



**USA Ultimate Board of Directors
In-Person Meeting
June 1, 2019
Hilton Chicago O'Hare Airport
10000 W O'Hare Ave, Chicago, IL 60666**

Saturday, June 1, 2019

President Robyn Fennig calls meeting to order at 8:18 AM CT, Saturday, June 1, 2019

Board Members Present In-Person:

Charlie Mercer* – Elite Athlete Representative
DeAnna Ball – At-Large Representative
Dr. Tom Crawford – Ex-Officio
Frank Nam – At-Large Representative
Harvey Edwards - Appointed Representative
Heather Ann Brauer* – Elite Athlete Representative (Secretary)
Josh Seamon – At-Large Representative (Treasurer)
Leslie Gamez – Independent Representative
Lisa Bliss – Independent Representative
Robyn Fennig* – Elite Athlete Representative (President)
Tyler Kinley – At-Large Representative (Vice President)

Board Members Present via Teleconference:

Board Members Not Present:

Steve Mooney – Appointed Representative
Val Belmonte – Independent Representative

USA Ultimate Staff Present:

Dr. Tom Crawford – CEO
Will Deaver – Managing Director, Competition and National Team Programs
Josh Murphy – Director, Member Services & Community Development
Andy Lee – Managing Director, Marketing, Communications & Brand
Julia Lee – Director, Finance and Development
Stacey Waldrup – Senior Manager, Communications

Guests:

Erica Baruch, Principal/Consultant at Erica Baruch Consulting

Elite athletes are denoted by a *

Welcomes/Introduction/Agenda Review

Presented by Robyn Fennig



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- Board members introduced themselves and shared one recent life update.

Nominating and Governance

Presented by DeAnna Ball

- Reviewed points from last Board Meeting around the possibility of developing Nominating and Governance committees independent from the board and how these would function in relation to the Board.
- Discussed possibility of combining Nominating and Governance and some models for how this would best work.
- Evaluated early draft proposals and provided feedback for next steps.
- Recommended SafeSport training for all Board members to hold ourselves to the same standards as other leaders in the ultimate community.

EDI Update and Board Exercise

Presented by Erica Baruch

- The Board and Staff completed a number of pre-reads in preparation for the meeting and discussions.
 - SoTG
 - [USAU Site on Spirit of the Game](#)
 - [SOTG Captain Role Handout](#)
 - [SOTG Scoring sheet](#)
 - [Video on SOTG \(WFDF\)](#)
 - EDI
 - [Pat Ferrucci TED Talk](#)
 - [Forbes article on the 2018 US Open Women's Final](#)
 - [Interview with Jennifer Eberhardt about Biased](#)
 - [Book review of Jennifer Eberhardt's Biased](#)
 - ["If You Can't Print My Pronouns, Don't Use My Face" by Jack Verzuh](#)
- The Board discussed the pre-reads, reviewed their own implicit biases, and engaged in small breakout discussed on topics related to bias.
- The focus of the session with Erica was "*Challenges and Opportunities: How do Self-Officiation and Spirit of the Game Impact Diversity, Inclusion and Equity?*"
- The board had an in depth discussion around "10 Things You Should Know About Spirit of the Game" and the bias that is present in those.



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- Breakout groups discussed possible mechanisms for countering bias through the following areas: Language Modifications, Coaches, Spirit Captains, Spirit Circles and Spirit Time Outs, Spirit Scoring and Observers.
- The Board reviewed the dynamic "USA Ultimate Equity, Diversity and Inclusion Development Plan for 2019.
- The Board discussed the role of the Equity and Diversity Working Group and the Board's important role in communicating voices and concerns from the community to the Staff and internal EDI group.
- Monthly Equity and Diversity Working Group calls will be scheduled to review the progress by USA Ultimate and provide feedback.

YCC Bid Allocation

Presented by Will Deaver & Heather Ann Brauer

- The Board reviewed the YCC Bid Allocation and the process that teams undergo to be eligible for the different phases of review.
- The Board discussed the Affiliate model and had a conversation around how to best connect with all types of disc organizations.

Financial report

Presented by Julia Echterhoff Lee & Josh Seamon

- The Financial Update was reviewed by the Board.
- The organization is tracking consistent with previous years and will be reviewing the Audit following this meeting.

YTD Program update

Presented by Dr. Tom Crawford & USAU Program Director

- Membership numbers are consistent and hoping to see an increase in youth later in the year.
- Multiple new Affiliates in 2019 and discussions underway for potential State Based Organizations.
- New website is underway for launch by the end of the year.
- New #LiveUltimate gear available through VC.
- Discussions underway for media agreements since the ESPN agreement completes at the end of 2019.



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- USA Ultimate App continues to improve with whiteboard feature recently launched and stats feature coming by end of 2019.
- The Staff has been engaging a lot with the EDI groups on trainings and review of policies, documents, and programs.
- The College Championships were a huge success in both fan turnout, viewers, quality of event, and quality of competition.
- The largest number of college teams participated in the 2019 College Series.
- The staff is actively discussing the future of Beach Events, gearing up for the Masters season, and preparing for the Triple Crown Tour which starts later this month.
- Discussions with WFDF, IOC, and USOC continue to be positive.

Rules Update

Presented by Will Deaver, Tyler Kinley, & Harvey Edwards

- SOAR is completing review of the updates this week to allow for community member review.
- During community review SOAR will solicit feedback on how to incorporate some of our EDI discussions into the rules.
- SOAR will be working on EDI updates to rules concurrently with the community review.
- Rules updates are going to come live for 2020.

US OPEN, YCC update

Presented by Will Deaver

- Largest YCC to date with 94 teams across 5 divisions.
- Most divisions are larger this year, U20 Boys has gotten smaller to allow for more divisional equity.
- US Open format will be adjusted some due to visibility goals and timing.

Robyn Fennig adjourns the meeting at 4:31 PM CT, Saturday June 1, 2019.