

# **Sports Commission Meeting Agenda**

**Thursday, January 25th, 2024**

**In Person Meeting**

**Lubber Run Community Center**

**Time: 7:00pm to 9:00pm**

## **Public Comment**

## **Approval of Minutes**

- Approval of December 21st, 2023 Meeting Minutes

## **New Business**

- Discussion of PROMISE Working Group
- Annual Work Plan Discussion

## **Commission Member Reports**

- Chair Updates
- PROMISE Working Group Update
- PSMP-IAC Update
- Communications Working Group Update

## **Upcoming Sports Commission Meetings**

- February 20<sup>th</sup> (In-person) (Joint Meeting with PRC)
- March 28<sup>th</sup> (Virtual)
- April 25<sup>th</sup> (In Person)
- May 23<sup>rd</sup> (Virtual)
- June 27<sup>th</sup> (In-person)
- August 22<sup>nd</sup> (Field Trip)
- September 26<sup>th</sup> (In-person)
- October 24<sup>th</sup> (Virtual)
- November 21<sup>st</sup> (In Person)
- December 19<sup>th</sup> (Virtual)

# **Sports Commission Meeting Minutes**

**Thursday, December 21st, 2023**

**Virtual Meeting**

**Time: 7:00pm to 9:00pm**

## **Commission Members Present:**

John Mingus, Chair

Khal Monaro

Lizzy Stell

David Lansing

Nancy Sharkey

## **Commission Members Absent:**

George Thompson

Jason Despain, Vice Chair

Greg Gimenez

Bryan Eckle

Deb Ryan

## **County/APS Staff:**

Ben Harris, DPR

Tyler Remerow, DPR

## **Guests:**

Mark Lincoln, PRC

## **Start:**

7:10PM

## **Public Comment:**

## **Approval of Minutes**

- Approval of August 24th, 2023 Sports Commission Meeting Minutes
  - o Motion – David Lansing
  - o Second – Nancey Sharkey
  - o Minutes Approved
- Approval of November 16<sup>th</sup>, 2023 Sports Commission Meeting Minutes
  - o Motion – Khal Monaro
  - o Second – David Lansing
  - o Minutes Approved

## **Old Business**

- PROMISE Working Group Discussion and Draft Letter Review

- PROMISE letter to go out to youth leagues with invitation to attend January 25<sup>th</sup> Sports Commission meeting.
- Liaison Role Conversation
  - Members have let Chair know what youth sports they are interested in working with.

### **Commission Member Reports**

- Chair Updates
  - Use Permits for Public Spaces Plan went to County Board and passed unanimously.
- PROMISE Working Group Update
  - Noted above
- PSMP-IAC Update
  - None
- Communications Working Group Update
  - None

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### **Adjourn:**

7:22pm

# Sports Commission Working Group Session

1/25/24

# Agenda

- Introductions
- Background on Promise Working Group
- Highlights of the Framework
- Next Steps

# Background

Established in June 2021 by the Commission to

- Collect information about the nature and extent of racist and hateful behavior in Arlington County youth sports activities;
- Conduct research to identify best practices for deterring and addressing racist and hateful behavior in youth sports;
- By no later than June 2022, develop a framework for youth sports leagues to consider in establishing league protocols for detecting, deterring, and addressing (including through restorative practices) racist and hateful behavior in youth sports;
- Identify and share information with youth sports leagues about resources for training their coaches, officials, and volunteers about unconscious biases and other relevant topics

# PRINCIPLES

- Ten principles underlying framework:
  - Three principles to anchor work to the County's vision and definitional framework for diversity.
  - Three principles to anchor work to the Destination 2027 Steering Committee report about health disparities and emphasize the role of sports in promoting health within traditionally marginalized communities.
  - Four principles to share vision and values about the safety of the sports field for all players and the roles that sports leagues, coaches, umpires, and DPR play in protecting, promoting, and being allies.

# POLICIES AND PROCEDURES

These policies and procedures set expectations for how DPR affiliated youth sports organizations (“Youth Sports Leagues”) will, at a minimum, set a tone for their participants’ on-field/court behavior. It further encourages Youth Sports Leagues to look for additional opportunities to incorporate principles of diversity, equity, and inclusion into their culture and operations. The overarching goal is to create a safe, supportive environment for youth sports through awareness, intentionality, and learning.



# POLICIES AND PROCEDURES

## **I. Sports Commission, DPR, and Sports League Personnel Support Structure**

Common among the benchmarked organizations was the establishment of a position whose primary role was to lead the organization's approach to fostering diversity, equity, and inclusion in all aspects of its operations. The benchmarked organizations had also created a strong infrastructure to support and foster diversity, equity, and inclusion activities throughout the organization's global or national network.

The Working Group recommends the establishment of:

- Sports Commission Diversity, Equity, and Inclusion Commissioner (DEI Commissioner)
- DPR DEI Staff Liaison (DEI Liaison)
- League Lead Diversity, Equity, and Inclusion Officer (Lead DEI Officer)

# POLICIES AND PROCEDURES

## **I. Sports Commission, DPR, and Sports League Personnel Roles**

- DEI Commissioner and DEI Liaison will co-chair two Framework Implementation meetings each year to include themselves and the Lead DEI Officers.
- Names of Lead DEI Officers will be provided to DPR by November 1 of each year.
- DEI Commissioner and DEI Liaison will facilitate communication and information sharing among Lead DEI Officers and connect them to relevant County resources.
- Lead DEI Officers are responsible for communicating with DPR about Framework implementation, sharing information about DEI with their leagues, and answering questions that may arise.

# POLICY AND PROCEDURES

## **II. Policy and Guidance**

Common among the benchmarked organizations was the establishment of clear policies and guidance to drive the organization's diversity, equity, and inclusion activities. This included strong value statements about diversity, equity, and inclusion; use of player and spectator pledges to reinforce support for diversity, equity, and inclusion; and a framework for identifying and addressing activity and behavior that runs counter to the organization's objectives.

The Working Group recommends:

- adoption of a Diversity, Equity, and Inclusion Statement:for the conduct of youth sports in Arlington County
- requiring youth sports leagues to include the Statement in their registration systems so that every participant has to read and agree to abide by the parameters
- requiring youth sports leagues to identify opportunities to further incorporate the Statement into governing documents and public facing communication

# POLICY AND PROCEDURES

*“Other than to adhere to specific program requirements or residency standards, Arlington County sports activities and programs shall not discriminate against or exclude any individual for participation for reasons of race, color, religion, national origin, gender identification, sexual orientation, disability, or any other characteristic protected by local, state or federal law. Arlington County sports providers and participants pledge to contribute to a safe and supportive environment that is free of bias and discrimination and will not condone or engage in discriminatory speech or behavior.”*

# POLICY AND PROCEDURES

## II. Policy and Guidance

The Working Group also recommends:

- encourage youth sports leagues to incorporate adult and youth pledges into their operations (various approaches offered)
- encourage youth sports leagues to develop internal procedures to guide how their organizations will address violations of the Diversity, Equity, and Inclusion Statement that occur during official practices or games
  - Discussion about and support for developing such procedures will occur during Framework Implementation meetings of the DEI Commissioner, DEI Liaison, and Lead DEI Officers

# POLICY AND PROCEDURES

## **III. Training and Educational Resources**

The Working Group should identify and recommend a series of training and educational resources to support Youth Sports Leagues in fostering Diversity, Equity, and Inclusion; raising awareness; and combatting discrimination.

# Discussion Questions

- What kind of DEI activities does your league already?
- What kinds of initiatives have worked well?
- Specific thoughts on the framework?
- What are the next steps?
  - How can the Sports Commission help?