

1-year Action Plan: LAOUT Committee on Equity (2018-2019)

July 2019 update

Goal 1: increase participation of women in LA Ultimate		
Objective 1	Objective 2	Objective 3
Recruit 20 new female players	Increase female retention by 5%	Create more playing opportunities for women
Activities & Outcomes in 2018 - July 2019		
SCYU's affiliated middle & high school programs have reported an increase in female players this year!	Collected data from Summer League participants to understand experience	Dedicated women's pick-up once a month @ Rancho (15-30 players per month)
SCYU is in process to start both a girls YCC and a boys YCC team	Summer League retention has experienced about a 50% drop each year	Angel City Hat tournament on the beach geared at newer players (50 players in attendance)
Created a discount code for LAOUT events to incentivize new players to sign up; "STRONGWOMXN"		SCYU has run clinics at two all-girls schools & with one Brownie Troop (a USAU GUM clinic)
		SCYU's Beach of Dreams has a girls division for the first time in January 2018
		Enway Melo officially joined the SCYU Board to serve as VP & the Girls Ultimate Director; Andrea Rosas as Treasurer
		West Coast Women's Pro ultimate series provided an opportunity for LA women to play pro for the first time together with only women.

Goal 2: improve the 'climate' of LA Ultimate for all		
Objective 1	Objective 2	Objective 3
Assess Understand more about the current climate of LA ultimate	Educate 100% of participants in LAOUT understand what <i>Equity</i> means	Lead Create more opportunities for women leaders
Activities & Outcomes in 2018 - July 2019		
2018 Summer League survey sent to all women participants	Published the LAOUT Equity statement online	As of May 2019, the LAOUT Board has 6 (of 11) women leaders
Created and running an Equity Committee that has met 5 times in 2018 and will continue meeting every other month in 2019	Created 'Equity' section of the LAOUT website with resources	Required gender parity for 2019 Winter League team captains: at least 1 male & 1 female
Set up an equity email account for folks to connect	Educated Summer League captains with a packet of resources and ran a social media awareness campaign inspired by Dallas Ultimate's 10 ways to support women in your community	SCYU ran the 100% free summer program with LA's Best for the 3rd straight year, over 3,000 elementary students learn via three 90-minute clinics; 90% of from under-resourced families; over 80 schools across 425 square-miles
SCYU ED, Grant Boyd, attended the US Open convention, Equity Discussion, USAU Youth Task Force & Outreach Task Force	Hosted Community Equity Event on 11/17/18 with approximately 50 attendees	Enway Melo has done a fantastic job recruiting new female coaches for youth clinics
Doug McLaughlin put together a comprehensive look at Summer League participation over time (May 2019)	Since becoming an official USAU Affiliate Organization, SCYU has been requiring all coaches to go through the federally mandated SafeSport misconduct & abuse training	SCYU employed 25% female (up from 0%), 25% non-white, and 66% still-in-school, and 8% over-50 coaches for our summer program with LA's Best
	Hosted an Equity meeting in March focusing on racism in ultimate	EVERY 2019 Summer League team has at least one female captain
	SCYU added gender-neutral pronoun options to registration forms	

Opportunities for growth:

1. Recruiting new women
2. Retaining women who sign up for LAOUT events:
 - a. Summer League 2018 had 122 women sign up and 2019 there were 99 sign ups
 - b. Spring Beach League has had approximately 60 women sign up in 2018-2019 but historically had more.
 - c. St. Pat's Hat had about 56 women in 2018 and about 67 in 2019 but not nearly enough to consistently play 3/4-4/3
3. Making our community more racially & socio-economically diverse
 - a. Create specific opportunities in areas of LA where we don't have a lot of participation
4. Connect with BGF and support their activities (if they're interested)
5. Support higher-level Pro women's ultimate formation in SoCal

What are we doing well that we should continue doing into 2020?

- Meeting regularly
 - These lead to community conversations
 - Regular meetings help folks know they are happening and can plan for it
- Continue educating captains of LAOUT leagues & events
- Womxn's pick-up: both grass & beach
- 6 v 6 structure for mixed

What are we doing that can be improved upon or grown into 2020?

- Advertise more and better! For meetings and events
 - FB events to announce events like pick-up
 - More use of community email for folks who aren't on social media
- Make a list public of local team leaders/captains with their contact information
 - College, club, pick-up leaders, etc.
- Use videos with messaging, info on changes, etc. to share with the community
- Understand more about what it takes to retain players. Why is there a drop off of SL participants year after year?
- Education on safety along with equity to the whole community
- Create more continuity with Equity meetings by creating core agenda items. Share notes/info with the LAOUT community for full transparency

What new activities should we try going into 2020?

- Remote/online meetings
- Equity sub-committees to focus on specific actions: retention; welcome committee; focus areas like race, age, skill, outreach, etc.

- Free clinics/activities at and around the Rancho field area to engage that community. Possibly a booth on nights we have games to advertise LAOUT or running a clinic for folks to learn how to throw w/ freebies
- More formal information for captains going into LAOUT leagues and events that is sent out before leagues begin
- More beginner-friendly opportunities
- More fun & social events
- Indoor 4 v 4 beginner league
- Overnight tournament
- More widespread community education on racism and other forms of oppression our community experiences and perpetuates.
- Add Equity section to larger community Town Hall event for LAOUT