

# **Leadership Development of Persons with Disabilities (JFY 2006) Inception Report**

## **1. Country Data**

### **1.1 General Information**

(1) Total Land Area	1'141.748 km2
(2) Capital City	Bogota
(3) Total population	43 million people
(4) Ethnic groups	White, afrocolombian, indigenous, others
(5) Language	Spanish
(6) Religion	Catholic

### **1.2 Disability related information**

#### (1) Definition / Classification of disabilities

40% persons with visual limitation (25% low vision and 15% blind), 37% persons with mental limitations, 12% deaf, and 11% persons with physical limitations.

#### (2) Population of persons with disabilities (Type of disability, age, cause, gender)

2'647.000 according to 2005 census, 6.47% of total population

From total of people who reported a disability, 29,0% has limitations to move or walk, 14,6% to use arms and hands, 43,2% to see despite of lens or glasses, 17,3% to hear even with special devices, 12,8% to speak, 11,9% to understand or learn, 9,9% to socialize due to mental or emotional problems, 9,4% to bath, dress or feed by him/her self and 19,4% have other limitations.

Taking into account the number of limitation per person, 71,2% have one limitation, 14,5% two limitations, 5,7% three limitations and 8,7% three or more permanent limitations. According to this 2005 general census prevalent rate for total population (6.4%) is greater for men (6,6%) than women (6,2%).

#### (3) Major laws and regulations concerned with persons with disabilities, if any (Name/title, registered year, description)

Fundamental rights in our constitution:

Article 13 – equal right for everybody and special protection from government to people with disabilities

Article 16 – free development of personality

Article 25 - the right to work for everybody

Article 47 – Government will lead a policy of prevention, rehabilitation and social integration of people with disabilities

Article 49 – State is in charge of public health and everybody has the right of access

### **LOWS**

Colombia has many laws that unfortunately are not applied in reality. For example about education (115 de 1994, 715 de 2001, and 119 de 1994), health (100 de 1993 and 10 de 1990), social security (100 de 1993 and 797 de 2003), work and training (361 de 1997, 789 de 2002 and 909 de 2004), sport and recreation (181 de 1995 and 582 de 2000), culture and democratic participation (163 de 1994), in all of them there are legal warranties that rule in general or specifically topics related with population with disabilities or in disability situations.

#### (4) Financial assistance for persons with disabilities, if any

There is no government subsidy for persons with disabilities except when their condition is acquired in a job or they are supported by a family member who works.

Recently a health system SISBEN was established to assist people in great need, the poorest or refugees from violence. This is the only option for many people with disabilities for basic health coverage

(5) Disability-related organizations and their activities

### **COMITE CONSULTIVO NACIONAL DE DISCAPACIDAD (NATIONAL CONSULTING COMMITTEE FOR DISABILITY)**

Main consulting body of government of Colombia about politics, programmes and coordination of public policy for people with disabilities. Is conformed by important organizations representing different kind of limitations:

- Asociación Colombiana de Padres con Hijos Especiales (Acphe). Acphe@colomsat.net.co (Fathers with special sons/daughters)
- Colciencias-Programa de Salud, Bsuares@colciencias.gov.co (Research institute)
- Confepaz Confepaz@lettera.net (association of people who leave weapons and war)
- Centro de Rehabilitación para Adultos Ciegos (Crac). Centrod2@latino.net.co (Rehabilitation Center for Blind adult)
- Defensoría del Pueblo, (government agency to Project people's rights)
- Fenascol (Federación Nacional de Sordos de Colombia), Fenascol@elsitio.net.co (National federation for deaf people)
- Fundación Cirec; Fcirec@colomsat.net.co (Important foundation for people with physical limitations, specially focus on children victims of war)
- Fundación del Niño Diferente, Fndcolombia@hotmail.com (Foundation of the different children)
- Sociedad Colombiana de Medicina Física y Rehabilitación, Acedcol@latino.net.co (Rehab and medicine Colombian society)
- Andercop, Andercop@007mundo.com
- Instituto Los Alamos, Losalamos@epm.net.co
- Universidad Nacional de Colombia, departamento de terapias, Atrujil@bacata.ufc.unal.edu.co (Therapist representative from main public university)

And many other specifically devoted to certain limitations.

## 2. Description of your organization

### 2.1 General Information

(1) Name of your organization **COMITE PARALIMPICO COLOMBIANO (Colombian Paralympic Committee)**

(2) Type of your organization Governmental

(3) Background, mission, vision, activities, organization chart

#### Background

The Colombian Paralympic Committee was created by law 582 which defines the system of associate sport for persons with physical, mental and sensitive limitations. Since then it has been the leading body for international participation of Colombian players with disabilities in many events and also taking care of national organization with federations, leagues and clubs. President of CPC has a permanent place in Directive committee of COLDEPORTES, the governing body of sports in our country.

The constitution of Colombian Paralympic Committee, based on the stated law, took place on February 03 2001.

#### Mission

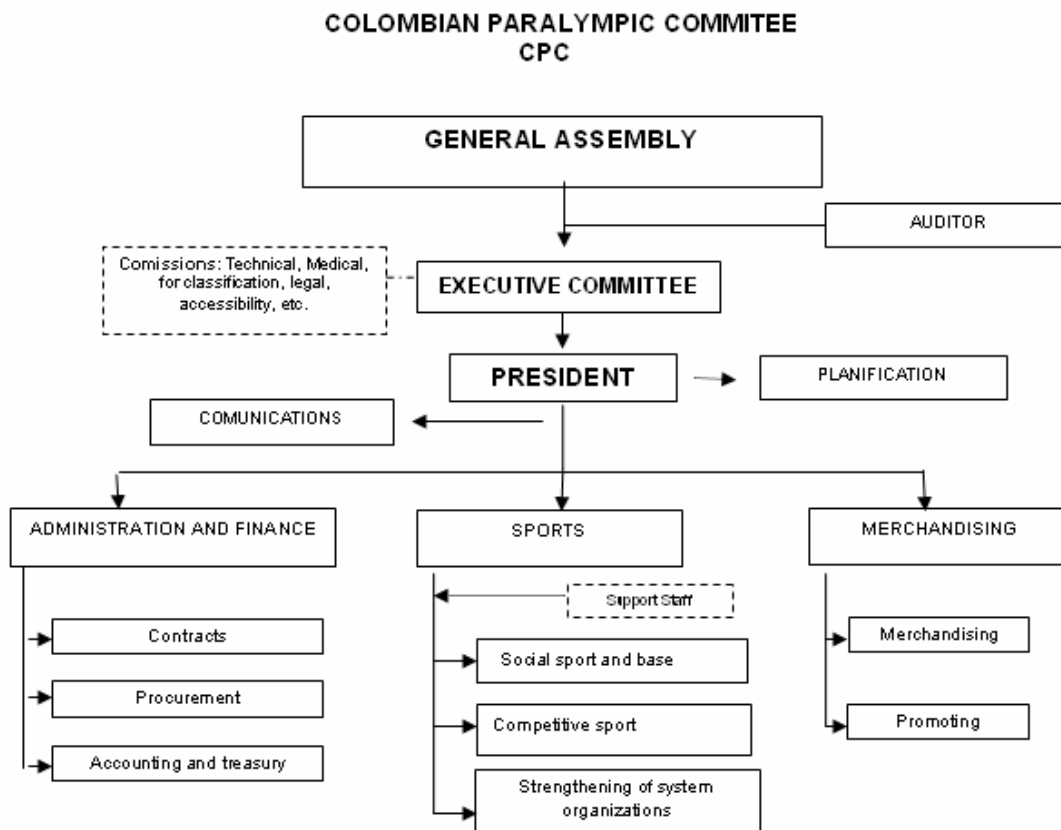
"Colombian Paralympic Committee is the body that promotes formulation and implementation of public policy for sport, recreation and sporting rehabilitation within Colombian Paralympic System. Besides, coordinates and executes different programmes for paralympic and deaf

Olympic in Colombian territory along with its national federations and the competent international organizations”

**Vision**

“Colombian Paralympic Committee wants to work for its projection in the next 12 years as a leading entity in construction and management process for sport, recreation and sporting rehabilitation for persons with disabilities, promoting high level of development in every aspect of his labor at national and international stages, through strengthening of sport structure in short and long term”.

**Organization Chart**



(4) Staff and volunteers (number, paid or non-paid, with or without disabilities, type of disabilities)

Many volunteers and just 2 methodologist recently hired. Most of the people working in this organizations have no salary, and they can expect some retribution only when a specific job is assigned to them in a specific project. Usually these persons have a regular job or part time job and the rest of their time is devoted to CPC activities

(5)Registered members (individuals/organizations, number, membership fee)

Members are the Federations of sports in each kind of disability (physical, visual, deaf and dumb, blind, mental ... etc.)

(6) Financial resources of your organization

<b>GENERAL BUDGET CPC</b>			
<b>2006 (Colombian pesos)</b>			
<b>ORIGEN OF RESOURCES</b>	<b>TECHNICAL AREA</b>	<b>ADMINISTRATION</b>	<b>BUDGET</b>
SPONSORSHIP		100.000.000	100.000.000
DONATIONS		65.000.000	65.000.000
SALE OF SERVICES	105.000.000	40.000.000	145.000.000
MERCHANDISING		50.300.000	50.300.000
AGREEMENTS WITH COLDEPORTES	1.075.000.000		1.075.000.000
NATIONAL AND INTERNATIONAL PARTNERSHIPS		59.600.000	59.600.000
EVENTS PROMOTION	250.000.000		250.000.000
<b>TOTAL</b>	<b>1.430.000.000</b>	<b>314.900.000</b>	<b>1.744.900.000</b>
<b>PARTICIPATION</b>	<b>82%</b>	<b>18%</b>	<b>100%</b>
			1.744.900.000

(7) Weakness and strength of your organization

See at the end the SWOT analysis of the Wheelchair Tennis Silver Fund Project that I've been leading

(8) Attach herewith a brochure or annual report of your organization, if any

Not available

2.2

(1) Your job title Wheelchair Tennis Leader (Silver Fund Project)

(2) Describe the details of activities that you are responsible for

- Project leader and main contact for ITF in Colombia. Management, marketing, training, etc. Project consider by ITF as one of the best in the world
- Coordinate and achieve nationwide project and promotional tour to 11 cities to start regional programmes and make contacts with local leaders

(3) Explain why and when you started working in this organization

In 2003 as a result of an accident I had in 2000, I started looking for sport activities and competition, I discovered wheelchair tennis casually and began a wide research in internet to discover the 30 years history of this sport in the world being one of the best organized and the first one to be adopted by able bodied federation, ITF International Tennis Federation. In Colombia there were just a few players with no contact or plans for development and no idea about their competitive level at international scenario.

Then I found about Silver Fund and I saw an opportunity for Colombia, I started sending hundred of emails with pictures, information, etc. and, with support of Colombian Tennis Federation and Paralympic Committee we started a national project based on donations from ITF and bringing to national scenario a new sport that nowadays is one of the most important ones and an example of self-management and volunteer organization. Financial resources from ITF Silver Fund were just for two initial phases of the project, but we have to keep development and growing accordingly with the 5 years plan.

(4) Explain problems or difficulties that you face in your activities and how you solve them

This is explained in the SWOT Analysis of the project

(5) State your opinion on how to improve your activities or your organization and why

We need to merchandise our Project, find more sponsors and have a Colombian tournament in the NEC International circuit, that way we can have international players showing their level here and more commercial possibilities.

For high level players in this sport is possible to be a professional, because the NEC tour has 130 tournaments and more than US\$600.000 in prizes, so that's a possibility for a living in the future for Colombian players, coaches and event organizers.

(6) Describe what kind of role you would like to take in this process and how I want to keep leading this Project and get it to a real self-sustainable level, having permanent sponsors and an interesting job opportunity for coaches, event promoters and committed players. Besides competitive level, this a way to bring recreation and rehabilitation options to children and people with disabilities in isolated areas of the country, there are lots of tennis courts under utilized and many coaches willing to share their knowledge. Social benefits of this project surely are the most important reward and the main goal I aim at.

3. Describe any other working experience with persons with disabilities that you have other than in above mentioned organization

Despite of the sport focus of my Project, in a country like Colombia is unavoidable to end up giving lectures, advice, suggestions or helping to coordinate many other disability related activities/programmes, because persons with disabilities usually attend every event looking for help, and they are in great need most of the times. So, when I notice that many problems could be handled or solved just with more coordination, asking for resources or help to the right people in the right organizations ... then is imperative to devote some time to do this and my objective with this course in Japan is to have more skills and tools to be an important part in the path of progress for all these people.

4. If you don't mind, please share your personal experiences related to your disabilities. And please describe how you feel about the position of persons with disability in your country. (This question is not compulsory and also it will not be used in the selection procedure).

In an underdeveloped country is still very difficult to have a disability: many barriers, not open minded people in companies or organizations and lack of real opportunities for education or work make it a real challenging situation not easily to overcome. There are many lows but in reality people don't keep them and there is no specific government plans to ensure that people, companies and organizations do what law says. My vision and answer to this situation is doing the best I can and share the message, changing for better one person, company or organization at a time. For example giving flyers to people who don't respect handicap parking, letters to restaurants or places with no ramps or accessible bathrooms, sending emails to authorities when I see specific problems. The result? ... I have seen changes, many positive changes. And surprisingly things happened, so I tell to other people with disabilities who use to complain about everything, government, etc. ... Have you tried something to change that? ... Are you sure they really know your problem?... SO MY MESSAGE IS DO SOMETHING IF YOU WANT SOMETHING TO HAPPEN.

**Silver Fund Project**  
**Wheelchair Tennis - COLOMBIA**  
5 Year Development Plan

Year 1

- Initial visit from ITF expert (Local player Fabio Padilla)
- Regular coaching programme in 10 cities to include men and women (quads and juniors).
- Develop links between rehabilitation centers, clubs and coaches.
- Identify coaches, leaders, volunteers etc. To appoint a Programme Director and Sub-Director in every city (involved instructors from local tennis leagues).
- Match programme between the cities. Encourage them to participate in national events.
- Promote local competitive opportunities, one day/weekend tournaments (alongside able bodied events)
- Form wheelchair tennis committee in Tennis Federation reporting to Board of Directors, include Disable sports Federation and other leaders.
- Present the Tennis Federation as the coordinating body for future programme development. Share contacts information from all the cities (get information from every player attending the visit)
- Nominate a board member to be responsible for wheelchair tennis.
- Encourage programme directors to join female, quads and junior players. Visit specialized rehab centers for children and promote the opportunity of Junior Camps for very committed juniors.
- Get involved the army in promotional events
- Attract **at least 50** players to lectures and demonstrations of wheelchair tennis promotion.
- Organize the visit of an international top-50 player to share his/her experiences and knowledge. Play demonstrations
- Get media coverage of promo events and Silver Fund visits

Year 2

- Introduce programme to 3<sup>rd</sup>/4<sup>th</sup> cities. Keep promotion of the sport with events and word of mouth in all the regions.
- Start a nationwide programme with the army. Have them participating in all the circuit
- Increase participation of juniors and quads. Develop specific promoting programmes for them. Include junior and quad divisions in tournaments.
- National Championships (alongside able bodied National Champs): men, women, quads and juniors. At least 3 tournaments per year and a masters at the end (first 16 ranked players).
- Send players to compete in Florida Open – play, watch and learn from top players.
- Have prospect sponsors attracted to tournaments ... set agreements for future events
- Organize coach education/awareness workshops. Encourage program directors to lead this initiatives in every region (Taking advantage of books and materials donated).
- Match programme between the cities. Promote weekend regional tournaments.
- Coordinate with Tennis Federation (and/or Disable Sports Federation) a national ranking system. Have an internet page or link to show news, events and ranking.
- Nominate National Wheelchair Tennis Coach.
- Have **more than 50** players in national programme attending training and events regularly.

Year 3

- Introduce programme to 5<sup>th</sup>/6<sup>th</sup> cities
- Include the best Colombian tournament in the NEC tour
- Invite players from neighboring countries to participate in the tournament (in addition to the National Championships).
- Commence National Training Programme for high performance players.
- Run development camps for new players.

- Organize coach education/awareness workshops.
- Representative teams in Regional Games e.g. Para Pan Am. Set agreements with National Disable Sports Federation in order to establish clear rules for players eligibility to participate in international events
- Send players to compete in NEC Tour event in nearby country.
- **Aim: 75 players + in programme.** At least 15 women, 15 juniors and 10 quads.

#### Year 4

- Introduce programme to 7<sup>th</sup> /8<sup>th</sup> Cities
- Send players to compete in NEC Tour event in nearby country.
- Have some national coaches participating at international wheelchair tennis camps
- Keep setting agreements with sponsors for Colombian NEC tour event and national tournaments
- Representation of Colombia in the Invacare World Team Cup.
- Run development camps for new players.
- Organize coach education/awareness workshops.
- Aim: 90 players + in programme.

#### Year 5

- Further extend the programme to new cities/areas.
- Run development camps for new players.
- Regular participation in NEC tour events. Some players in top-100 ranking
- Organize coach education/awareness workshops.
- Aim: 120 players + in programme.

#### Year 6 onwards

- Representation at Paralympic Games.
- Develop team of coaches: men, women, quads, juniors.
- Have a self-supported organization to maintain tournaments circuit and promotional events
- Keep supporting top ranking players to participate in the NEC tour and World Team Cup

For the whole project get media coverage of promo events and tournaments is very important. The focus of this plan is to develop a strong base of players to create a healthy sport within the nation. And become a real and very good option for sponsors, rehab centers and disable persons looking for a sport activity.

### **SWOT ANALYSIS – COLOMBIAN WHEELCHAIR TENNIS PROJECT**

#### **STRENGTHS:**

1. A few programmes already existed before Silver Fund project started (Bogota and Cali) with more than 3 years of training in Bogota. We have had 3 visits from Marck Bullock ITF Development Officer.
2. We have leaders very committed with the sport and its development: Sigifredo Hidalgo in Cali and Fabio Padilla in Bogota, besides we have the new programme directors in each of the 10 visited cities. It is worth to highlight Bucaramanga: Enrique Adarme, Ibague: Maria Clara Vallejo, Cucuta: Uriel Montoya and Medellin: William Gabalan (now with the help of Ceferino Ochoa, former Fedetennis Development Department Director).
3. Colombian Tennis Federation is open to proposals and willing to keep coordinating the project
4. Local awareness on worldwide development of wheelchair tennis based on recent Athens paralympic games and Silver Fund visit
5. Lots of tennis courts in very good conditions and not very difficult paperwork to get access to them
6. 11 cities visited within Silver Fund project/promotion and 10 programmes working based on free use of courts and free lessons donated by tennis instructors

7. An excellent national tournament in Cali 3 years old. Growing and improving organization every year
8. Sports entities have improved their organization and now they have specific destination resources to support sports for disable population
9. We already have our first National Paralympic Games officially enacted by the law; this important event would be held every 4 years. Wheelchair Tennis was included as one of the official sports of Colombian Paralympic Committee
10. We have an honest and direct contact with ITF International Tennis Federation and they have seen our job and achievements in Colombian project
11. During last 2 years we have been at the media oftenly: TV, radio, press, magazines, special awards.. etc. And able bodied tennis players are use to train with us in the next court. We are not anonymous anymore!
12. We have local expertise in production of special tennis wheelchairs. Good quality and low cost. Several producers
13. Within tennis and disable sports people there's acknowledgement about our job and achievements in this wheelchair tennis project
14. Johana Martinez has a high potential to be a top player in woman division according with Mar Bullock's comments
15. I (Fabio Padilla) have international experience in tournaments in Canada and Peru. I won division A at Canadian Open and Consolation Second draw in Ottawa
16. There's another very good level player from Villavicencio with 10 years of experience in able bodied tennis and 4 years playing wheelchair basketball: Pedro Leon.

#### **WEAKNESSES:**

1. To continue this project we need more financial resources and unselfish leaders ready to find them
2. Even though we appointed programme directors and sub-directors in each city, it is very important to keep a dynamic leadership with frequent contact at national level to keep promoting events and regular training. For this to work well some extra expenses in phone calls, internet, emails and paperwork is required and not everybody is open to assume this on his own.
3. All the training lessons for beginners are based on free time donated by some tennis instructors, those agreements could be easily broken or forgotten if players don't attend training sessions regularly
4. One of the main promoters of this project (me: Fabio Padilla) needs also a regular job for a living, that means very short time to coordinate or support projects from other regions. Just at nights or on weekends
5. Coaches only have basic level knowledge on wheelchair tennis techniques. To improve our level we also need to improve coaches' skills
6. Age average for our players is high: 39 years old. Despite of our promotional efforts still is very uncommon to see children or junior players in wheelchair sports. For quads the same happens (In Colombia high lesion level are less common than in Europe or USA)
7. There is no wheelchair accessible gym in most of the cities. (Only in Bogota and Cali).

#### **OPPORTUNITIES:**

1. A growing population with disabilities that is not always interested or satisfied with traditional wheelchair sports
2. Able bodied tennis players are getting to better stages on international ranking and hopefully, in few years, we'll have Colombian players at the international scene making the sport more attractive
3. At the local tennis environment, wheelchair tennis is still a novelty and for sure, with good playing level, everybody is going to be interested and open to help because they are surprised about the level we can perform.
4. An important politician (a senator) is a wheelchair tennis player. In different contacts we have made, he has showed his interest on helping us and our projects
5. Is an interesting sport for all lesion levels with no complicated rules or classification

6. We have made some contacts with little sponsors. Step by step the possibility of more financial support is coming
7. Several universities with sports careers are promoting integration of their students with wheelchair sports, there are ongoing studies and little projects that will enrich our material for programmes.
8. To keep developing national industry in terms of sport wheelchairs and accessories. Possibility of exporting.
9. Maybe Bogota is the city with more media coverage regarding wheelchair tennis. There's a possibility to start a new project in other area of the city with financial support of city government.

#### **THREATS:**

1. It has been very difficult to integrate Fedetennis (Tennis Federation) with Fedesir (Disable Sports Federation), the last institution insists on undertake this process on his own way and rules but ITF prefers Fedetennis as the main contact institution, so we are facilitating meetings among them and Colombian Paralympic Committee in order to establish clear rules to coordinate plans and schedule of events, but internal regulations and different administration styles can cause problems.
2. On recent years Fedetennis has faced a difficult financial situation. Now is facing staff changes which results we still don't know, with changes on general manager and development department director. They tell us about their intention of keep coordinating the project but still we don't know their real commitment.
3. The majority of tennis courts and clubs are not wheelchair accessible. If accessibility arrangements are not made, there's a risk of accidents or players discouraged to train due to these difficulties (for entrance/exit the help of one or more persons is needed and there are not accessible bathrooms).
4. At least 70% of the players have very low economical resources, so transport and equipment problems (wheelchairs, racquets) are very common
5. It is important to set some budget for coaches to travel to international courses or tournaments with players. If they don't receive some support, maybe they feel that their job is not valuable and free lessons could finish.
6. After Silver fund project visits, media coverage and national promotion of the sport and even more when some people know that there's some money involved (Silver Fund Donation), some individuals and/or organizations want to "be in charge" of the project thinking with an individual criterion and no real commitment for future development of the sport.