



**USA Ultimate Board of Directors
In-Person Meeting
July 2-3, 2016
US Open, University of Rhode Island**

Saturday, July 2, 2016

President DeAnna Ball calls meeting to order at 8:12 AM ET, Saturday July 2, 2016.

Board Members Present In-Person:

DeAnna Ball – President, At-Large Representative
Henry Thorne – Vice President, At-Large Representative
Josh Seamon – Secretary, At-Large Representative
Brian Garcia* – Treasurer, Athlete Representative
Ness Fajardo* – Athlete Representative
Dave Klink* – Athlete Representative
Steve Mooney – At-Large (Appointed) Representative
Mike Payne* – At-Large (Appointed) Representative
Kathy Hendrickson – At-Large Representative

Board Members Not Present:

Audrius Barzdukas – At-Large (Independent) Representative
Michael Eck – At-Large (Independent) Representative
Val Belmonte – At-Large (Independent) Representative

USA Ultimate Staff Present:

Dr. Tom Crawford – CEO
Julia Echterhoff Lee – Director, Finance and Development
Will Deaver – Managing Director, Competition and Athlete Programs
Andy Lee – Director, Marketing and Communications
Josh Murphy – Director - Member Services & Community Development

USA Ultimate Staff Present via Teleconference:

Elite athletes are denoted by a *

Introductions

Presented by DeAnna Ball

- DeAnna Ball went over an outline of the meeting agenda.
- The board watched the new women's Ultimate promo video: [Big Games, Bigger Plays #playlikeagirl Vol. 1](#). The board commended Matthew Bourland for creating such an incredible highlight video.

Financial Update and CEO Report

Presented by Tom Crawford

- We are performing well against the budget and we're right on forecast.
- Affiliate membership levels are growing and will continue to grow.
- Membership has grown 7.3% so far this year.
- The board discussed marketing strategies.
- Brian Garcia presented the board with the 2015 audited financial statements.
- The board discussed the audit and noted the auditor's staff commendation.
- Henry Thorne moves to approve the 2015 audited financial statements. The motion is seconded by Josh Seamon and passes 9-0-3.
- The board discussed the upcoming 50th anniversary of the sport in 2018. A task force will be created to tour the country to solicit feedback on the 50 year celebration and next strategic plan.

Transgender Policy

Presented by Dave Klink

- Youth Transgender Policy Proposal. [Appendix A]
- Dave Klink gave an outline of the proposal, emphasizing the updated language and youth-specific policies.
- Josh Seamon moves to accept the policy as written. The motion is seconded by Ness Fajardo and passes 8-0-4.

New TCT Schedule Update

Presented by Dave Klink and Will Deaver

- TCT Schedule Proposal - US Open Shift. [Appendix B]
- The board discussed the potential impact of shifting events.
- Mike Payne moves to accept the proposal as written. The motion is seconded by DeAnna Ball and passes 9-0-3.

Spirit, Observers & Rules Update

Presented by Will Deaver and Ness Fajardo

- The board was presented with an outline of work that has been done on a forthcoming Language and Communication policy.
- Will Deaver spoke about ongoing work to update the rules.

Sunday, July 3, 2016

President DeAnna Ball calls meeting to order at 8:12 AM ET, Sunday July 3, 2016.

Opening Comments

- Tom Crawford commended Julia Lee for her excellent work.

Marketing and Communication Update

Presented by Steve Mooney

- The board heard updates regarding pitches, branding, and measurement.
- The board discussed the current marketing and communication strategy and the best way to move forward.

State Organizations Update

Presented by Josh Murphy

- Our newest SBO, New England Ultimate, is running the US Open.
- The board heard an update covering operations of all three SBOs.
- The board heard plans for starting three more SBOs in the next year.

Member Proposal

Presented by Josh Seamon

- USAU BoD Transparency Proposal [Appendix C]
- Part 3 of the original proposal document as submitted to the Governance and Development Committee was not brought to the full board for consideration since it is against a standard practice of the governance guidelines the USAU board has agreed to follow as given to USAU by the USOC during the time of NGB application and our final approval.
- The board discussed the various details of the proposal.
- Josh Seamon moves to amend Part 1 of the proposal. The motion is seconded by Kathy Hendrickson and passes 8-0-4.
 - *“~~The USAU CEO will~~ **publish an index of links to future approved** ~~maintain a repository of non-confidential organizational policies on the USAU website. For policies approved by the Board of Directors, this will include the date of approval, the vote, and a link to the Board Meeting minutes.~~”*
- Josh Seamon moves to accept Part 1 of the proposal as amended. The motion is seconded by Henry Thorne and passes 8-0-4.
- The board discussed providing an informational agenda before each board meeting.
- Josh Seamon moves to accept Part 2 of the proposal as written. The motion is seconded by Ness Fajardo and does not pass 0-8-4.

Closing Remarks

- DeAnna Ball commended the staff on the amount of work they complete on a regular basis.

USAU Staff Departs

The board goes into executive session.

DeAnna Ball adjourns the meeting at 12:30 PM ET, Sunday July 3, 2016.

Appendix A: Youth Transgender Policy Proposal

PROPOSAL: That USA Ultimate modify its transgender policy as it applies to youth Ultimate in order to allow transgender athletes to compete in youth Ultimate in accordance with their gender identities.

NAME OF PUBLICATION / Document: Youth Guidelines

INTENTION OF PROPOSAL: See attached.

Submitter: Dave Klink and Will Deaver

Date of Submission: June 20, 2016

Proposal directed also to (Board, Committee): Equity and Diversity Working Group

INTRODUCTION

Proposal: that USA Ultimate modify its transgender policy as it applies to youth Ultimate in order to allow transgender athletes to compete in youth Ultimate in accordance with their gender identities.

USA Ultimate adopted its [transgender policy](#) in 2012. The current policy allows transgender athletes to compete only based on birth gender, unless they undergo hormone treatment. For transgender females, one year of hormone therapy is required before they can compete as female. This policy currently applies to all levels of competition.

USA Ultimate based its policy on the [NCAA policy](#). But the NCAA policy was adopted from a [report](#) by a think tank composed of leaders from the NCAA, the National High School Federation, transgender student-athletes, and experts on transgender issues from a range of disciplines—law, medicine, advocacy, and athletics. The report actually recommended differing policies for the high school and college levels. At the high school levels, the report recommended that any transgender athlete may participate in accordance with his or her gender identity irrespective of the gender listed on the athlete’s birth certificate or other records, and regardless of whether the athlete has undergone any medical treatment. This proposal therefore seeks no more than for USA Ultimate to more accurately follow the recommendations of the leaders and experts who drafted the NCAA policy.

PROPOSED USA ULTIMATE TRANSGENDER POLICY LANGUAGE

All transgender athletes are invited to participate in USA Ultimate competition.

For youth competition, any transgender athlete may participate in accordance with his or her gender identity irrespective of the gender listed on the athlete’s birth certificate or other records, and regardless of whether the athlete has undergone any medical treatment. This policy shall not

prevent a transgender athlete from electing to participate according to his or her assigned birth gender.

For college, club, masters, and other non-youth-specific competition, any transgender athlete who is not taking hormone treatment related to gender transition may participate in USA Ultimate competition in accordance with his or her assigned birth gender, and

A trans male (female to male) athlete:

- Who is not taking testosterone related to gender transition may participate on an open or women's team, or may count towards the female gender ratio on a mixed team.
- Who has received medical treatment with testosterone related to gender transition may compete on an open team or count towards the male gender ratio in mixed competition, but is no longer eligible to compete on a women's team or count towards the female gender ratio in mixed competition.

A trans female (male to female) athlete:

- Who is not taking hormone treatments related to gender transition may not compete on a women's team or count towards the female gender ratio in mixed competition.
- Being treated with testosterone suppression medication related to gender transition may compete on an open team or count towards the male gender ratio in mixed competition, but may not compete on a women's team or count towards the female gender ratio in mixed competition until completing one calendar year of testosterone suppression treatment.

OVERVIEW OF OTHER TRANSGENDER POLICIES

USA Ultimate based its current transgender policy on the 2011 [NCAA policy](#). But as discussed in the introduction, the NCAA policy is designed for intercollegiate competition, not youth competition, and [its authors actually recommend policies](#) in line with this proposal for high school competition, allowing transgender athletes to compete in accordance with their gender identities.

The [International Olympic Committee](#) has a more restrictive policy, which it adopted in 2004, and which some sports organizations in the US follow. It requires gender reassignment surgery and legal recognition of the assigned gender, in addition to multiple years of hormone therapy. But this policy was designed with the olympics in mind, not youth competition. And as explained in the [think tank report](#), while the IOC deserves credit for its pioneering effort to address the inclusion of transgender athletes, medical experts have identified serious flaws in the IOC policy, especially its requirement of genital reconstructive surgery, which lacks a well-founded medical or policy basis. Most transgender people—even as adults—do not have genital reconstructive surgery, and whether or not a transgender person has genital reconstructive surgery has no bearing on their athletic ability.

[USA Swimming](#) and [US Soccer](#) both have less restrictive policies at the non-professional levels which are similar to the proposed youth policy. They allow a minor transgender athlete to participate according to his or her gender identity, irrespective of the gender listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical treatment. The existence of these policies in these popular American sports should embolden USA Ultimate to adopt a similar policy.

[USA Boxing](#) and [USA Gymnastics](#) have policies similar to the IOC policies for post-pubescent athletes, but their policies are much less restrictive (more in line with USA Swimming) for prepubescent athletes.

State high school sports organizations in the United States have a wide range of policies. An online resource, [Trans*Athlete](#), tracks the various policies by state. Roughly 13-15 states (including USA Ultimate's home state of Colorado) have inclusive policies similar to the recommended policy. A similar number of states have policies which require hormone treatments or other restrictions which are very difficult or inadvisable for minor athletes to meet. And a similar number of states have no policy at all. Finally, a minority of approximately 7 states have highly restrictive policies similar to or even more restrictive than the IOC policy.

DISCUSSION

Guidelines developed for adult transgender athletes requiring hormone therapy or surgery cannot be effectively applied to children. Transgender children generally do not undergo medical treatment other than living in their affirmed gender role. It is imperative for the health and well being of children with this complex medical condition that they be allowed to live fully in the appropriate gender role in all aspects of their lives, including when participating in social activities such as sports. Requiring medical treatments such as hormone therapy or surgeries before permitting a young child to participate in sports in their affirmed gender role would effectively exclude them from participation, since young children cannot receive such treatments prior to the onset of puberty, and frequently do not receive such treatments until adulthood. The current USA Ultimate policy requiring hormone therapy is therefore problematic at the youth levels.

All young people should have the opportunity to play recreational sports and have their personal dignity respected. Transgender young people are no different. In fact, because transgender young people often must overcome significant stigma and challenges, it would be particularly harmful to exclude them from the significant physical, mental and social benefits that young people gain by playing recreational sports. The impact of such discrimination can be severe and can cause lifelong harm. In contrast, permitting transgender children and youth to participate in recreational sports in their affirmed gender can provide an enormous boost to their self-confidence and self-esteem and provide them with positive experiences that will help them in all other areas of their lives.

Transgender Law & Policy Institute, [Guidelines for Creating Policies for Transgender Children in Recreational Sports](#).

One of the chief concerns expressed by skeptics of policies such as the proposed policy is that gender segregation in sports is important because of unfair physical advantages. This leads to concerns about competitive integrity and also concerns about safety of athletes. Most existing policies for adult transgender athletes focus on the competitive advantage that male hormones may provide. In preadolescent children, however, hormonal levels do not differ significantly between the sexes. Therefore, girls and boys are on physiologically equal footing prior to puberty. Gender segregation in children's sports is therefore purely social.

It is true, though, that many high school athletes have entered puberty and physiological differences between males and females may be beginning to create physical disparities along gender lines. On the other hand, this is a time of awkward physical transition for most young people, and few high school athletes come close to realizing their athletic potential before college. And indeed, a significant portion of any physical advantage which boys may be perceived to have over girls at this level could also be attributed to gender stereotypes and the results of social engineering. Boys are encouraged more than girls to be physically daring and adventurous and to play sports.

It is also important to note that the individual variations with respect to physical ability are much wider within each gender than they are in terms of differences between genders. Transgender athletes experience the same variations in size, strength, and physical ability. The notion that all (or even most) transgender females are over six feet tall, for example, is merely stereotyping. Even at adult levels, the vast majority of transgender females, even without medical treatment, will have physical attributes and abilities which fall somewhere within the female range.

An important area of inquiry at the high school level is: what are the primary goals of high school athletics? This author would humbly suggest that it is more important for high school athletics to teach young people valuable lessons, boost their self-esteems, and help participants forge friendships and find acceptance, than it is for high school athletics to definitely determine a winner at all costs. This is not to say that this transgender policy will prevent high school athletics from picking a winner - to the contrary, the sky has not fallen in states such as Colorado which allow transgender high school athletes to compete based on their gender identities. On the flip side, policies which effectively exclude transgender athletes certainly do cause failures to achieve the truly important goals discussed above.

The [think tank report](#) reasoned as follows:

High school-based athletics programs are part of a broad educational curriculum and the focus should be on enabling participation – not restricting it – for all students. Adopting well-informed and inclusive policies for the participation of transgender athletes according to their affirmed gender identity is consistent with the educational values of equity and fairness for all students.

...

[Concerns about safety are] based on an assumption that transgender girls are bigger, stronger and unable to exercise adequate body control resulting in an increased risk of injury to other participants. Though there are generalized differences in post-pubescent male and female bodies, there are also large overlaps in height, weight and strength among biological boys and girls. Moreover, taller, bigger, stronger athletes compete against shorter, smaller, less strong athletes every day in girls and boys sports except in sports like wrestling where competition is organized according to weight. Concern about maintaining 'competitive equity' is one of the most often expressed reservations about transgender girls competing on girls teams. As with concerns about safety, several assumptions are embedded in this concern: That transgender girls are always more skilled, stronger and bigger than their non-transgender teammates and opponents. There is no research to support the contention that enabling a transgender girl to play on a girls team creates a competitive imbalance. In reality, the overlap in skill and performance in sports among biological males and females and the wide variance within each gender group are important considerations to remember in addressing concerns about competitive equity. Concerns about competitive equity also perpetuate a gender stereotype that assumes that anyone with a male body will outperform anyone with a female body. As girls and women take advantage of increased opportunities to participate in sports, performance gaps between girls and boys have decreased.

Another concern sometimes expressed by critics of policies such as the proposed policy is that they might result in a plague of male-gendered athletes opting to disingenuously compete as females expressly to win state championships or get more playing time. Again, this has not been an actual problem in states with policies which do not require medical treatment. Granted, states with such policies do sometimes put procedures in place which would make it more difficult for an athlete to pretend to be transgender, such as requiring letters or other evidence from parents, medical providers, or other responsible adults who know the young athlete and can testify to his or her sincerely held gender identity. Though frankly, such procedures likely do more to make the critics feel better than they do to prevent transgender fraud - they are solutions in search of a problem which has not yet been established to actually exist. In the entire 40 year history of "sex verification" procedures in international sport competitions, no instances of such "fraud" have been revealed.

It is important for policy-makers to understand that transgender girls (who were assigned a male gender at birth) are not boys. Their consistent and affirmed gender identity as girls is as deep-seated as the gender identity of non-transgender girls. The belief that transgender girls are not "real" girls is sometimes expressed as a concern that allowing transgender girls to compete on girls teams displaces opportunities for "real" girls to participate. The fear that non-transgender boys will pretend to be girls in order to "dominate" girls teams

has never been an issue at any level of sport and should not be used as a justification to restrict the participation of transgender students.

...

[T]he decision to transition from one gender to the other—to align one’s external gender presentation with one’s internal sense of gender identity—is a deeply significant and difficult choice that is made only after careful consideration and for the most compelling of reasons. Gender identity is a core aspect of a person’s identity, and it is just as deep seated, authentic, and real for a transgender person as for others. Male-to-female transgender women fully identify and live their lives as women, and female-to-male transgender men fully identify and live their lives as men. For many transgender people, gender transition is a psychological and social necessity. It is essential that educators in and out of athletics understand this.

[Think Tank Report.](#)

An important trend to be aware of is that a growing number of transgender youth are now undergoing medically guided treatment prior to adulthood. They likely are not taking testosterone hormone therapy as the current USA Ultimate policy would require, but they may be taking hormone blockers to protect them from the trauma of undergoing puberty in the wrong gender and acquiring unwanted secondary sex characteristics. Transgender girls who transition in this way do not go through a male puberty at all (and therefore do not develop any perceived male physical advantage). But before allowing a policy to hinge on such treatments at the high school level, keep in mind that the field of transgender youth medical interventions is a relatively young and controversial one, and reasonable medical professionals (and certainly parents, both reasonable and unreasonable) may disagree over whether to intervene at all before the patient (child) reaches an age to make a more informed decision (or in the case of some parents, ever).

Also keep in mind that requiring a transgender female to take testosterone, or any other medical treatment, for a year before competing as a female, even if they do choose to undergo such treatment, would exclude them from competing for a significant portion of their high school tenure.

PROCEDURAL NOTES

USA Ultimate’s current Transgender Policy does not discuss procedures for its administration. For example, under the current policy, what evidence, if any, does an athlete need to submit regarding the receipt of medical treatment in order to compete as the opposite gender from which the athlete previously competed? If evidence is required, who makes the determination of whether this evidence is sufficient? Perhaps USA Ultimate has such procedures in place, but just does not list them in the language of its public transgender policy. Because the current USA Ultimate policy language does not delve into procedure, this proposed policy remains consistent with that approach - keeping the policy short and simple, more useful for giving a general idea of USA Ultimate’s position and providing guidance to other affiliated organizations such as state organizations, tournament directors, etc. Even so, if such procedures

do not currently exist, then it is the recommendation of the author of this proposal that USA Ultimate create procedures to enforce and implement its Transgender Policy, particularly at the adult levels where a year of hormone treatment is required for transgender females. Should USA Ultimate ever receive a challenge to allowing an athlete to participate based on gender, it will need some sort of procedure at that point, and it would likely be better to have one in place already rather than to attempt to create one during a controversy. Whether these procedures end up in the policy language or in some other document available on request is up to USA Ultimate to decide.

In thinking about procedures at the youth level, the [think tank report](#) does note a difference between the high school level and younger levels. It explains:

Assuming that boys have an automatic advantage over girls is particularly false with respect to prepubescent children, where gender plays virtually no role in determining relative athletic ability. For that reason, we strongly recommend that school and recreational sports adopt the policy recommended by the Transgender Law and Policy Institute and endorsed by Gender Spectrum. Transgender Law and Policy Institute, Guidelines for creating Policies for transgender children in recreational Sports (2009).

Essentially, this means that while it might make sense to put procedures in place which could require a high school athlete to provide evidence of his or her gender identity if it is challenged or in order to transition to compete under a different gender, any evidentiary requirements should be lower for younger, prepubescent age groups.

Should USA Ultimate decide to develop such procedures at the high school level, then the [think tank report](#) and the [NCAA policies](#) could both be valuable resources for such procedural guidance. This author would again note, though, that many of these procedures requiring youth athletes to jump through hoops merely to compete in their affirmed gender are arguably solutions in search of non-existent problems. With that stated, reasonable people may disagree over the extent to which USA Ultimate should require evidence of an athlete's affirmed gender. Requiring a higher level of evidence, including letters from parents, medical providers, and others attesting to the student's affirmed gender would, if nothing else, be politically expedient in certain circles. Just don't put in so much red tape that you are discouraging transgender athletes from competing or making them feel ostracized.

Finally, as a matter of procedure, USA Ultimate should keep in mind that there are confidentiality concerns to observe with athlete's medical information and gender identities. Furthermore, particularly at the youth level, state organizations, coaches and school administrators may require guidance on best practices to accommodate transgender athletes respectfully. Both the [think tank report](#) and the [NCAA policies](#) address these concerns and provide recommendations.

CONCLUSION

Ultimate should be available to all youth athletes, including transgender youth. The recommendation that USA Ultimate modify its transgender policy as it applies to youth Ultimate in order to allow transgender athletes to compete in youth Ultimate in accordance with their gender identities without requiring medical treatment, is important to ensure that Ultimate is available to youth transgender athletes. As discussed above, it is also the best-reasoned policy, recommended by the very leaders and experts who drafted the NCAA policy on which the current USA Ultimate policy was based.

Appendix B: TCT Schedule Proposal - US Open Shift

PROPOSAL: 2017 Triple Crown Tour Schedule and Shifting the US Open to August and Merging with the YCC.

NAME OF PUBLICATION / Document: Triple Crown Tour Guidelines (2017 and beyond).

PROPOSED MOTION: That, beginning in 2017, the Regular Season of the Triple Crown Tour shall run from early June through Labor Day, the US Open shall be shifted from July 4 weekend to early August and combined with the Youth Club Championships, and the timing of the other Triple Crown Tour events shall be adjusted by the Club and Competition Working Groups to accommodate this shift. The Post Season of the Triple Crown Tour shall then run from Sectionals in early September through the National Championships in October.

INTENTION OF PROPOSAL: See attached.

SUBMITTER: David Klink, on behalf of the Competition and Club Working Groups.

DATE OF SUBMISSION: June 20, 2016.

Proposal 2016.XX - 2017 Triple Crown Tour Schedule and Shifting the US Open to August and Merging with the YCC

Recommended by the Competition Working Group and Club Working Group

Introduction. The US Open is the first prong of the USA Ultimate (USAU) Triple Crown Tour (TCT). It is an international event featuring teams from across the world traveling to the U.S. to compete against the best teams in North America in the women's, mixed, and men's club divisions. ESPN currently covers the semifinals and finals of the tournament. USAU has also run a convention and held its quarterly Board meeting in conjunction with the event. The US Open is an "all hands on deck" event for USAU staff, with almost the entire staff attending the event every year. Since its inception in 2012 through the current club season, the US Open has occurred on July 4th weekend. This has presented a number of challenges, and there is significant momentum for change coming from multiple stakeholders. The Competition Working Group and the Club Working Group (the Working Groups) recommend, beginning in 2017, that the US Open be moved to the first weekend in August and combined with the Youth Club Championships.

The Challenges of July 4th. Although July 4th weekend does provide unique opportunities to tap into holiday events in local communities, it is also an expensive weekend for travel, and it is a time for many family gatherings as well. This puts financial and personal strains on athletes, organizers, and USAU and its staff, who attend this event year after year. July 4th is also relatively early in the club season, and teams are not yet prepared to put forth their best

performances, further lowering player satisfaction with attending the event. And indeed, in contrast to USAU's later season events, the US Open is relatively unpopular for teams who are not required to attend, as well as those who are.

The Advantages of Combining with YCCs. YCCs is another event requiring extensive USAU staff participation. It is actually USAU's largest event, with over 70 youth teams. Though few venues in the country can accommodate such a large event, much less handle adding 36 club teams on top of that, the current venue of the National Sports Center in Blaine, Minnesota - a central location - could accommodate it, as could several others. It could also create a scenario where 1,400+ young athletes are given a break in their competition schedule to be inspired by the club division finals, packing the stadium for an electric atmosphere which enhances the broadcasting product and creates a truly special event for all involved. YCCs also occurs at an ideal time on the TCT schedule - early August - where teams are closer to peaking for the championship series and are hungry for meaningful competition. And though athletes might need to miss a day or two of work, a weekend in early August would be more affordable and more manageable on a personal level than July 4th for athletes, organizers, and staff to attend on an annual basis. And while the convention would be best attended during the winter months, early August is a better time than a holiday weekend to draw attendees. From a visibility perspective, early August remains an ideal window to market to broadcasters, and USAU's marketing staff are on board with the change. From the perspective of international teams, early July and early August are comparable in terms of the number of international teams to expect to attend the event, and may actually work better for some key countries like Japan. From the perspective of USAU's youth staff, combining the US Open with YCCs would create wonderful opportunities for youth athletes to interact with the best players in the world, and possibly international youth teams as well.

Other Considerations. The Working Groups have carefully considered how the TCT schedule could look if the Board approves of this change. The timing of the other TCT events would need to be tweaked to accommodate the move, but the Working Groups are confident these changes will meet the goals of the TCT. A high level proposed TCT schedule is included below. With that stated, the Competition Working Group and USAU staff have determined that, unless the Board decides otherwise, the only Board-level decision required at this juncture is whether to approve of the shift of the US Open to August and to approve of the general timing of the season to start in June and end in October. The other changes which would flow from it would be made "in the weeds" by the Staff and the Working Groups and would be informed by a number of factors which would be specific to the annual calendar and international schedule.

Note: If the Pro Flight Finale were to be included in a new broadcast partnership, there would likely be budgetary implications involving more direct staff management of the event. Evaluation of those impacts would be done in conjunction with evaluation of the broadcast agreement.

Proposed TCT Schedule - Subject to Minor Changes as Planning Continues

Timing	Events
June-August	Independent USAU-sanctioned Regular Season Events
Mid July	Pro-Elite Challenge
Late July	Select Flight Invite
First weekend of August	US Open - combined with the Youth Club Championships (YCC)
Mid August	Elite-Select Challenge
Labor Day Weekend	Pro Flight Finale
Early September	Sectionals
Late September	Regionals
Mid October	Nationals

Conclusion. Beginning in 2017, moving the US Open to early August and combining with YCCs would create an unprecedented opportunity to showcase and celebrate the sport for many years to come. It would also significantly increase athlete and family satisfaction with the TCT schedule. And it would have a positive impact on USA Ultimate's budget. The Working Groups have determined that the advantages of this shift far outweigh any disadvantages, and they hope that the USAU Board will approve. Other than this shift, the Working Groups recommend a June-October TCT schedule in line with the recommendation for the February board meeting. Thank you for your consideration.

Appendix C: USAU BoD Transparency Proposal

Submitter: Kyle Weisbrod

Background:

USAU defines ultimate as a “player defined and controlled...team sport”. That definition goes beyond our on field officiating process to include our governance.

In an effort to make it easier for players to define and control the sport, I am bringing forth these proposals which would help current members understand current policies, what is being considered at upcoming board meetings, and how their representatives are voting. Doing so will help USAU make more informed decisions regarding policies and programs and help ensure that members are more bought in to those decisions – helping to achieve the organization’s goals.

Currently, active USAU policies are not very accessible. Those that are available are typically found in past Board Meeting minutes meaning that, if members want to find them, they have to know about them and then search through dozens of Board Meeting minutes. For example, to find the Gender Equity policy, a member would have to find the policy in the meeting minutes from January 2013. If they found the July 2008 Board meeting notes, they might think they’ve found the current policy even though it was updated later.

Other policies, like USAU’s transgender and alcohol policies are not available in Board Meeting minutes.

At times, the lack of transparency has created a lack of efficiency on the Board itself. As an example, the current USAU alcohol policy was approved in October of 2010. An almost identical policy was proposed in January 2012 but was voted down for reasons that seemingly would have also applied to the currently in place policy.

Proposal Wording:

Part 1: The USAU CEO will maintain a repository of non-confidential organizational policies on the USAU website. For policies approved by the Board of Directors, this will include the date of approval, the vote, and a link to the Board Meeting minutes.

Part 2: Prior to each regular board meetings, the President and CEO will post the meeting agenda, including the full text of all proposals, on the USAU website. This information will be posted no later than seventy-two hours prior to the start of the meeting.

Pros/Cons:

Pros:	Cons:
<ul style="list-style-type: none"> • A better understanding of current USAU policies, and how they evolved, helps members understand what is expected of 	<ul style="list-style-type: none"> • Risk of a “tyranny of the majority” where popular will conflicts with either organizational best practices or a perception of “what is best for ultimate”

<p>them and helps improve adherence to policies</p> <ul style="list-style-type: none"> • Understanding of current USAU policies allows members to voice support/disagreement/potential improvements which helps move toward better policies • An easy to use repository of policies helps to provide a historical record which helps inform the Board of Directors to reduce redundancy and increase efficiency in policy making • Understanding of upcoming Board level proposals allows members to proactively reach out to directors to provide additional perspectives and information to help improve Board decision making • Increased transparency will engage members in the decision making process and improve buy-in • Transparency in voting records will allow members to elect Board Members in line with the direction they want the sport to go • Increased transparency will create incentives for Board Members to engage with members more frequently to explain votes helping to advance positive discussion of ultimate and USAU 	<ul style="list-style-type: none"> • Risk of politicization of the Board of Directors where Directors defend their own dissenting opinions over the final board decision
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Financial Implications:

Part 1: Staff time required to compile current policies and put them on website. Minimal ongoing time commitment to maintain policies.

Part 2: Staff time to publish meeting agenda. Should be minimal.

Conclusion:

Transparency is key for ultimate to continue to be a player driven sport that puts the playing experience at the forefront and to live up to the USAU’s definitions of what ultimate is and our core values. These policies will help move USAU toward much greater levels of transparency and help engage members to drive the organization and sport forward. The Board of Directors will still have decision making authority. If a popularly supported policy puts the organization and sport at risk, Board Members can still choose to vote against it. Increased transparency will

better engage members and augment the discussion around potentially difficult policies. These policies will require greater leadership from the Board while inviting greater leadership from the membership – which will help advance USAU and the sport.