakers				
16:45-17:15	Coffee break				
17:15	Beyond the flag: Indigenous and refugee athletes in global sports				Small auditorium
Chair: Nikki Dryden	Equality for Afghan women athletes	Friba Rezayee	Executive director	Women Leaders of Tomorrow	Afghanistan
	Smashing Boundaries: The Fight for Recognition of Afghanistan's Women Cricketers	Catherine Ordway	Sport integrity consultant	Freelance	Australia
	Beyond Performative Recognition: FIFA, Human Rights Frameworks, and the Marginalization of Indigenous Sovereignty		Professor/Lecturer		USA/Australia
	Canada's Future of Sport Commission and the Telling of First Nation Truths			Freelance/McClelland & Stewart	Canada
	Panel debate, Q&A: All speakers				

Sunday 5 October					
17:15	Safe sport solutions: From frameworks to real impact				Duetto 1
Chair: Andrea Florence	Building a National Framework for Safe Sport in Finland: Simple solutions for complex problems?	Marko Kananen/Elina Laine	Research manager/Sustainability manager	Finnish Center for Integrity in Sports/Finnish Olympic Committee	Finland
	Safe Sport according to child and adult athletes	Jatta Muhonen	Doctoral researcher	University of Helsinki	Finland
	The Australian Way: Embedding Integrity Across Sport Sector Strategies – Australia's National Vision for Safe, Fair and Inclusive Sport	Karina Chilman	Assistant director - Major sporting events and international engagement	Sport Integrity Australia	Australia
	Beyond Compliance: Principle-Led, Contextually Relevant Safeguarding That Delivers Real Impact	Neal Anderson	COO	Safe Sport International	UK
	<i>Panel debate, Q&A: All speakers</i>				
17:15	Empowering whistleblowers: Transforming anti-doping intelligence and protecting those that chose to report				Duetto 2
Chair: Blake Davidson	<i>Session organised by RealResponse</i>				
	Panelist	Kim Højgaard Ravn	Director	Anti Doping Denmark	Denmark
	Panelist	Jeff Cook	Chief legal and operations officer	USADA	USA
	Panelist	Nick Raudenski	Independent consultant	RISC - Raudenski Integrity & Sports	USA
	<i>Panel debate, Q&A: All speakers</i>				
17:15	Playing with fire: Fossil fuels' grip on world sport				Maestro
Chair: Sven Daniel Wolfe	The intimate relationship between football and fossil fuels sponsoring	Robin Cartier	Activist / Student	Fossil Free Football / Malmö University	France
	The Sport Sponsorship Strategies of the Fossil Fuel Industry	Theo Frixou	PhD student, Sport Environment Sociology	Loughborough University London	UK
	An Unsustainable Relationship: the dangers of global sport's bargain with Aramco, and how to push back	James Lynch	Director	FairSquare	UK
	What Will a Greenwashing Ban Entail for the European Sport Sector? Adapting to the New EU Green Claims Directive	Chris Horbel	Professor	Norwegian School of Sport Sciences	Germany
	<i>Panel debate, Q&A: All speakers</i>				
17:15	Illegal betting: A black spot on sports integrity				Riffi
Chair: Andreas Selliaas	Offshore betting regulators: The new frontiers	Marko Begović	University Professor	Molde University College	Norway - Montenegro
	Against All Odds: Tackling Sports Betting and Match-Fixing in Africa	Brian Wesaala	Founder & CEO	The Football Foundation for Africa (FFA)	Kenya
	The Wartime Gamble	Jack Kerr	Investigative journalist	Josimar	Australia
	T10 and illegal betting: Cricket's integrity blackspot	Steve Menary	Reporter	Freelance	UK
	<i>Panel debate, Q&A: All speakers</i>				
17:15	Elite sport systems in international perspective: New competitive models in the global arms race				Aaria
Chair: Klaus Nielsen	<i>Session organised by Rasmus K. Storm and Klaus Nielsen.</i>				
	Elite Sport in the Nordic Countries: A Comparative Analysis of Denmark, Norway, Finland, and Sweden	Klaus Nielsen	Professor Emeritus	Birkbeck - University of London	Denmark
	The Influence of Power on the Construction of Athletes' Agency and Mental Health Challenges	Veera Manninen	Doctoral Researcher	University of Jyväskylä	Finland
	The Success of the British Elite Sport System: Some Reflections on cause and effect	Jonathan Grix	Head of the Sport Policy Unit	Manchester Metropolitan University	UK
	Finnish Elite Sport: Systemic Changes and Public Perceptions	Kati Lehtonen/Jarmo Mäkinen	Principal researcher/Senior researcher	JAMK University of Applied Sciences/Finnish Institute of HP Sport KIHU	Finland
	World Ranking of Countries in Elite Sport and how it allows to identify the factors leading to countries' success in elite sport: geography, genetics, interest, funding, transparency and expertise	Nadim Nassif	Associate Professor in PES	NDU-Louaize, Lebanon	Lebanon
	<i>Panel debate, Q&A: All speakers</i>				

Sunday 5 October					
18:30-20:00	Welcome reception				
20:00	Tell the truth and pay the price: How sport fails to protect its whistleblowers				Small auditorium
Chair: Jens Sejer Andersen	When the Whistle Blows, Please Remain Silent: FIFA's Model of Compliance	Abdullah Ibhais	Communications and advocacy consultant	Independent	Jordan
	Whistleblowing from the Afghanistan Evacuation - UCI's Repeated History of Sided with Abusers	Shannon Galpin	Founder	Combat Apathy	USA
	Whistleblowers, Retaliation & Accountability Through Civil Justice	John C. Manly	Founder & partner	Manly, Stewart & Finaldi	USA
	Panellist	Hajo Seppelt	CEO	EyeOpening.Media GmbH	Germany
	Panellist	Maggie Nichols	World Champion gymnast/8-time NCAA Champion/Athlete advocate/Founder	Maggie Nichols Foundation	USA
	Panel debate, Q&A: All speakers				

Monday 6 October					
07:00	Morning Chiel Warners - Meeting point: Entrance to Courtyard by Marriott Tampere City				
09:00	From silence to safeguarding: The rise of abuse on the global sport agenda				Small auditorium
Chair: Ingrid Beutler	Holding the Line, Raising the Bar: Acknowledging safeguarding progress while demanding more for our sporting future	Katherine Craig	CEO	Athlead	UK
	Fixing the Failures: A New Reporting System for Racism and Human Rights Complaints, Justice, and Violence Prevention in Sport	Joel Wilkinson	Founder/CEO	Incident Guidance	Australia
	"Nobody forced her to do anything. If anything we should put allegations on her f--k,": The 2018 World Champion Junior Hockey Team, Sexual Consent and Canada's Willful Blindness	Laura Robinson	Investigative journalist	Human Race	Canada
	Self-reported Experiences of Interpersonal Violence Among High-Performance Athletes in Brazil	Joanna Maranhão	Network coordinator	Sport & Rights Alliance	Brazil
	Start to Talk: protecting children in sport – the importance of safe recruitment	Elena Casero	Programme manager	Council of Europe	Spain
	The Safe Sport Regional Hub Initiative: Together we can	Kirsty Burrows	Associate director	International Olympic Committee	UK
	Panel debate, Q&A: All speakers				
10:45-11:15	Coffee break				
11:15	Nobody's coming to save us: Ways forward for sport integrity				Small auditorium
Chair: Chiel Warners	A national approach to protecting against integrity threats at all levels of sport	Linda Muir	Head of Sport Engagement	Sport Integrity Australia	Australia
	Global Network of National Sport Integrity Agencies (GNNSIA)	Teemu Japissou	Secretary general	FINCIS	Finland
	The European Sports Act: A Proposal to Improve Sports Governance through EU Legislation	Jan Zglinski	Associate professor	LSE Law School	UK
	Towards a Global Integrity Framework for Sport: Ensuring Legitimacy, Accountability and Pushing for Cultural Change	Frederique Reynertz	Managing director	FRConsulting	Belgium
	Nobodys Coming to Save Us: The crisis of sports integrity and the failure of (self)governance and reform, and the normalization of corruption in global sport	Nick Raudenski	Independent consultant	RISC - Raudenski Integrity & Sports Consultancy	USA
	Panel debate, Q&A: All speakers				
11:15	Who can wear what? The Hijab ban and questions of inclusion in sport				Duetto 1
Chair: Shireen Ahmed	How the principle of neutrality in sports keeps minorities out of the playing field	Hélène Bâ	Co-founder and president	Basket Pour Toutes	France
	Performing Neutrality, Practising Exclusion: A Critical Analysis of the Hijab Ban in Sports	Khayran Noor/Sandra Anya	Founding director/Research assistant	Sports Legal	Kenya
	Challenging France's racist hijab ban	Frank Conde Tangberg	Policy advisor	Amnesty International Norway	Norway
	From Slogans to Systems: Holding Sport Accountable for Racial Abuse	Nikki Dryden	Head of Human Rights	The Right Collective	Australia
	Who Gets to Swim? Challenging Racial and Cultural Exclusion in Aquatic Sport	Ennia Jones	Founder and director	A Splash of Colour Swimming	Australia
	Panel debate, Q&A: All speakers				
11:15	Documentary: 'Spielverderber' - How global match-fixing networks operate				Duetto 2
Chair: Philippe Auclair	Join us for the investigative documentary Spielverderber, an eye-opening exposé on the global network of match-fixers - and the role German football may play in it. Produced by WDR Sport, this investigation offers rare insight into the international business of match manipulation.				
	After the screening, stay for a panel debate and Q&A with the panellists. Together, they'll unpack the current state of match-fixing and what can be done to stop it.				
	Panellist	Benjamin Best	Editor	ARD Sportschau / WDR Sport inside	Germany
	Panellist	Steve Menary	Reporter	Freelance	UK
	Panellist	Corentin Segalen	Chair of the Group of Copenhagen	ANJ	France

Monday 6 October					
11:15	TALE - What about us? Emotional, ethical, and practical realities of anti-doping measures				Maestro
Chair: Cornelia Blank	From Citation to Change: A Bibliometric Analysis of Academic Research into Sanctioned Athletes' Lived Experiences	Andrea Petroczi	Professor	ELTE Budapest / Kingston University	UK
	Sanctioned, not Silenced: Athletes' Lived Experiences with Anti-Doping Rule Violations	Daniela Lux	PhD Student	University of Innsbruck	Austria
	Forgiving or forgetting? Clean athletes' views on reintegration after doping bans	Benedikt Stoffers	Postdoctoral researcher	University of Münster	Germany
	"The closer I am, the more it hurts": An Interpretative Phenomenological Analysis of Clean Athlete Experiences of the Impact of Doping on Their Career	Andrew Heyes	Postdoctoral research fellow	Leeds Beckett University	UK
	Access, Understanding, and Consistency: Defence Lawyers' Perspectives on Barriers to Fairness in Anti-Doping Rule Violation Cases	Isaac Lockett	PhD researcher	Kingston University London	UK
	<i>Panel debate, Q&A: All speakers</i>				
11:15	The sustainability playbook: From rhetoric to reality in sport				Riffi
Chair: Roger Pielke	A definition and model for sustainability in major sports events	Leonie Brodmann	SNSF PhD candidate	UNIL	Switzerland
	Polarized Narratives and Blurred Roles: Challenges in the Sport and Sustainability Ecosystem	Ioannis Konstantopoulos	FNS researcher	University of Lausanne	Greece
	The good, the bad and the ugly – a review of sustainability promises of the EURO 2024	Maximilian Rieger	Journalist	Freelancer	Germany
	"The Most Sustainable EURO Ever?" – A Critical Look at UEFA EURO 2024's Sustainability Narrative and Impact	Tanja Ferkau	Founder/CEO	IMPCT gGmbH	Germany
	The Evolution of Sustainability Initiatives in FIFA World Cups: From 2018 Russia to 2026 North America	Rishin Tandon	Founder	The Youth Eco Sports Scorecard (YESS)	USA
	Public preferences for environmentally sustainable infrastructure: Are citizens willing to pay to minimize a stadium's carbon footprint?	Christian Gjersing Nielsen	Senior analyst, PhD	Danish Institute for Sports Studies	Denmark
	<i>Panel debate, Q&A: All speakers</i>				
11:15	From Africa to Asia: Cases of abuse and how to tackle it				Aaria
Chair: Rikke Rønholt	Learning from a Sexual Abuse Scandal to Build Safer Sport in Africa	Ahmar Abdoulaye Maiga	Executive director	Young Players Protection in Africa	Mali
	Understanding Women's Experiences of Sexual Harassment and Abuse in Muay Thai	Emma Thomas	Sports ethicist & survivor advocate	MAISI	UK
	Safeguarding Children in Kenyan Sport: Risks, Realities, and Recommendations	Mercy Muriithi	PhD candidate	MAISI/KU Leuven	Kenya
	When the dream turns into a nightmare	Sylvain Croteau/Ahmar Abdoulaye Maiga	Executive director/Executive director	Sport'Aide/Young Players Protection in Africa	Canada/Mali
	Navigating power and policy: Global North perspectives on safe sport policy development in transnational sport for development collaborations	Kadija Richards	PhD fellow	Norwegian School of Sport Sciences (DAISI)	Jamaica
	<i>Panel debate, Q&A: All speakers</i>				
11:15	Game changer or game over? AI's impact on sport				Opus 3
Chair: Federico Dario Teijeiro	AI & Sports: advantages, disadvantages and risks for athletes and the sport	Federico Dario Teijeiro	Investigative, data & OSINT journalist	Universidad de San Andrés & Clarín	Argentina
	AI: an asset and a risk for sports	Alberto Carrio	Professor	Pompeu Fabra University	Spain
	AI in Sports: Tool of Progress or Threat to Integrity?	Shreya Joseph/Isha Anandpara	Students	Jindal Global Law School	India
	The pursuit of objectivity in judging aesthetic sports: Transparent verification of movement patterns with technology	Natasha Eunsuh Go	Master's graduate	KU Leuven	South Korea
	Transforming Sports Content: How AI is Reshaping Journalism and Fan Engagement	Vojtěch Bruk	Product manager	Livesport s.r.o.	Czech Republic
	Legal Considerations for AI, Sports, and Intellectual Property	Kimberly Holst	Clinical Professor of Law	Arizona State University	USA
	<i>Panel debate, Q&A: All speakers</i>				
13:00-14:15	Lunch				

Monday 6 October					
14:15	From Riyadh to the Ring: Saudi Arabia's sports endeavor				Small auditorium
Chair: Andreas Selliaas	Saudi Labor Abuses and Risks for 2034 FIFA World Cup	Joey Shea	Researcher	Human Rights Watch	Canada
	Neom: A Human Rights Perspective	Samindra Kunti	Reporter	Josimar/Freelance	Belgium
	2027 Olympic eSports Games: Saudi Arabias monopoly and a playground for crime	Federico Dario Teijeiro	Investigative, data & OSINT journalist	Universidad de San Andrés & Clarín	Argentina
	"We Do Not Want to Sell Our Souls" Women Soccer Players and Their Fight Against FIFA's Aramco Sponsorship	Jörg Krieger	Associate professor	Aarhus University & University Inland	Germany
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Risking everything: Whistleblowing for athlete human rights. Why sporting organisations must recognise human rights defenders to drive systemic change				Duetto 1
Chair: Nikki Dryden	<i>Session organised by the panel</i>				
	Justice Denied: the legal failings and solutions for the global sport dispute system	Nikki Dryden	Head of Human Rights	The Right Collective	Australia
	Institutional Courage: Learnings from existing reporting mechanisms	Andrea Florence	Executive director	Sport & Rights Alliance	Brazil
	Against the Odds: Strategic advocacy for athletes when sport turns its back	Payoshni Mitra	Executive director	Humans of Sport	UK
	Whistleblower. Survivor. Still waiting for justice	Ahmar Abdoulaye Maiga/Mami Tounkara	Executive director/Elite basketball player	Young Players Protection in Africa	Mali
	Speaking Out, Paying the Price: The reality for black and racialised athletes and the systems we need	Joel Wilkinson	Founder/CEO	Incident Guidance	Australia
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Cleaning up the game: Crime and fraud in sport				Duetto 2
Chair: Spencer Harris	Anti-Money Laundering Legislation: a solution for 'clearing sport'?	Niels Appermont	Professor of Economic Law	Hasselt University	Belgium
	An integrated approach to fraud prevention in sports	Cleo Schyvinck	Post-doctoral researcher	Ghent University	Belgium
	Redefining Crime in Sport	Arthur Iestyn Whitehead	PhD candidate	Kingston University	UK
	Power and domination relationships in match fixing networks in Portuguese professional football	César Tiago Afonso Costa De Cima	Researcher	ISCTE Instituto Universitario de Lisboa	Portugal
	Micro-Bets, Macro-Risk? How might new instant markets impact spot-fixing?	Affy Sheikh	Consultant	Astera Sports Integrity	UK
	<i>Panel debate, Q&A: All speakers</i>				
14:15	From clubs to portfolios: How MCOs and investors are reshaping football				Maestro
Chair: Håvard Melnæs	Multi club ownership: the coming storm has arrived	Steve Menary	Reporter	Freelance	UK
	The growing dangers to clubs, investors and policyholders of insurance money funding football ventures	Paul James Brown	Freelance journalist	Josimar	UK
	Infiltration of sports club by fake investors, sponsors, and agents – practical examples	Jakub Cavoj	Integrity officer	Slovak Football Association	Slovakia
	Professional football clubs as obliged entities for AMLCFT purposes - a case study	Filip Brokes	Investigator	Berlin Risk Advisors GmbH	Germany
	First Mover Advantage in UEFA Champions League: First Fragmentation of European Sport Model	Florian Petrica	University lecturer	University of Bucharest	Romania
	<i>Panel debate, Q&A: All speakers</i>				

Monday 6 October					
14:15	From crisis to culture shift: Confronting abuse in sport				Riffi
Chair: Julie Ann Rivers-Cochran	Reform or Rebrand? What Canada's Safe Sport Crisis Reveals About Global Governance & Safe Sport	Whitney Bragagnolo/Kim Shore	PhD sport ethicist and consultant/Founder	The Sport Ethics Examiner MAISI Alumni/Project Safe Kids	Netherlands/Canada
	The price we pay – Dealing with psychological violence in sports	Andrea Schültke	Freelance journalist	WDR/Deutschlandfunk	Germany
	"Screaming into the void": examining the current pathways for disclosure of gender-based violence in sport in Australia	Samantha Marshall	Research officer	La Trobe University	Australia
	Together, We Can End Sexual Abuse in Sports	Kathryn McClain/Michaela Callie	Program and partnerships director/Executive director	#WeRideTogether	USA
	SportAide : Combining curative and preventive approaches for the benefit of healthy and safe sport	Sylvain Croteau	Executive director	Sport'Aide	Canada
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Inclusion of marginalized and persons with disabilities in sport				Aaria
Chair: Rikke Rønholt	Breaking barriers in sports: Integration of marginalized and persons with disabilities: A case study of African sports	Arabinrin Aderonke	Founder and executive director	FAME Foundation	Nigeria
	Not Yet on the Field: Barriers for Women and People with Disabilities in Nigerian Sport	Osazemen Aghedo	Network Membership and Development Manager	Women Sport Africa Network (WSAN)	Nigeria
	Gender differences in extracurricular sports participation among secondary school students in Trinidad: multiple stakeholders' perspective	Kenny Kitsingh	PhD candidate	University of the West Indies	Trinidad & Tobago
	Exploring Institutional Challenges in Deaf Sports: A Case Study of the Belgian Deaf Sport Committee	Maria Eduarda Marcelino	Master in Sport Ethics and Integrity	KU Leuven	Brazil
	Organization and status of para sport in Finland	Heini Wennman	Leading expert	Sports Institute of Three Campuses	Finland
	Is Para-Swimming's Classification System Fair? Perceptions of athletes with physical impairments and key stakeholders	Henry de Jesús Hernández Velarde	Student researcher	MAISI	Nicaragua
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Athletes at risk? Data, migration, and welfare in global sport				Opus 3
Chair: Lorenz Fiege	<i>In this session a Q&A will follow after each presentation</i>				
	Paving the Way for Lawfulness and Transparency in the Use of Player Data in the Sports Ecosystem	Tsubasa Shinohara	Assistant professor	University of Tsukuba (Institute of Humanities and Social Sciences)	Japan
	The Geopolitical Dynamic of Sport Labor Migrants: International College Athletes in U.S. Higher Education	Simran Kaur Sethi	Assistant Professor of Sport Leadership	University of Kentucky	India
	What is athletes' social protection in Olympic sports, and why is it important?	Jürgen Mittag/Lorenz Fiege	Professor, Dr./PhD student	German Sport University	Germany
	Admired Vulnerability or Shattered Heroism? Media Framing of Elite Athletes' Mental Illnesses in German Print Media	Marcia Lara Hapig	Research assistant/PhD candidate	University of Tübingen	Germany
	<i>Panel debate, Q&A: All speakers</i>				
16:00-16:30	Coffee break				

Monday 6 October					
16:30	The troubled quest for good governance in sport: Can we get from paperwork to practice?				Small auditorium
Chair: Frederique Reynertz	Playing for Saudi Arabia: The mirage of FIFA reforms	Mark Pieth	Professor	Office Pieth	Switzerland
	Re-gaining trust: Building an independent integrity unit	Alex Marshall	Board member	Biathlon Integrity Unit	UK
	The dark side of governance networks: how sport governing bodies manipulate public authorities in global sport governance	Arnout Geeraert	Assistant professor	Utrecht University	Belgium
	End of an era? The IF monopolies are starting to crumble: but what comes next, and how?	Alex Phillips	Secretary General	FIFPRO	UK
	Fighting Corruption in Sport: Achievements and Future Challenges	Stanislas Frossard	EPAS Executive Secretary	Council of Europe	Switzerland
	Panellist	Kersti Kaljulaid	President	Estonian Olympic Committee	Estonia
	Panel debate, Q&A: All speakers				
18:30-20:00	Dinner				
20:00	Who has the right to compete? Exploring the inclusion of transgender athletes in sport				Small auditorium
Chair: Stanis Elsborg	This roundtable discussion brings together voices from academia, advocacy, and sport to explore different perspectives of the inclusion of transgender athletes in sport.				
	Panellist	Grace McKenzie	Advisory council member	Sport & Rights Alliance Athletes Network for Safer Sports	Canada/USA
	Panellist	Pia Johansen	Bureau member	European Aquatics	Denmark
	Panellist	Jon Pike	Professor of philosophy	The Open University	UK
	Panellist	Roger Pielke	Professor emeritus	University of Colorado Boulder	USA
	Panellist	Joanna Marie Harper	Adjunct professor	Western University, London, Canada	Canada
	Panel debate, Q&A: All speakers				

Tuesday 7 October					
07:00	Morning run with Henrik Brandt - Meeting point: Entrance to Courtyard by Marriott Tampere City				
09:00	Between inclusion and regulation: Transgender athletes in the sporting arena				Small auditorium
Chair: Minky Worden	Fair and Evidence-based Classification: Lessons from Paralympic Sport	Jonas Christensen	PhD fellow	Norwegian School of Sport Sciences	Denmark
	Fair Play or Free Play? Why Women's Sport Needs Defensible Boundaries	Ask Vest Christiansen	Associate professor	Aarhus University	Denmark
	Sport For All: Trans & Intersex Athletes Right to Play Sport	Lily Dong Li Rosengard	Senior specialist	ILGA World	UK
	The United States attempt to Regulate Transwomen Athletes Participation Globally	Genevieve Birren/Kerry Fischer	Professor/Associate professor	SUNY Cortland/Suny Fredonia	USA
	Panel debate, Q&A: All speakers				
09:00	Producing child prodigies or offering meaningful competitions				Duetto 1
Chair: Petteri Kilpinen	Session organised by the Nordic National Olympic Committees.				
	Examples and experiences from Denmark	Karin Ingemann	Development Director	NOC & Sports Confederation of Denmark	Denmark
	Examples and experiences from Finland	Juha Sten	High performance manager	Finnish Olympic Committee	Suomi
	Examples and experiences from Norway	Rune Arctander	Head of international relations	The Norwegian Olympic and Paralympic Committee and Confederation of Sports	Norway
	Play their Way: A rights-based approach to youth sport	Sorcha Rowan Kennedy	Child Rights and Sport Specialist	UNICEF UK	UK
	Panel debate, Q&A: All speakers				
09:00	Documentary: We are Greenland: Football is freedom				Duetto 2
Chair: Troels Rasmussen	A powerful story of Greenland's fight for football recognition. With FIFA membership out of reach due to their political status and rejected from UEFA, Greenland turns to Concacaf to play official matches. The documentary highlights the intersection of sport, identity, and global politics in a David vs. Goliath battle against football's bureaucracy. Meet director Søren Høy and journalist and author Steve Menary for a discussion following the screening. Panel debate, Q&A: All speakers				
	Panellist	Søren Høy	Director	Solo / N29 Films	Denmark
	Panellist	Steve Menary	Reporter	Freelance	UK
09:00	Broken trust, blurred lines: Is the anti-doping system still working?				Maestro
Chair: Kim Ravn	Integrity of sports in Brazil: An analysis of national sports governing bodies and the federal government's anti-doping procedures	Emily Kohler	Phd student	University of Minnesota	Brazil
	It takes two to tango – Partnerships between NADOs and IFs	Peter Van de Vliet	CEO	iNADO	Belgium
	Strengthening the status quo: Moral regulation of anti-doping policy	Samuli Oja	Researcher	Jamk University of Applied Sciences	Finland
	A practitioners perspective on the anti-doping system	Paul J. Greene	Founding partner	Global Sports Advocates, LLC	USA
	Increased Democracy at WADA?	Allison Wagner	Director of athlete and international relations	USADA	USA
	A Decade of Ignorance : A lifetime of loss	Lizzy Banks	Retired athlete	Independent	UK
	Panel debate, Q&A: All speakers				

Tuesday 7 October					
09:00	The illusion of independence, neutrality and autonomy in sport				Riffi
Chair: Simon Licen	A Critical View at the Autonomy of Sport Concept in Light of Recent Developments	Viktoriia Smirnova	PhD candidate	DAISI	Russia
	Reimagining the concept of political neutrality within the Olympic Movement amid war conflicts	Fragkiskos Tsiros	Doctoral researcher	European University Institute	Greece
	How to Kill a Football League: The Rise of FK Arkadag	Neel Shelat	Undergraduate journalism student	Northwestern University in Qatar	India
	Bluwashing: how FIFA polishes its image through UN partnerships	Samindra Kunti	Reporter	Josimar/Freelance	Belgium
	How Ramzan Kadyrov is using MMA to cement his power and shape Chechnya's identity	Gëzim Qadraku	Content creator	Sports and Geopolitics	Kosovo
	<i>Panel debate, Q&A: All speakers</i>				
09:00	Breaking barriers: Leadership, inclusion and athlete empowerment				Aaria
Chair: Kim Shore	True Stories From a Woman in Football	Sally Freedman	Writer	Freelance	Switzerland
	Women's leadership in sport: Beyond gender quotas	Ruby Lorena Carrillo Barbosa	Researcher and teacher	Fundación Universitaria Konrad Lorenz	Colombia
	From Tokenism to Transformation: A Framework for Meaningful Youth Engagement in Sport Advisories	Sasha Gollish	Knowledge mobilization director	University of Toronto	Canada
	Players force redress of game dress rules	Michael Gibbons	Attorney	MPG Law	USA
	Beyond the pitch: Inclusive spaces and leadership in football	Erica Puppo	Head of Equity, Diversity and Inclusion	FIFPRO	Brazil/Italy
	Athlete Empowerment and Improved Sport Governance	Kelsey Sloan	Researcher	Harvard Global Sports Initiative	USA
	<i>Panel debate, Q&A: All speakers</i>				
09:00	Mitigating public-health challenges from sports betting				Opus 3
Chair: Bruce Kidd	Public-Health Challenges of Sports Betting	Joel Finlay	Independent management consultant	Ban Ads for Gambling	Canada
	Public-Health Challenges of Sports Betting: The Canadian View	Bruce Kidd	Professor emeritus	University of Toronto	Canada
	Public-Health Challenges of Sports Betting: The U.S. View	Mark Sternman	Chief of staff	Massachusetts State Senator Keenan	USA
	Gamblification of sport: tendencies, practices and related harms	Marcelo Moriconi/César Tiago Afonso Costa De Cima	Researchers	ISCTE Instituto Universitario de Lisboa	Portugal
	Gambling culture in elite female sports clubs in England	Anca-Maria Gherghel	Research manager and PhD student	EPIC Global Solutions/SHU	Romania
	<i>Panel debate, Q&A: All speakers</i>				
10:45-11:15	Coffee break				

Tuesday 7 October					
11:15	Anti-doping: Can trust and transparency be restored?				Small auditorium
Chair: Hanne Marie Brevik	Greed vs. fairness: which way should we go?	Sandra Bergqvist	Member of Parliament	Parliament of Finland	Finland
	The lack of independence and ongoing conflicts of interest - a never ending story	Hajo Seppelt	CEO	EyeOpening.Media GmbH	Germany
	From Illusion to Integrity: Making Trust Real	Travis T. Tygart	CEO	United States Anti Doping Agency	USA
	Restoring trust and integrity, one sport at a time: The case of athletics	Brett Clothier	Head	Athletics Integrity Unit	Australia
	In the Beginning...	Richard W. Pound	Honorary Member	IOC	Canada
	<i>Panel debate, Q&A: All speakers</i>				
11:15	Legacy revisited: What sporting events leave behind				Duetto 1
Chair: Christina Philippou	<i>This session is powered by Sport Event Denmark</i>				
	Cities and Events: Development tool or waste of money?	Perttu Pesä	Director, Major Events	City of Tampere	Finland
	Post-event impacts of publicly funded sport events: A residents' perspective	Marijke Taks	Professor	University of Ottawa	Canada
	Agony and ecstasy: Making sense of mega-event aftereffects	Sven Daniel Wolfe	Professor	University of Neuchâtel	USA
	Acquiring soft power through hosting sporting events	Jonathan Grix	Head of the Sport Policy Unit	Manchester Metropolitan University	UK
	Legacy for whom? Teaming up for real mega sporting event accountability in Brazil	Andrea Florence	Executive director	Sport & Rights Alliance	Brazil
	<i>Panel debate, Q&A: All speakers</i>				
13:00-14:15	Lunch				
14:15	The voices that matter: Survivors and the future of systemic reform in sport				Small auditorium
Chair: Kat Craig	The Voices That Will Change Sport: Survivors Leading the Way	Kim Shore	Founder	Project Safe Kids	Canada
	In their own voices: historically marginalized athletes' insights on what creates safe sport environments and governance	Catalina Melendro	Researcher and former Colombian athlete	Sport Equity Lab (Stanford University), Canterbury Christ Church University, and the	Colombia
	Engaging Athlete Survivors in Creating Safer Sports for Athletes: How to Build Trauma-Informed Advocacy for System Reform	Julie Ann Rivers-Cochran/Emily Austin	Executive director/Senior policy & advocacy specialist	The Army of Survivors	USA
	The Cost of Lived Experience: Why Survivors Must Be Paid for Their Expertise	Mhairi MacLennan	CEO	Kyniska Advocacy Ltd	UK
	Voices of impacted people on eligibility and accreditation of individuals with criminal convictions in sport	Joanna Maranhão/Gabriela Garton	Network coordinator/Player relations coordinator	Sport & Rights Alliance/World Players Association	Brazil/Australia
	<i>Panel debate, Q&A: All speakers</i>				
14:15	The return of sex testing to international sport: Is it justified? Is it ethical?				Duetto 1
Chair: Madeleine Pape	<i>Session organised by the panel</i>				
	A history of the present: The evolution of sex testing and how we got (back) here	Sone Erikainen	Lecturer in sociology	University of Aberdeen	Finland
	Following the Science? Sex Testing, Values, and the Politics of Protection in Women's Sport	Silvia Camporesi	Professor of sports ethics and bioethics	KU Leuven	Italy
	Rethinking fairness: Performance data and the inclusion of athletes with sex variations	Sasha Gollish	Knowledge mobilization director	University of Toronto	Canada
	Disappeared women: Naming the harm caused by sex eligibility regulations in sport	Payoshni Mitra	Executive director	Humans of Sport	UK
	Using Data Protection Laws to Challenge Sex Testing Practices in International Sport	Marcus Mazzucco	Adjunct lecturer	University of Toronto	Canada
	<i>Panel debate, Q&A: All speakers</i>				

Tuesday 7 October					
14:15	From Palestine to Norway: Football's struggles with political power				Duetto 2
Chair: Simon Lichen	Governance and Ethics in Sport: Celtic Football Clubs Controversial Fundraising in Support of Israeli Settlement Projects in Palestine	Jill Thomson	Campaigner/Researcher	Scottish Sport for Palestine	Scotland
	Applying the Russia Precedent: Why Israel Also Meets the Criteria for Exclusion from Global Sport	Jörg Krieger	Associate professor	Aarhus University & University Inland	Germany
	UEFA MAFIA: A Small Norwegian Football Club's Fight for Freedom of Expression	Justin Fiacconi	Journalist	CBC	Canada
	The political capture of FIFA 2.0 and the need for radical reform	Nicholas McGeehan	Co-director	FairSquare	France
	The untold story of Don Alejandro and Conmebol	Lúcio de Castro	Journalist	Jornal Lance	Brazil
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Sport for development and peace				Maestro
Chair: Mogens Kirkeby	Sport for Development and Peace Amidst Persistent Global Aid Cuts and Geopolitical Tensions in Palestine	Derrick Charway	Postdoctoral fellow	Norwegian School of Sport Sciences	Norway/Ghana
	The Role of Transnational Law in Safe Sport Policy Development in Sport for Development Programs	Kadija Richards	PhD fellow	Norwegian School of Sport Sciences (DAISI)	Jamaica
	Sport for Development in the Shadow of Gender Apartheid and Athleticide	Shannon Galpin	Founder	Combat Apathy	USA
	Intersectionality is critical in sports development	Friba Rezayee	Executive director	Women Leaders of Tomorrow	Afghanistan
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Fair play under scrutiny: New frontiers in anti-doping				Riffi
Chair: Kim Ravn	Fairness for All: Inclusive and diverse Anti-Doping Practices	Eva Bunthoff	Member of the Executive Board	National Anti Doping Agency Germany	Germany
	Viability of Strict Liability in Era of Extreme Laboratory Sensitivity	Jeff Cook	Chief legal and operations officer	USADA	USA
	(Un)declared narratives: What researchers assume about anti-doping	Brianna Walsh	PhD researcher	Swansea University	Canada
	From Sanction to Education: Evaluating the Implementation of WADA's International Standard for Education	Jules Woolf	Assistant professor	University of Illinois Urbana-Champaign	USA
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Activists and diplomats: Athletes challenging the system				Aaria
Chair: Shireen Ahmed	Athlete-Led Diplomacy: Reclaiming Sport from Geopolitical Power Games	Scarlen Martinez	CEO	Maven Strategy Group	USA
	Understanding the process of athlete eco-activism between individual and organisational conditions. The case of ultra-trail runners	Pim Verschuuren	Senior lecturer	University of Rennes 2	France
	Framing Dissent: A Comparative Media Analysis of Athlete Activism in Germany and the United States	Marloes Ekkelboom	Lecturer / PhD candidate	German Sport University Cologne	Germany
	The Online Micropolitics of Olympic Opposition: The Case of Brisbane 2032	David McGillivray	Professor	University of the West of Scotland	UK
	Athlete Advocacy, Grassroots Organizing, and the Campaign to Open Figure Skating to Teams of Any Gender Composition	Anna Kellar	Advocate	The Future of Figure Skating	USA
	Jorge Carrascosa: the Argentine captain who renounced his role as world champion under dictator Videla	Ezequiel Matias Fernandez Moores	Journalist	La Nación	Argentina
	<i>Panel debate, Q&A: All speakers</i>				
14:15	Fields of change: The future of sustainability in sport				Opus 3
Chair: Ioannis Konstantopoulos	Regional Tournament Design in Lower Football Leagues: A More Sustainable Approach to Emission Reduction in Türkiye	Ercument Yigit	Independent researcher, Dr.		Turkey
	First Place Goes to Winning, Second Place to CSR? How Sport Performance Shapes CSR Perceptions	Marie B De Cock	PhD researcher	Ghent University	Belgium
	Youth Eco Sports Scorecard (YESS) A Youth-Led Digital Initiative for Sustainability in Sports	Rishin Tandon	Founder	The Youth Eco Sports Scorecard (YESS)	USA
	Sustainability in Ugandan Sports: Balancing Authentic Environmental Action and Corporate Greenwashing	Sharon Muzaki	Environmental and science journalist	The Great Lakes Centre for Climate	Uganda
	<i>Panel debate, Q&A: All speakers</i>				
16:00-16:30	Coffee break				

Tuesday 7 October					
16:30	Football's geopolitical game: Are we heading towards a new world order?				Small auditorium
Chair: Andreas Selliaas	Rwanda: Football and Repression	Carine Kanimba	Member of the Executive Council	World Liberty Congress	Rwanda
	Turbulent times: The beautiful game meets a new world order	Lise Klaveness	President/Member	Norwegian Football Association/ UEFA Executive Committee	Norway
	The UAE's Sportswashing Playbook	Joey Shea	Researcher	Humans Rights Watch	Canada
	A Geopolitical Hatrick: Three processes define contemporary global sport	David Goldblatt	Writer	FairSquare	UK
	<i>Panel debate, Q&A: All speakers</i>				
18:30-20:00	Dinner				
20:00	ClearingSport: Paving the way for stronger enforcement of integrity standards				Small auditorium
Chair: Allison Wagner	The road to ClearingSport	Jens Sejer Andersen	Founder, senior advisor	Play the Game	Denmark
	The main findings and analysis	Drago Kos	Chairman of the Istanbul AC Action Plan	OECD	Slovenia
	The pillars of new global entity	Ingrid Beutler	Senior Partner	Think Beyond	Switzerland
	Where we do we go from here	Chiel Warners	Principle consultant	CW Consulting	Netherlands
	<i>Before opening the Q&A, the ClearingSport project will be challenged by Richard W. Pound, Paulina Tomczyk, and Brett Clothier.</i>				
	<i>Panel debate, Q&A: All speakers</i>				

Wednesday 8 October					
07:00	Morning run with Chiel Warners - Meeting point: Entrance to Courtyard by Marriott Tampere City				
09:00	Athletes' power: Owning their narrative, shaping a collective future				Small auditorium
Chair: Christina Macfarlane	Session organised by the panel				
	A Long Walk to Freedom: From Limpopo to the European Court of Human Rights	Caster Semenya	Co-founder	Caster Semenya Foundation	South Africa
	I am the Evidence of their Torture, I am the Voice of Resistance	Annet Negesa	Athlete ambassador	Humans of Sport	Uganda
	When you go viral: Scrutiny and public humiliation because of a random medical test	Evangeline Makena Katheranya	Athlete ambassador	Humans of Sport	Kenya
	From Harm to Hope: Igniting Collective Action in Sport	Payoshni Mitra	Executive director	Humans of Sport	UK
	Running Like a Girl: Athletics Performance of Women Whose Eligibility was Subject to World Athletics DSD Regulations	Roger Pielke	Professor emeritus	University of Colorado Boulder	USA
	Panel debate, Q&A: All speakers				
09:00	Rethinking sport ethics and integrity: Learnings from Finland				Duetto 1
Chair: Niina Toroi	Session organised by the Ministry of Education and Culture, FINCIS, and the Finnish National Olympic Committee.				
	Integrity framework based on cooperation and dialogue: introducing the Finnish model	Satu Heikkinen/Elina Laine	Senior ministerial adviser/Sustainability manager	Ministry of Education and Culture/Finnish Olympic Committee	Finland
	Unveiling the findings of an external review of the national sports integrity framework	Vesa Salminen	Managing Director	Forefront Oy	Finland
	An overview how integrity in sport is managed around the world – from national systems to international federations – and how Finland's distinctive model stands out in comparison	Chiel Warners	Principle consultant	CW Consulting	Netherlands
	How integrity can be reached with aiming towards the same goal with different stakeholders	Antti Aine	Professor	University of Helsinki / Turku	Finland
	Panel debate: a.Expert on integrity, Chiel Warners b.Athlete voice, Panu Autio OR possibly an active athlete c.Sport journalist, Joose Palonen d.Researcher, Kati Lehtonen e.Finnish Center for Integrity in Sports, Pia Ek The panel debate will be followed by Q&A.				
09:00	From games to gains: How states leverage sport for geopolitical influence				Duetto 2
Chair: Simon Liden	Going for Glory: Why Authoritarian Regimes Compete to Host Sports Mega Events	Johannes Strauman	Student	NTNU	Norway
	How mega-events help authoritarians	Sven Daniel Wolfe	Professor	University of Neuchâtel	USA
	Mediation, Memory, and Sites of "Popular Politics": Remembering the 2018 FIFA World Cup and the UEFA 2020 Euros in the UK and Iceland	Vitaly Kazakov	Postdoctoral Fellow	Aarhus University	Denmark
	Stadiums, Soft Power, and Strategic Alignment: China's Use of Football Infrastructure in Africa	Steffany Ndei	PhD researcher	Heriot Watt	Kenya
	Rigged bids and human rights risks - lessons from the 2030 and 2034 FIFA World Cup contests	Steve Cockburn	Head of Business and Human Rights	Amnesty International	UK
	Panel debate, Q&A: All speakers				

Wednesday 8 October					
09:00	Reimagining governance: Lessons across sports and borders				Sonaatti 2
Chair: Spencer Harris	Conflicting perceptions of good governance in sport	Marjukka Mikkonen	University instructor	Tampere University	Finland
	Football across borders: Governance Lessons for the emerging Baltic Football League	Karina Zalcmane/Marina Kamenecka-Usova	Vice-Rector of Academic Affairs/Leading researcher, assoc. prof.	EKA University of Applied Sciences/Riga Stradiņš University	Latvia
	Creating a sports governance framework: lessons from the Biathlon Integrity Unit	Julia Cook	Governance coordinator	Biathlon Integrity Unit	UK
	What Can Behavioral Ethics Contribute to Sports Governance?	José Luis Pérez Triviño	Professor	Universidad Pompeu Fabra	Spain
	The collaboration between sports and esports: governance and integrity challenges	Aline Lopes da Silva Candeo	PhD candidate	Johannes Gutenberg University	Brazil
	Playing for Power: The Limits of Competition Law in Safeguarding Players' Health Amid Football's Governance Struggles	Thibault Ulrich	PhD candidate and research assistant	University of Lausanne	France
	<i>Panel debate, Q&A: All speakers</i>				
09:00	Financial mismanagement in sport: Examining the application and use of the Soft Budget Constraint approach				Riffi
Chair: Zsolt Havran	The Soft Budget Constraints applied to sport management and economics: A brief literature review	Zsolt Havran	Associate professor	Corvinus University of Budapest	Hungary
	Why does sporting success lead to financial collapse in some cases and not others? Recent developments in European Women's handball	Klaus Nielsen	Professor emeritus	Birbeck University of London	Denmark
		Zsolt Havran	Associate professor	Corvinus University of Budapest	Hungary
	French Football: A Crisis Rooted in the Failures of Multi-Level Governance	Mickaël Terrien	Professor	University of Lausanne	Switzerland
	Has UEFA's financial fair play regulation increased football clubs' profitability?	Henry Jarva	Assistant professor	Hanken School of Economics	Finland
	The Soft Budget Constraint and Financial Survival in Lower-Tier German Football (2019–2025)	Dominik Krüssmann	PhD student	University of Münster	Germany
	Recurring vs. One-Off Events: Economic Implications for Event Organizers	Harry Arne Solberg	Professor	NTNU	Norway
	The economic crisis of French professional football: soft budget constraint and the winner's curse	Wladimir Andreff	Emeritus Professor	University Paris 1	France
	<i>Panel debate, Q&A: All speakers</i>				
09:00	Sport for All? A new vision for inclusive sport				Aaria
Chair: Mogens Kirkeby	From the Ground Up: Community Sport Leaders Reimagine an Inclusive Future for Youth in Canada	Sasha Gollish	Knowledge mobilization director	University of Toronto	Canada
	Decent Sport Sport Décent: Toward a Vision and Value for Canadian Sport	Peter Donnelly	Professor emeritus	Faculty of Kinesiology and PE	Canada
	Launching the Re-Think Sport Hub (Canada): A Partnership for Equitable, Diverse and Inclusive Participation, Access, and Quality Experiences in Youth Sport.	David Legg/Cheri Bradish	Professor	Mount Royal University/Toronto Met University	Not registered
	Centering Athlete Voices to Champion Inclusion and Diversity in Sports	Scarlen Martinez	CEO	Maven Strategy Group	USA
	Unruly Lines: Art, Liberation, and the Reworlding of Sport	Richard Norman	Director, Community Futures/Innovation	Curling Canada	Canada
	Monitoring Brazilian Sport: Information and Indicators	Fernando Marinho Mezzadri	Professor	Federal University of Paraná	Brazil
	<i>Panel debate, Q&A: All speakers</i>				

Wednesday 8 October					
09:00	Coaching under scrutiny: Preventing harm and promoting accountability				Opus 3
Chair: Whitney Bragagnolo	Sports coaches' experiences of non-physical violence	Sanna Erdogan	National trustee	Professional Coaches of Finland	Finland
	The Role of Athletic Identity in Enabling Emotional Abuse by Coaches and Preventing Disclosure	Jatta Muhonen	Doctoral researcher	University of Helsinki	Finland
	Integrating Trauma-Informed Practices Into a Coaching Philosophy to Engage Coaches as Change Agents	Julie Ann Rivers-Cochran/Emily Austin	Executive director	The Army of Survivors	USA
	"No pain, no gain" Is coach-perpetrated psychological abuse of athletes part of the game?	Cleo Schyvinck	Post-doctoral researcher	Ghent University	Belgium
	Regulation of the sports coaching profession to protect the life and integrity of athletes	Julie Hortencia Gómez Solano		Fundación Universitaria del Área Andina	Colombia
	Beyond the Whistle: Addressing Power Imbalances in Sport	Eric Williams	Deputy Vice President of Investigations	U.S. Center for SafeSport	USA
	<i>Panel debate, Q&A: All speakers</i>				
10:45-11:15	Coffee break				
11:15	WADA and the fallout from the Chinese swimmers case				Small auditorium
Chair: Spencer Harris	The escalating conflict between the U.S. and WADA	Genevieve Birren	Professor	SUNY Cortland	USA
	Law and the Staging of Legality in Anti-Doping: A Critical Reading of the Chinese Swimmers Case	Thibault Ulrich	PhD candidate and research assistant	University of Lausanne	France
	The Chinese Swimmers – a Case Study of Broken Trust and How to Rebuild It	Harry Grimes	PhD candidate	University of Lausanne	UK
	Impact of Anti-Doping Injustices on Athletes	Allison Wagner	Director of athlete and international relations	USADA	USA
	We Need New Governance And We Need It Now: The Perspective Of An Athlete Destroyed By The System	Lizzy Banks	Retired athlete	Independent	UK
	<i>Panel debate, Q&A: All speakers</i>				
11:15	From overlooked to oversight: Governance failures in global sport				Duetto 1
Chair: Jan Zglinski	Barranquilla 2027 Pan American Games: The Political Use of Sport and Colombia's Self-Boycott	Mauricio Hernández/Federico Dario	Director/Investigative, data & OSINT journalist	Transparency in Sports/Universidad de San Andrés & Clarín	Colombia/Argentina
	The Volleygate. The definitive investigation	Federico Dario Teijeiro/Lúcio de Castro	Investigative, data & OSINT journalist/Journalist	Universidad de San Andrés & Clarín/Jornal Lance	Argentina/Brazil
	An assessment of policy and operational discrepancies within the Olympic hierarchy the case of CANOC	Kervin Jean	Head UWI Global Campus Academy of Sport	University of the West Indies Global Cam	Trinidad and Tobago
	From Loophole to Legitimacy: An Insider Look at How Emerging INGSOs Exploit Weak Oversight	Raul Fodor	President	World OCR	Romania
	Democratic deficits in financial governance of sports associations: How market and state erode civic values in sport.	Rolf Elm-Larsen	Independent	-	Denmark
	Health promotion in sports mega-events: The governance gap in promoting health in the Summer Olympic Games	Sabrina Furtado	Lecturer in Sport Management	Loughborough University	UK
	<i>Panel debate, Q&A: All speakers</i>				

Wednesday 8 October					
11:15	Documentary: The NBA, Rwanda, and sportswashing				Duetto 2
Chair: Kalika Mehta	<p>In 2021, the NBA launched its first professional league outside North America: the Basketball Africa League. Marketed as a milestone for global expansion and talent development, the league also marked the NBA's entry into a partnership with Rwandan President Paul Kagame.</p> <p>This ESPN investigation reveals the untold story behind the league's alliance with Kagame, raising urgent questions about the NBA's global values and business ethics.</p> <p>Join Mark Fainaru-Wada, Mohamed Keita, and Carine Kanimba for a critical discussion following the screening.</p> <p>Panel debate, Q&A: All speakers</p>				
	Panellist	Mark Fainaru-Wada	Reporter	ESPN	USA
	Panellist	Mohamed Keita	Senior Africa Policy Officer	Human Rights Foundation	Mali
	Panellist	Carine Kanimba	Member of the Executive Council	World Liberty Congress	Rwanda
11:15	Manipulation in sport and how to deal with it				Sonaatti 2
Chair: Thomas Könecke	Tackling Age Manipulation in Athletics – The Way Forward	Sanchita Aidasani/Hayley Gibbons	Investigator and analyst/Senior investigator analyst	Athletics Integrity Unit	Monaco
	Reconsidering Uncertainty of Outcome in Sports: Bringing Together Law, Ethics and Economics	Cem Abanazir	Lecturer	Manchester Metropolitan University	Turkey/UK
	“Better to lose your eyes than your name”: The ineffectiveness trap of national sport integrity reporting mechanisms	Pim Verschuuren/Marcelo Moriconi	Senior lecturer/Researcher	University of Rennes 2/ISCTE Instituto Universitario de Lisboa	France/Portugal
	Patterns, problems and priorities in competition manipulation education in European football	Laima Kirtovska	PhD student	DAISI	Latvia
	Match-Fixing and its Harms: An Analysis of Fans Perceptions of Match-Fixing in Football and Tennis	Emil von Werthern	PhD candidate	KU Leuven	Germany
	The systemic failure to protect the players	Giannis Braho	Legal Counsel	FIFPRO	Greece
	<i>Panel debate, Q&A: All speakers</i>				
11:15	From policy to practice: Making safeguarding real in sport				Riffi
Chair: Joanna Maranhão	Conceptualising Coercive Control in Organisations: A Case Study from Olympic Sport	Victoria Roberts	Lecturer	The University of Melbourne	Australia
	Beyond Compliance: Presenting a Typology of Organizational Misconduct in National Sport Organizations	Daniel Wigfield	Assistant professor	York University	Canada
	The Institutionalisation of Safeguarding: Power, Discourse and Responsibility in Global Sport	Carole Gomez	PhD candidate	University of Lausanne	France
	Structuring Safe Sport: Integrity and Public Health Approaches to Welfare, Wellbeing and Risk	Neal Anderson	COO	Safe Sport International	UK
	Accountability that drives Culture Change: What does a Prevention-Driven Audit look like?	Hannah Hinton	Vice President of Organizational Development and Compliance	U. S. Center for SafeSport	USA
	<i>Panel debate, Q&A: All speakers</i>				
11:15	Whose rights, whose game? Sport's struggle with human rights				Aaria
Chair: Kati Lehtonen	The Universal Game? Deconstructing FIFA's Human Rights Discourse	Pedro José Mercado Jaén	PhD Researcher	European University Institute	Spain
	Don't Break The Game – Human rights belong at the heart of sports	Samuel Bashmakov	Human Rights Advisor	Finnish League for Human Rights	Finland
	The LGBT+ Community. Migrant Workers. Women. In That Order: Framing and Visibility of Human Rights Issues in the UK Media During the 2022 FIFA World Cup.	Elizabeth Dann	PhD researcher	University Of Sheffield - School Of English	UK
	Merely plastering a deep cut? A critical policy analysis of the International Olympic Committee's (IOC) human rights commitment	Zohreh Abdollahkhani	Research fellow	University of South-Eastern Norway	Iran
	A Constitutional Approach to Sports and Human Rights	Ariel Dulitzky	Clinical professor, Human Rights Clinic	University of Texas School of Law	USA
	From Principles to Practice: An NOC's Perspective on International Human Rights Engagement	Nina Skyhøj Babore	Head of International Affairs	NOC & Sports Confederation of Denmark	Denmark
	<i>Panel debate, Q&A: All speakers</i>				

Wednesday 8 October					
13:00-14:00	Lunch				
14:00	The politics of image: Sportwashing, soft power or just double standards?				Small auditorium
Chair: Nicholas McGeehan	Creating European Sport-Soft Power Index Using Quantitative Methods	Zsolt Havran	Associate professor	Corvinus University of Budapest	Hungary
		Katalin Varga	MSc student	Hungarian University of Sports Science/Széchenyi Special College	Hungary
		Riesing Eszter	MSc student	Hungarian University of Sports Science/Széchenyi Special College	Hungary
	From Sportwashing to Cultural Changes and Positive Values	Marcelo Moriconi	Researcher	ISCTE Instituto Universitario de Lisboa	Portugal
	Law-Washing Sports	John T. Holden	Associate professor	Kelley School of Business - Indiana University	USA
	Double standards? Early Framing of the 2034 Winter Olympic Games in American Media	Simon Licen	Associate Professor, Sports Journalism	Penn State University	USA/Slovenia
	The Naturality of Sport: what neo-Gramscian perspectives on sportwashing can tell us about Western normativity in sport	Amir van Eekelen	MAiSI graduate	KU Leuven	Netherlands
	<i>Panel debate, Q&A: All speakers</i>				
14:00	From policy to public perception: Sex and gender in sport				Duetto 1
Chair: Kati Lehtonen	Integrity and the regulation of transgender athletes and athletes with sex variations: The role of journalists and sports practitioners	Anna Posbergh/Madeleine Pape	Assistant professor/Maître assistante FNS Ambizione	Florida State University/University of Lausanne	USA/Switzerland
	Epistemic violence at the United Nations: The report of the UN Special Rapporteur on violence against women and girls in sport	Madeleine Pape	Maître Assistante FNS Ambizione	University of Lausanne	Switzerland
	Gender/biological controversy over female boxing at the Paris 2024 Olympics: An empirical study of Japanese discourse on X (formerly Twitter)	Aya Sadamasu	Researcher	Chiba University, Japan	Japan
	Using Q Methods to Examine Perceptions of Masculine and Feminine Sports	Bradley Gorham	Associate professor	Syracuse University	USA
	Trust, Risk, and Representation: Brand Activism in the Sportswear Industry	Lindee Declercq	Graduate student	Wilfrid Laurier University	Canada
	<i>Panel debate, Q&A: All speakers</i>				
14:00	ClearingSport: Open consultation. How do we strengthen enforcement in sports integrity?				Duetto 2
Chair: Chiel Warners & Ingrid Beutler	The ClearingSport project group invites all interested stakeholders to an open consultation about how we can best get to an all-encompassing sports integrity entity or other ways to strengthen the enforcement of laws, rules, and standards.				
	<i>Panel debate, Q&A: All speakers</i>				
14:00	Gender-based violence and online abuse in sport				Sonaatti 2
Chair: Kalika Mehta	The Gender Harassment Experiences of Women Who Play, Coach, Officiate, and Manage Sport in Australia	Samantha Marshall	Research officer	La Trobe University	Australia
	To serve or not to serve? Exploring gambling-related online abuse in tennis	Bram Constandt	Professor	Ghent University	Belgium
	Leveling the Playing Field: Ending Gender-Based Violence Through Advocacy and Action	Julie Ann Rivers-Cochran/Emily Austin	Executive director/Senior policy & advocacy specialist	The Army of Survivors	USA
	Tackling online abuse in Sport - Australian initiatives	Linda Muir	Head of Sport Engagement/Sport integrity consultant	Sport Integrity Australia/Freelance	Australia
	<i>Panel debate, Q&A: All speakers</i>				

Wednesday 8 October					
14:00	Gender and sport corruption: The missing links to understanding anti-corruption and integrity reform in sport				Riffi
Chair: Lisa A. Kihl	How is sport corruption gendered?	Lisa A. Kihl	Professor	University of Minnesota	USA
	Gender Pay Parity Strengthens Integrity	Catherine Ordway/Christina Philippou	Sport integrity consultant/Associate professor	Freelance/University of Portsmouth	Australia/UK
	Whose Data Counts? How Ignoring the Most Vulnerable Undermines Sport Integrity Reform"	Whitney Bragagnolo	PhD sport ethicist and consultant	The Sport Ethics Examiner MAISI Alumni	Netherlands
	<i>Panel debate, Q&A: All speakers</i>				
14:00	Trafficking in sport: The hidden exploitation behind the game				Aaria
Chair: Jan Zglinski	Defining and disrupting sport trafficking: conceptualisation, typologies, and legal perspectives	Serhat Yilmaz	Senior lecturer in sports law	Loughborough University	UK
	Safeguarding Dreams: Fighting Trafficking in Indian Sports	Tarun Tarun	Assistant professor	Gujarat National Law University	India
	Free 2 Play: How Investigative Journalism Led to Football's First Anti-Trafficking Platform	Chris Dalby	Director	World of Crime	Netherlands
	Panellist	Brian Wesaala	Founder & CEO	The Football Foundation for Africa (FFA)	Kenya
	<i>Panel debate, Q&A: All speakers</i>				
15:30-16:00	Coffee break				
16:00	From monopoly to market: Who's entering Finland's gambling space?				Small auditorium
Chair: Jeppe Laursen Brock	Would you be impressed? The stark reality of betting, match-fixing, and the current state of play	Nick Raudenski	Independent consultant	RISC - Raudenski Integrity & Sports Consultancy	USA
	The Western enablers of Asian criminal sports setting syndicates	Philippe Auclair	Investigative reporter	Josimar	France/UK
	Scams, Slavery and Surface-to-Air Missiles: Online Sports Betting in Southeast Asia	Lindsey Kennedy	Research director	The Eyewitness Project	UK
	Moving in, moving out: online sports betting and global mobility	Maria Bridson	Advocate	BridsonHalsall Advocates Limited	Isle of Man
	Panellist	Pia Ek	Chairperson	FINCIS	Finland
	<i>Panel debate, Q&A: All speakers</i>				
17:30-18:00	Play the Game Award 2025				Small auditorium
18:00-18:15	Closing speech by Bjørn Berge, Council of Europe's Deputy Secretary General				Small auditorium
19:30	Cocktail				Duetto 1 + 2
20:00	Farewell party with dinner				Duetto 1 + 2

Appendix 3 – General summary of the survey from 2022-2025

Word change

Gender	2022	
	n	%
Female	49	30,8
Male	110	69,2
Other	0	0,0
Total	159	100,0

Word change

2024	
n	%
74	34,1
143	65,9
0	0,0
217	100,0

2025	
n	%
98	44,5
119	54,1
3	1,4
220	100,0

Profession	2022	
	n	%
Academic	44	27,7
Business	4	2,5
Journalist / media organisation	34	21,4
Public administration	13	8,2
Anti-doping	17	10,7
Sport organisation	28	17,6
	N/A	N/A
	N/A	N/A
Student	11	6,9
Other	19	11,9
Total	170	100,0

Athlete
representation
Human rights
organisation

2024	
n	%
74	34,1
10	4,6
51	23,5
13	6,0
18	8,3
29	13,4
10	4,6
16	7,4
17	7,8
15	6,9
217	100,0

2025	
n	%
86	39,6
17	7,8
35	16,1
20	9,2
12	5,5
32	14,7
15	6,9
13	6,0
24	11,1
22	10,1
276	100,0

(Participants have been able to choose
several professions)

Have you participated in previous conferences?	2022	
	n	%
1997	2	1,3
2000	2	1,3
2002	3	1,9
2005	6	3,8
2007	12	7,5
2009	12	7,5
2011	24	15,1
2013	24	15,1
2015	36	22,6
2017	40	25,2
2019	47	29,6
2022 was my first conference	88	55,3

(Participants have been able to choose
multiple conferences)

2024 was...

2024	
n	%
0	0,5
3	1,4
3	1,4
10	4,6
6	2,8
12	5,5
17	7,8
19	8,8
33	15,2
41	18,9
41	18,9
69	31,8
137	63,1

2025 was...

2025	
n	%
1	0,5
4	1,9
2	0,9
5	2,3
4	1,9
4	1,9
6	7,8
8	2,8
20	9,3
27	12,6
27	12,6
46	21,5
62	29,0
140	65,4

<i>Which days did you attend the conference?</i>	2022	
	n	%
Day 1 (Monday)	117	73,6
Day 2 (Tuesday)	145	91,2
Day 3 (Wednesday)	129	81,1
Day 4 (Thursday)	116	73,0

(Participants have been able to choose multiple days)

	2024	
	n	%
(Sunday)	189	87,1
(Monday)	206	94,9
(Tuesday)	204	94,0
(Wednesday)	186	85,7

	2025	
	n	%
(Sunday)	178	83,2
(Monday)	202	94,4
(Tuesday)	198	92,5
(Wednesday)	181	84,6

<i>What is your overall impression of Play the Game 2025?</i>	2022	
	n	%
Very good	96	60,4
Good	60	37,7
Either-or	3	1,9
Bad	0	0,0
Very bad	0	0,0
Do not know	0	0,0
Total	159	100,0

	2024	
	n	%
	133	61,3
	78	35,9
	6	2,8
	0	0,0
	0	0,0
	0	0,0
Total	217	100,0

	2025	
	n	%
	147	69,7
	56	26,5
	6	2,8
	2	0,9
	0	0,0
	0	0,0
Total	211	100,0

<i>How did the conference succeed in offering you new insights into world sport?</i>	2022	
	n	%
To a very high degree	43	27,4
To a high degree	86	54,8
Either-or	16	10,2
To a limited degree	11	7,0
Not at all	0	0,0
Do not know	1	0,6
Total	157	100,0

	2024	
	n	%
	68	31,3
	122	56,2
	14	6,5
	13	6,0
	0	0,0
	0	0,0
Total	217	100,0

	2025	
	n	%
	77	36,5
	103	48,8
	19	9,0
	11	5,2
	0	0,0
	1	0,5
Total	211	100,0

<i>To what degree did you find that the conference met its goal of stimulating the public debate about world sport?</i>	2022	
	n	%
To a very high degree	34	21,8
To a high degree	93	59,6
Either-or	13	8,3
To a limited degree	12	7,7
Not at all	0	0,0
Do not know	4	2,6
Total	156	100,0

	2024	
	n	%
	65	30,0
	116	53,5
	19	8,8
	15	6,9
	0	0,0
	2	0,9
Total	217	100,0

	2025	
	n	%
	72	34,3
	108	51,4
	17	8,8
	11	5,2
	1	0,5
	1	0,5
Total	210	100,0

<i>To what degree did this year's speakers sufficiently represent all stakeholders in the world of sport?</i>	2022	
	N/A in 2022	
To a very high degree		
To a high degree		
Either-or		
To a limited degree		
Not at all		
Do not know		
Total		

2024	
n	%
22	10,1
95	43,8
52	24,0
43	19,8
2	0,9
3	1,4
217	100,0

2025	
n	%
33	15,8
85	40,7
36	17,2
41	19,6
10	4,8
4	1,9
217	100,0

<i>To what degree did Play the Game 2025 give you time enough to network with other participants?</i>	2022	
	n	%
To a very high degree	38	24,7
To a high degree	80	51,9
Either-or	22	14,3
To a limited degree	9	5,8
Not at all	0	0,0
Do not know	5	3,2
Total	154	100,0

2024	
n	%
48	22,1
114	52,5
29	13,4
21	9,7
2	0,9
3	1,4
217	100,0

2025	
n	%
39	18,7
109	52,2
30	14,4
29	13,9
0	0,0
2	1,0
209	100,0

<i>To what extent do you expect Play the Game 2025 to give value to your daily work after the conference?</i>	2022	
	n	%
To a high extent	48	31,6
To some extent	79	52,0
Either-or	12	7,9
To a small extent	7	4,6
To no extent	1	0,7
Do not know	5	3,3
Total	152	100,0

2024	
n	%
74	34,1
98	45,2
25	11,5
14	6,5
3	1,4
3	1,4
217	100,0

2025	
n	%
43	20,7
99	47,6
46	22,1
11	5,3
4	1,9
5	2,4
208	100,0

<i>What were the most important qualities of participating at Play the Game 2025 for you? (Please tick all that apply)</i>	2022	
	n	%
The content of the presentations	112	74
The opportunities for networking	112	74
The opportunity to meet people with similar concerns	80	53
The mix of participants from different professions and backgrounds	96	63
The opportunity to debate important issues in international sport	94	62
The specific topics addressed at the conference	66	43
Other - please elaborate	5	3

2024	
n	%
159	73,3
153	70,5
105	48,4
132	60,8
114	52,5
83	38,2
1	0,5

2025	
n	%
144	69,9
145	70,4
105	51,0
138	67,0
119	57,8
92	44,7
3	1,5

<i>In your view, are the Play the Game conferences developing in a positive or a negative direction?</i>	2022	
	n	%
Positive	84	55,6
Negative	10	6,6
Don't know	57	37,7
Total	151	100,0

2024	
n	%
139	64,1
9	4,2
69	31,8
217	100,0

2025	
n	%
132	64,1
10	4,9
64	31,1
206	100,0

<i>What do you think about the number of presentations in general?</i>	2022	
	n	%
Far too few	0	0,0
Too few	1	0,7
The number was suitable	85	57,0
Too many	51	34,2
Far too many	10	6,7
Do not know	2	1,3
Total	149	100,0

2024	
n	%
1	0,5
3	1,4
99	45,6
90	41,5
22	10,1
2	0,9
217	100,0

2025	
n	%
1	0,5
1	0,5
87	42,2
77	37,4
36	17,5
4	1,9
206	100,0

<i>What do you think about the length of the presentations in the main/plenary sessions?</i>	2022	
	n	%
Generally too long	13	8,7
Suitable	121	80,7
Generally too short	11	7,3
Do not know	5	3,3
Total	150	100,0

2024	
n	%
29	13,4
167	77,0
19	8,8
2	0,9
217	100,0

2025	
n	%
19	9,2
171	83,0
13	6,3
3	1,5
206	100,0

<i>What do you think about the general standard of the presentations during main/plenary sessions?</i>	2022	
	n	%
Very good	33	22,3
Good	91	61,5
Either-or	20	13,5
Bad	0	0,0
Very bad	0	0,0
Do not know	4	2,7
Total	148	100,0

2024	
n	%
66	30,4
122	56,2
26	12,0
3	1,4
0	0,0
0	0,0
217	100,0

2025	
n	%
85	41,3
98	47,6
20	9,7
2	1,0
1	0,5
0	0,0
217	100,0

<i>Did you find there was time enough to debate during main/plenary sessions?</i>	2022	
	n	%
Yes	63	42,6
Either-or	31	20,9
No	49	33,1
Do not know	5	3,4
Total	148	100,0

2024	
n	%
119	54,8
47	21,7
48	22,1
3	1,4
217	100,0

2025	
n	%
111	53,9
51	24,8
39	18,9
5	2,4
206	100,0

<i>What do you think about the length of the presentations in the parallel sessions?</i>	2022	
	n	%
Generally too long	15	10,1
Suitable	105	70,9
Generally too short	19	12,8
Do not know	9	6,1
Total	148	100,0

2024	
n	%
16	7,4
167	77,0
32	14,7
2	0,9
217	100,0

2025	
n	%
6	2,9
166	81,0
30	14,6
3	1,5
205	100,0

<i>What do you think about the general standard of the presentations during parallel sessions?</i>	2022	
	n	%
Very good	25	16,9
Good	95	64,2
Either-or	19	12,8
Bad	1	0,7
Very bad	0	0,0
Do not know	8	5,4
Total	148	100,0

2024	
n	%
36	16,6
144	66,4
35	16,1
2	0,9
0	0,0
0	0,0
217	100,0

2025	
n	%
52	25,4
118	57,6
27	13,2
1	0,5
2	1,0
5	2,4
205	100,0

<i>Did you find there was time enough to debate during parallel sessions?</i>	2022	
	n	%
Yes	64	43,2
Either-or	32	21,6
No	40	27,0
Do not know	12	8,1
Total	148	100,0

2024	
n	%
113	52,1
49	22,6
48	22,1
7	3,2
217	100,0

2025	
n	%
124	61,1
43	21,2
32	15,8
4	2,0
203	100,0

<i>What do you think about the mix of plenary and parallel sessions?</i>	2022	
	n	%
Suitable	76	51,4
Too many plenary sessions	9	6,1
Too many parallel sessions	50	33,8
Do not know	13	8,8
Total	148	100,0

2024	
n	%
133	61,3
9	4,1
73	33,6
2	0,9
217	100,0

2025	
n	%
115	56,7
4	2,0
77	37,9
7	3,4
203	100,0

<i>Do you think we need to work on different formats for the sessions?</i>	2022	
	n	%
Yes	80	54,1
	N/A	N/A
No	68	45,9
Do not know	0	0,0
Total	148	100,0

Yes, you should
Yes, I would like to suggest the following...
No I think this year's conference mix of format of sessions worked well...

2024	
n	%
34	15,5
60	27,4
105	48,4
19	8,8
217	100,0

2025	
n	%
26	12,9
54	26,7
103	51,0
19	8,8
202	100,0

<i>Do you think we need to work on different formats for the conference as a whole?</i>	2022	
	n	%
No, I think the current format works well	99	66,9
Yes, a hybrid format that allows for digital attendance	28	18,9
Yes, a hybrid format that allows for digital attendance AND online presentation	21	14,2
Other	0	0,0
Do not know	0	0,0
Total	148	100,0

2024	
n	%
139	64,1
27	12,4
27	12,4
7	3,2
17	7,8
217	100,0

2025	
n	%
130	64,4
35	17,3
15	7,4
10	5,0
12	5,9
202	100,0

What do you think about the length of Play the Game 2025 as a four-day conference?	2022	
	N/A in 2022	
	Too short	
	The conference length was suitable	
	Too long	
	Do not know	
Total		

2024	
n	%
7	3,2
158	72,8
50	23,0
2	0,9
217	100,0

2025	
n	%
9	4,5
135	66,8
50	24,8
8	4,0
202	100,0

What did you think of the safeguarding measures (contact point, safeguarding advisor, and a quiet room) put in place this year?	2022	
	N/A in 2022	
	The measures were sufficient	
	The measures were insufficient	
	Safeguarding measures were not important to me	
	I don't know	
Total		

2024	
n	%
112	51,6
4	1,8
48	22,1
53	24,4
217	100,0

2025	
n	%
93	46,0
9	4,5
50	24,8
50	24,8
202	100,0

How did you find (...) as a conference venue?	Odeon, Odense	
	n	%
Very good	106	71,6
Good	36	24,3
Either-or	5	3,4
Less Satisfactory	1	0,7
Unsatisfactory	0	0,0
Do not know	0	0,0
Total	148	100,0

Radisson Blu Royal Garden, Trondheim	
n	%
149	68,7
60	27,6
6	2,8
0	0,0
0	0,0
2	0,9
217	100,0

Tampere Hall, Tampere	
n	%
151	74,8
41	20,3
3	1,5
5	2,5
2	1,0
0	0,0
202	100,0

What do you think about the quality of the food at Odeon?	2022	
	n	%
Very good	67	45,3
Good	53	35,8
Either-or	16	10,8
Less satisfactory	9	6,1
Unsatisfactory	2	1,4
Do not know	1	0,7
Total	148	100,0

... at Radisson Blu?

2024	
n	%
129	59,4
71	32,7
9	4,1
4	1,8
3	1,4
1	0,5
217	100,0

... at Tampere Hall?

2025	
n	%
95	47,0
67	33,2
17	8,4
16	7,9
7	3,5
0	0,0
202	100,0

<i>What do you think about the registration service provided by Play the Game before the 2025 conference?</i>	2022	
	n	%
Very good	99	66,9
Good	42	28,4
Either-or	2	1,4
Less Satisfactory	0	0,0
Unsatisfactory	0	0,0
Do not know	5	3,4
Total	148	100,0

2024	
n	%
150	69,1
56	25,8
3	1,4
1	0,5
0	0,0
7	3,2
217	100,0

2025	
n	%
148	73,3
43	21,3
4	2,0
0	0,5
0	0,0
7	3,5
202	100,0

Appendix 4: Financial accounting for Play the Game 2025

Budget as of 16.12.2024

REVENUES	EUR	DKK
Play the Game, own fundraising	60.000	450.000
Finnish Ministry of Education and Culture	200.000	1.500.000
City of Tampere (rental and staff venue)	65.000	487.500
Delegate fee	100.000	750.000
REVENUES TOTAL	425.000	3.187.500
EXPENSES	EUR	DKK
Preparation costs		
Play the Game staff, pre-conference travels and meetings	10.000	75.000
Play the Game workforce	0	0
Grants for less privileged participants		
PREPARATION COSTS	10.000	75.000
Communications		
Freelance journalists (ex travel/accomm)	5.500	41.250
Freelance photographer (ex travel/accomm)	6.700	50.250
PR and graphic production	2.000	15.000
COMMUNICATIONS TOTAL	14.200	106.500
Hotels, travel, catering etc		
Day packages, volunteers/students	6.000	45.000
Day packages, invited speakers	9.600	72.000
Day packages, Programme Committee	4.800	36.000
Day packages, guests & sponsors	4.800	36.000

Accounting

EUR	DKK
94.391	705.000
200.000	1.493.780
81.936	611.972
150.275	1.122.391
526.603	3.933.142
DKK	DKK
4.683	34.977
20.134	150.379
24.817	185.356

14.120	105.463

Day packages, PtG staff and board	4.500	33.750		
Day packages, paying participants	55.200	414.000		
Dinners, volunteers/students	6.000	45.000		
Dinners, invited speakers	9.600	72.000		
Dinners, Programme Committee	4.800	36.000		
Dinners, guests & sponsors	4.800	36.000		
Dinners, paying participants	55.200	414.000		
Dinners, PtG staff and board	3.600	27.000		
Travels, inv. speakers	24.000	180.000		
Travels. Programme Committee	12.000	90.000	18.967	141.666
Travels, Play the Game staff and board	9.000	67.500		
Hotel, invited speakers	24.000	180.000		
Travels, others	0	0	2.667	19.923
Hotel, Programme Committee	12.000	90.000		
Hotel, PtG staff and board	12.600	94.500		
Total for day packages and dinners			160.435	1.198.274
Total for invited speakers			67.826	506.587
Total for PtG staff and board			27.387	204.547
Travel and reimbursements fees			683	5.104
All speakers, gifts and fees	4.000	30.000	8.840	66.024
Participants gifts (+keyhanger)	3.500	26.250	4.181	31.228
Registration and abstract software				
	3.000	22.500	2.742	20.480
HOTEL, TRAVEL, CATERING	273.000	2.047.500	293.729	2.193.833
Venue and arrangements				
Venue, AV equipment, flowers	85.000	637.500	44.333	331.117
Venue, AV equipment, Non-refundable VAT			11.324	84.574
Expenses covered by City of Tampere (rental, staff venue and Welcome reception			81.936	611.972
Extra costs, farewell party	17.500	131.250	0	
Social and cultural events (musician + DJ)	10.000	75.000	1.040	7.767
Internet Streaming	10.000	75.000	10.494	78.375

Streaming software		
Car rental + name tags + tshirts	4.000	30.000
VENUE AND ARRANGEMENTS	126.500	948.750
TOTAL CONFERENCE EXPENSES	423.700	3.177.750
CONFERENCE RESULT (profit)	-1.300	-9.750

1.084	8.095
3.957	29.555
154.167	1.151.454
486.833	3.636.106
-39.770	-297.037

Exchange rate: 7,50

Exchange rate (31.12.25): 7,469

