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SIGA
SPORT INTEGRITY
GLOBAL ALLIANCE



INTRODUCING

SIGAWomen Council

2025 – 2027



Leading the way
for Sport Integrity

Worldwide

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Foreword

Emanuel Macedo de Medeiros
Co-Founder & Global CEO

It is with obvious pride and natural excitement that I introduce the SIGAWomen Council and the exceptional women that, with us, will be shaping the future of global Sport. The SIGAWomen Council is a distinguished group of elite female leaders, each bringing a wealth of experience and seniority from every corner of the global sports industry. From women leagues' executives, women club owners and entrepreneurs to athletes, advocates and administrators, the collective leadership of these women is setting a powerful example of what is possible when gender equity and female leadership take center stage in Sport.

The wisdom, vision, and foresight of the SIGAWomen Council are invaluable assets to SIGA's vision, mission and governance reform agenda. Their leadership will accelerate our efforts to pave the way for greater inclusion, representation, and equity in Sport, ensuring that women's voices and contributions are heard and properly taken into account across all levels of the industry – starting by the highest executive organs of national and international sports federations, where female representation is still confined to mere 28%. Through their unwavering commitment, they will help us to shape the future, where female leadership in Sport is no longer a rare exception but the expected standard.

Times are changing. It is truly remarkable to reflect on how an idea, born during a flight between Lisbon and Geneva, has grown into a global movement that is now recognized and acclaimed across the world. It fills me with immense pride to contemplate how the spark of that idea has turned into an unstoppable force for change, and to see SIGAWomen reaching its maturity.

The impact of this initiative is undeniable, as countless women and girls who have been empowered and inspired by the work we do can confirm. A key driving force behind this success has been the SIGAWomen Global Mentorship Programme for Aspiring Female Leaders in Sport. This programme, supported by an incredible network of female leaders who volunteer their time and expertise – and to whom I'm thankful - , has transformed the lives of so many women and girls striving to make their mark in Sport. And they will continue to do so, in larger numbers every year, as this mentorship initiative is about to open its doors to the "Class of 2025" and create pathways for the next generation of women in leadership roles.

On a personal note, I can't really describe how I feel seeing how a vision, that began as a simple idea, has become such a force for good in the lives of so many. Watching SIGAWomen flourish into the influential and respected movement it is today has been nothing short of inspiring, and I am beyond grateful for the incredible women who have, along these years, dedicated their time, energy, and passion to bring this vision to life.

To conclude, a special word of thanks must go to Katie Simmonds, who graciously (and courageously) accepted my invitation to lead this "brilliant idea" back in 2018. Her leadership and unwavering dedication have been pivotal to the success we see today, and I am fortunate to have had her by my side on this journey.

Together, the women and men of SIGA are making history, and the best us yet to come. The future of Women in Sport is brighter than ever. Not just on the tracks, the pitches and grounds where Sport is played. Not just on committees, task forces and other talking shops. But in the corridors and boardrooms where decisions are made. Of that I have absolutely no doubt.

Post Scriptum: I would be remiss if I did not take a moment to express my deepest gratitude to the women who have inspired me throughout my life: my wife, my mother, my grandmothers, my daughter... Without them, I would not be the person I am, accomplished as much as I did and be so deeply committed to ensuring that every person, including women and girls, has the opportunity to thrive, even in a sector as conservative and male dominated as sport.

Why do we need to Kick Start Change?

Since 2019, SIGA has conducted an independent research into the percentage of women's representation at the highest executive organs of the 32 international federations recognised by the International Olympic Committee.

Female Representation on Executive Organs of International Federations

Evolution Since 2019



SIGA
SPORT INTEGRITY
GLOBAL ALLIANCE

OUT OF THE 206 IOC MEMBER NOCS, THERE ARE ONLY 24 NOCS THAT ARE PRESIDED BY WOMEN.

THIS REPRESENTS A MERE 11.65% OF THE TOTAL.



504



365
MALE
MEMBERS



139 (27.6%)
FEMALE
MEMBERS

23

Number
of Female
Vice Presidents

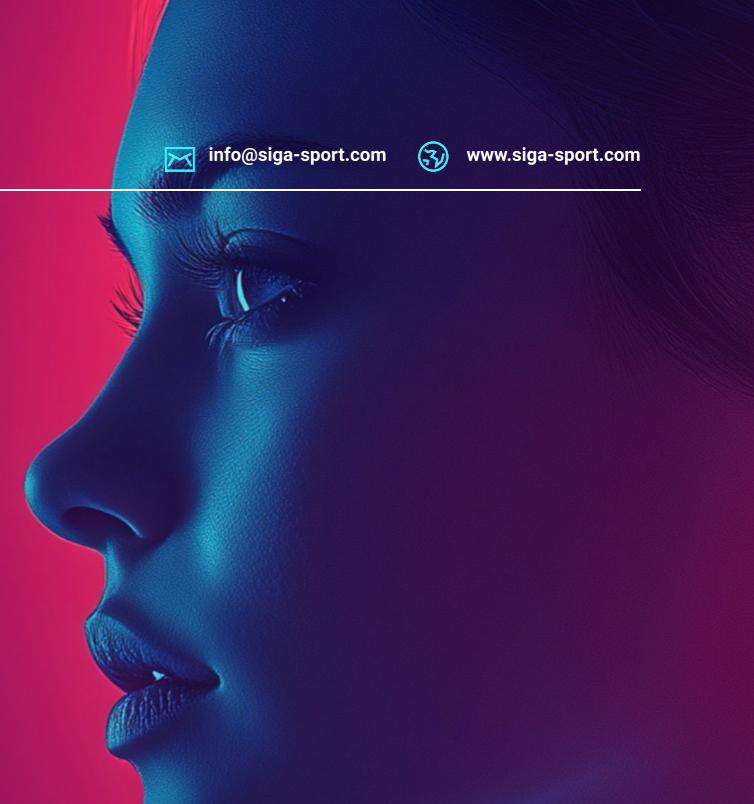
5

Number
of Female
Secretary Generals

Executive Summary



Katie Simmonds
Global Chief Commercial Officer
Chair, SIGAWomen



It has been a privilege to lead SIGAWomen since 2018 when SIGA's Global CEO, Emanuel Macedo de Medeiros, set me the challenge of creating a global mentorship programme to narrow the gender gap in terms of female representation on the board of sports organisations globally.

Initially, I must admit, I wasn't enamoured with the idea of being a poster girl for gender equity in sport as I had experienced firsthand how tough it is to be accepted for your credentials as a female sports lawyer and was used to being the only woman in the room. Why did I want to highlight my gender when this has been a barrier? However, once I discovered how taking one aspect of SIGA's Universal Standards on Good Governance in Sport – Gender Equity as the Gold Standard – and creating a programme that was accessible for women – could be so impactful – I was sold! Today SIGAWomen has become not just part of my portfolio of responsibilities, but a passion that has driven me to take it to new heights.

I am proud that over the past 5 years we have delivered mentorship to +300 women worldwide, creating a safe place to address topics that are tough to raise internally

and arming mentees with all the smart answers, we wish we would have said, but often couldn't find our voice. At our fourth SIGAWomen Summit on Female Leadership held last year in New York, I set ourselves the challenge of doubling the impact of the 2024 Programme – moving from connecting 150 women annually represented from 32 countries to 300 women. Why? – because I believe that every female leader knows at least one other great woman to join – and I believe in the power of each of the global mentor's career stories as a dynamo for change.

If we want gender equity in sport, yes – we need male champions. We also need an army of female leaders that support aspiring women and equip them with the confidence and expertise to know their value and embark on a leadership journey. What we don't want is competitive women, holding onto the fact that they are the only woman, which sadly I have experienced all too often, and which, regrettably, I am not alone.

That is why I am thrilled that the members of the newly formed SIGAWomen Council, consisting of female leaders from all sides of the sports industry, with representation from each continent, have said yes! They play a key role to the global expansion of our mission and on behalf of SIGA, I thank them for accepting our invitation and being agents of change. SIGAWomen's mission is unstoppable, and I invite you to join us as we make 2025 our biggest and best mentorship programme to date!





Katie Simmonds
Global Chief Commercial Officer, SIGA
Chair, SIGAWomen Council
UK

CHAIR



Amanda Vandervort
President, USL Super League
USA

MEMBER



Athena Constantinou
Director, Sports Financial Literacy Academy
Cyprus

MEMBER



Audrey Mothupi-Palmsteirna
CEO, SystemicLogic Group
South Africa

MEMBER



Cecilia Perez Rivas
Former Justice Minister, Paraguay;
Member, Permanent Mission of the Paraguayan Republic, OEA
Paraguay

MEMBER



Chantal Pillet
Director, Kroll Associates
Brazil

MEMBER

Meet the Council



Jennifer Ziemer
Director of Global Sponsorships, Mastercard
USA

MEMBER



Jessica Smith OAM
Paralympian
Australia

MEMBER



Priti Srivastava
Founder, DayaRani Wellness Advisory; Senior Vice President, Reliance Industries Limited
India

MEMBER



Renee Montgomery
Co-Owner/Vice President, Atlanta Dream WNBA
USA

MEMBER



Viktoria Slavkova
Member, SIGA EUROPE Advisory Board
Bulgaria

MEMBER

Short Bio.

Amanda Vandervort

Amanda Vandervort is the president of the USL Super League, a U.S. Soccer sanctioned division 1 professional women's soccer league. She is building a long-term sustainable business for the future of women's soccer in the United States, including a player development pathway from youth to pro, increased accessibility to the women's game among communities and across media platforms, and competition alignment with the global game. Vandervort is also a member of the U.S. Soccer Board of Directors and a SIGA Mentor.

Vandervort joined the USL after serving as chief women's football officer of FIFPRO, the global player's association based in Amsterdam, where she directed strategy, policy, and stakeholder relations. She published Raising Our Game, a women's football report detailing global soccer industry standards and a player-centric approach to improving the game. Prior, she spent nearly a decade at Major League Soccer as vice president of social media and CRM, then as vice president of fan engagement. She was recognized as a Sports Business Journal Game Changer in 2016 and Tampa Bay Business Journal Businesswoman of the Year in 2023.



Amanda Vandervort

President,
USL Super League
USA

MEMBER

"I'm always delighted to walk into a boardroom with other women! And I'm proud to be part of the SIGAWomen Council, working to bridge the gender gap in sports boardrooms globally. Diverse thought leadership creates opportunity for fresh ideas, effective communication, and more successful business outcomes."

Short Bio.

Athena Constantinou

Athena P. Constantinou has over 30 years of experience in the financial field. Athena holds a Bachelor degree in Business Administration, with specialization in Accounting and Business Law, from the Bernard M. Baruch School of Business of the City University of New York. She also holds a Master's in Business Administration (MBA) in Computer Information Systems from the same school. She is a Certified Public Accountant licensed in the State of New York and she is an international member of the American Institute of Certified Public Accountants. She also holds a Chartered Global Management certification, a Financial Education Instructor certification from the US National Financial Educators Council and she is a member of the Sports Financial Advisers Association and the International Wealth Planners Association. She is a member of ACAMS and a Certified Anti-Money Laundering Specialist. Athena has had considerable professional experience on an international level in the fields of financial and business consulting, advising high net worth individuals and entities, mostly in the sports and entertainment industries for more than 30 years. She has practiced as a CPA for a number of years in New York City with in depth involvement in international financial planning and business consulting in the sports and entertainment industries.

During her career, Athena has also been heavily involved in providing advice in connection with financial planning, development, valuation, commercialization and management of image rights of athletes and entertainers worldwide. She is the founder of the Sports Financial Literacy Academy, which designs and implements financial literacy courses for athletes globally. She is also the Managing Director of APC Compliance Ltd through which she advises sports organizations and stakeholders on Anti-Money Laundering and Sports Integrity.



Athena Constantinou

Director, Sports
Financial Literacy
Academy
Cyprus

MEMBER

"I am honored to be part of the SIGAWomen Council and contribute to its mission of fostering female empowerment and leadership in sports. Ensuring that women have equal opportunities to lead, influence, and shape the future of the sports industry is essential for its integrity and growth. A key aspect of this empowerment is financial literacy, equipping women with the knowledge and skills to make informed financial decisions throughout their careers and beyond. By championing education, mentorship, and good governance, I look forward to helping create a more inclusive and financially empowered future for women in sports."

Short Bio.

Audrey Mothupi-Palmsteirna

Audrey Mothupi-Palmsteirna is a seasoned executive entrepreneur with 25 years business experience in successfully leading and innovating numerous local and global financial services businesses

Audrey is currently the Chief Executive Officer of South African based SystemicLogic Group, a global financial innovation, data, and technology company in which she took a majority shareholding in 2014. The company has a proven track record for delivering practical solutions to clients across a wide range of industries and geographies, helping them improve productivity and profitability, and has acquired businesses such as Knowledge Factory in 2019, to enable them to provide end-to-end data analytics solutions. Audrey was awarded Female CEO of the Year for Best Financial Innovation & Technology Disruptor CEO (South Africa) in 2022.

In addition to her role as CEO of SystemicLogic, Audrey serves as an independent non-executive director on the boards of the South African-headquartered companies Pick 'n Pay, Life Healthcare Group, Kagiso Tiso Holdings (Pty) Ltd, and Kagiso Media (Pty) Ltd Group. She previously served on the board of Altona Plc. She holds numerous leadership positions including G100 Global Chair – AI/Data and Cybersecurity. Audrey is a Fellow of the Africa Leadership Initiative (ALI), a board member of the International Women's Forum of South Africa (IWFSa), and a member of the International Women's Forum (IWF).



Audrey Mothupi-Palmsteirna
CEO,
SystemicLogic Group
South Africa

MEMBER

"I am honoured to join the SIGAWomen Council, an initiative that aligns with my deep commitment to integrity, innovation, and transformation. Sport has the power to inspire, unite, and create meaningful change, but to fully realise its potential, we must ensure it is governed by the highest standards of ethics and transparency."

SIGAWomen's mission to empower female leaders and drive equity in sports governance is essential to fostering a future where sport is free from corruption and upholds the values that make it a force for good in society.

With over 25 years of experience in financial innovation, technology, and strategic leadership, I am dedicated to driving systemic change and promoting inclusive, sustainable growth. As a member of the SIGAWomen Council, I will leverage my expertise in digital transformation, governance, and data-driven decision-making to champion integrity and accountability in sport. Together, we will shape a landscape where women's leadership is elevated, and sport remains a trusted pillar of our global community."

Short Bio.

Cecilia Perez Rivas

Cecilia Pérez Rivas is a highly experienced legal professional with over 21 years of expertise in criminal law, governmental leadership, and international cooperation. She has served in key positions, including Minister of Justice of Paraguay, Minister Advisor on Security Affairs to the President of Paraguay, and Minister at the Permanent Mission of Paraguay to the Organization of American States (OAS). Cecilia has also contributed extensively to academia by delivering courses and seminars on criminal law and litigation. She holds a Master of Laws (LL.M.) with a specialization in Oral Litigation from California Western School of Law and has been recognized for her contributions to crime prevention and justice by international law enforcement agencies. Fluent in Spanish, Guaraní, and advanced Portuguese, she continues to engage in legal consultancy and policy development.



Cecilia Perez Rivas
Former Justice
Minister, Paraguay;
Member, Permanent
Mission of the
Paraguayan Republic,
OEA
Paraguay

MEMBER

"We must continue to work actively to remove all the obstacles that women face in sport, mainly in those where women have only recently entered the sport, as well as other difficulties that women face in other areas of life, and which are replicated in sport. To do this, it is not necessary to have been an athlete - which is not my case - but to have the will and to put all the knowledge acquired in all possible areas at the service of our fellow women, working equally with men, because this is an issue that concerns everyone. For this, you can count on me."

Short Bio.

Chantal Pillet

Chantal Pillet is a lawyer with solid experience in corporate integrity and compliance. She is the Director of the Governance & Risk Advisory area at Kroll Associates in Brazil and has had a significant role as Chief Risk & Compliance Officer, leading projects in large corporations, consultancies, and renowned national and international law firms. With over 18 years of experience, she specializes in Business Law and Capital Markets from FGV/SP, holds a master's degree in International Trade Law from the University of Paris, and has certifications in anti-fraud and anti-corruption from IACA (International Anticorruption Academy), as well as in crisis management and ethics in artificial intelligence from Stanford and Berkeley Law, respectively.



Chantal Pillet

Director, Kroll Associates
Brazil

MEMBER

“As a professional in the field of integrity, as a citizen, as a woman, as a mother, and as someone who believes that sports is a powerful tool for well-being and social development, it is a joy to be part of such a strong team as Siga Woman, among so many impactful leaders both in and out of sports. Just like sports practice, the themes of integrity must be cultivated and executed with great strategy and resilience.”

Short Bio.

Jennifer Ziemer

Jennifer Ziemer is an accomplished professional currently serving as the Director of Global Sponsorships at Mastercard. She holds an undergraduate degree from Tufts University and an MBA from NYU Stern. In her role at Mastercard, Jennifer oversees a diverse portfolio of sponsorships across football, golf, and rugby, developing strategies across the B2C, B2B2C, and B2B areas. Recent campaign work has included the “Giving Back” advertisement with ambassador Lionel Messi, activating Priceless Planet Coalition at The Open Championship, resulting in over 80,000 trees planted, and integrating innovative technology into the Rugby World Cup Player of the Match trophy to bring fans closer to the game. Additionally, Jennifer leads the sustainability strategy for Global Sponsorships as part of Mastercard’s overall effort to achieve Net Zero by 2040.



Jennifer Ziemer

Director of Global Sponsorships,
Mastercard
USA

MEMBER

“I’m honored to join the SIGA Women Council alongside such accomplished female leaders. The work SIGA is doing is truly helping shape the future of the sport, ensuring there are high standards and proper governance in place. I have long supported these principles and look forward to contributing to this important work.”

Short Bio.

Jessica Smith

Alongside her successful career as a Paralympic swimmer, Jessica Smith OAM is a leading international advocate for diversity and inclusion, disability awareness, and accessibility. She combines personal experience with academic research to deliver genuine social impact, highlighting the power of a sport as a valuable platform to help breakdown societal barriers. Jessica is a sports ambassador for the city of Dubai and works closely with grassroots programs to ensure those from minority and marginalised backgrounds are encouraged to reach their potential.



Jessica Smith OAM
Paralympian
Australia

MEMBER

"I'm incredibly proud to be serving as a mentor in the SIGA Women Global Mentorship Programme for 2025! As a former athlete, it is my honour and privilege to work alongside esteemed female leaders in the sporting world, where together, we are striving to create a more inclusive future for women in sport. For me personally my role as a mentor is an opportunity to give back to all the women who helped pave a way for me, and it's my responsibility to ensure I continue paving a path forward for females all over the world... the next generation of women leaders in Sport."

Short Bio.

Priti Sivastava

Priti is a seasoned professional with over 38 years of expertise in advocacy and strategic communications with a strong leadership track record in public policy, stakeholder engagement, sustainable development and operational excellence. She has successfully implemented initiatives that enhance brand equity and advance organizational missions through effective communication and advocacy strategies. With extensive experience in streamlining processes, managing cross-functional teams and driving operational efficiency, she excels in media relations, crisis communication and crafting impactful narratives to enhance visibility and reputation. Her expertise lies in conceptualizing, executing and managing campaigns that influence public opinion, policies and behaviour.



Priti Srivastava
Founder, DayaRani
Wellness Advisory;
Senior Vice President,
Reliance Industries
Limited **India**

MEMBER

"I am honored to be appointed as a SIGA Council Member and to contribute to the important mission of promoting integrity, equality and excellence in sports governance. This role is not just a responsibility but a platform to advocate for mentorship and the power of women supporting women, breaking barriers and creating opportunities for the next generation of female leaders."

Short Bio.

Renee Montgomery

Renee Montgomery, a West Virginia native, is a 2x WNBA Champion with the Minnesota Lynx, NCAA Champion with the UConn Huskies, & 3x W.V. H.S. Basketball State Champion. During her pro career, she's been a 2x All-American, WNBA All-Star & 6th Woman of the Year. In broadcasting, Montgomery serves as a sports analyst and host to shows including NBA TV's "WNBA Weekly," ROKU's "Hello Sports," & "Montgomery & Co. Podcast."

Following her decision to sit-out of the 2020 WNBA season to focus on social justice reform, Montgomery decided to retire in February 2021. Later that month, she became a Partner and Vice President of the team she played for, the Atlanta Dream. Making her the first player in history to become an owner and executive of a WNBA team. Her documentary, titled "A Radical Act: Renee Montgomery" was released in October 2024 on ROKU.



Renee Montgomery
Co-Owner/Vice President, Atlanta Dream WNBA
USA

MEMBER

"As a former WNBA player, the importance of equity and integrity has always been at the forefront of our why. I'm honored to join the SIGAWomen Council alongside power women from all walks of Sport. The goal for me is to continue to help grow the game globally, further creating inclusive opportunities in sport that are ethically grounded. From athlete to the C-suite, women are limitless."

Short Bio.

Viktoria Slavkova

Viktoria Slavkova is a highly accomplished professional and executive with an extensive background in various industries. Currently based in Dubai, she travels frequently to Europe and East Africa. Viktoria is the CEO of Lab Intra, a Dubai-based company that exclusively represents manufacturers of medical devices for blood transfusion services and imaging from France, Germany, Turkey, and China in the GCC region and East Africa. Additionally, she holds the position of CEO at Best Luxury Boats, representing manufacturers of luxury boats from Italy and Greece for the UAE market.

Prior to her current roles, Viktoria served as the Director for International Cooperation at the Bulgarian Ministry of Youth and Sport from 2017 to 2022. In this capacity, she represented Bulgaria in various international organizations and bodies focused on sports-related topics such as anti-doping measures, integrity, safety of sports events, and good governance in the sector's recovery post-COVID-19. Her contributions include serving in key positions like Deputy Member of the World Anti-Doping Agency (WADA) Foundation Board for 2 mandates, Elected Member of the WADA Finance and Administration Committee, Chair of advisory group for International Cooperation, Member of the Bureau of the Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe, Deputy Chair of the Intergovernmental Committee for Physical Education and Sport of UNESCO (CIGEPS), She was also appointed as the National Focal Point for UNESCO's International Convention against Doping in Sport. Fluent in English, German, Russian, and French, Viktoria's diverse skill set is a valuable addition to the SIGAWomen Council.



Viktoria Slavkova
Member, SIGA EUROPE Advisory Board
Bulgaria

MEMBER

"I am eager to contribute to the Sport Integrity Global Alliance - Women Council, driven by my passion for promoting gender equality and integrity in sports. With a background in sports management and a proven track record of advocating for women's participation at all levels, I am committed to fostering inclusive environments where female athletes can thrive. I am particularly excited to assist in the organization of the upcoming event in the UAE, collaborating with local leaders and stakeholders to create meaningful connections and establish a network for collaboration. Additionally, I believe that enhancing SIGA's mentorship program is vital for empowering the next generation of women in sports. Together, with the council, I look forward to driving integrity, empowerment, and positive change within the sporting community, making a significant impact for women both locally and globally."

SIGAWomen Mentorship Programme

The **SIGAWomen Global Mentorship Programme** connects young professionals and emerging leaders with experienced mentors from the sports industry, providing them with guidance, support, and opportunities to develop their skills and networks.

To date **SIGAWomen** has delivered global mentorship to +350 aspiring female leaders **worldwide**. In 2024 SIGA connected 150 female leaders through its global mentorship programme from 32 countries. The 6th cycle aims to double the impact!

Teaching vital leadership skills and creating invaluable experiences, the **8-month program** offers prospective mentees the opportunities to forge relationships with women that have trodden the leadership path, with a combination of group as well as bilateral digital sessions on topics including:

- Athlete Career Transitions
- Good Governance
- Mental Health
- Goal Setting
- Sexual Harassment & Discrimination
- Leadership & Integrity
- Male Champions
- Unconscious Bias Training



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**Breaking
Barriers
Report**



**Alexandra
Gómez
Bruinewould**
Senior Legal
Counsel, FIFPRO



Mona Elsaka
Vice President,
Global Sponsorships,
Mastercard



**Clementine
Painter**
Director Strategic
Planning, Head
Office Brand
Europe, Adidas



**Amanda
Vandervort**
President,
USL Super League



**Radmila
Turner**
Former Professional
Champion Basketball
/ Head of National
Federations' & Sport,
Youth & Anti-Doping
Europe, FIBA



**Sarah
Solemale**
Senior MA
Governance
Services Manager,
FIFA



**Ytannia
Wiggins**
Executive Board
Member, CANOC
Director, The
Barbados Olympic
Association



**Reyna
Marel
Flores-Martinez**
FIFA Women's Tourna-
ments Manager, Senior
Project Manager, Senior
Event Manager, Venue
Manager, Head of Opera-
tions



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SPORT INTEGRITY
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Join our Global Movement

TO BECOME A **SIGAWOMEN PARTNER** PLEASE CONTACT

Katie Simmonds

CHAIR, SIGAWomen

katie.simmonds@siga-sport.com



Leading the way
for Sport Integrity

Worldwide

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info@siga-sport.com



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