

# Sports Commission Meeting Agenda

Thursday, December 21st, 2023

[Virtual Meeting](#)

Microsoft Teams

Time: 7:00pm to 9:00pm

## Public Comment

## Approval of Minutes

- Approval of August 24<sup>th</sup>, 2023 Meeting Minutes
- Approval of November 16<sup>th</sup>, 2023 Meeting Minutes

## Other

## Old Business

- PROMISE Working Group Discussion and Draft Letter Review
- Liaison Role Conversation

## Commission Member Reports

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

## Upcoming Sports Commission Meetings

- January 25<sup>th</sup> (In-person)
- 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, August 24th, 2023**

**In-person Meeting at Gunston Park**

**Time: 6:30pm to 9:00pm**

## **Commission Members Present:**

Chair John Mingus

Vice Chair Jason Despain

Nancey Sharkey

Lizzy Stell

Bryan Eckle

George Thompson

David Lansing

Khal Monaro

Deb Ryan

## **Commission Members Absent:**

Deb DeFranco

Greg Gimenez

## **County/APS Staff:**

Greg Anselene, DPR

Tyler Remerow, DPR

## **Guests:**

Mark Lincoln

## **Start:**

7:03pm

## **Approval of Minutes**

- Approval of June 22nd, 2023, Sports Commission Meeting Minutes
  - o Motion - David Lansing
  - o Second – George Thompson

## **Sports Commission Tour of Gunston Park**

- The Tent at Gunston Park
- Gunston Synthetic Diamond #1
- Gunston Synthetic Rectangle #2
- Gunston Natural Grass Rectangle

## **Adjourn:**

8:17pm

# Sports Commission Meeting Minutes

Thursday, November 16th, 2023

In-Person Meeting

Long Bridge Aquatics & Fitness Center

Time: 7:00pm to 9:00pm

## **Commission Members Present:**

John Mingus, Chair

Jason Despain, Vice Chair

Lizzy Stell

George Thompson

Nancy Sharkey

David Lansing

Khal Monaro

Bryan Eckle

## **Commission Members Absent:**

Deb Ryan

Greg Gimenez

## **County/APS Staff:**

Deb DeFranco, APS

Tyler Remerow, DPR

## **Guests:**

None

## **Start:**

7:0pm

## **Public Comment**

No public Comment

## **Approval of Minutes**

- **Approval of October 26<sup>th</sup>, 2023, Sports Commission Meeting Minutes**
  - o Motion – George Thompson
  - o Second – Khal Monaro

## **Other**

- Arlington Little League Summer Tournament Recap tabled.

## **Old Business**

- **Approval of Sports Commission Letter on Use Permits**
  - Sports Commission member edits
  - Motion to approve letter with Sports Commission edits – David Lansing

- Second – George Thompson
- **PROMISE Letter (Draft) Review & Discussion**
  - Sports Commission member edits.
  - DPR to send PROMISE Letter out to youth sports affiliate groups on behalf of Sports Commission in January.

## **New Business**

- **Liaison Role Discussion**
  - Newly appointed Sports Commission Members to be assigned a sports user group upon joining.
  - Members to inform chair of the user group they will act as liaison for. Members will also present on sports user groups during 2024 Sports Commission meetings.

## **Commission Member Reports**

- **Chair Updates**
  - DPR and Sports Commission to discuss increasing the footprint of teen programming in Arlington.
- **PSMP-IAC Update**
  - PSMP entering 5 year mark. PSMP update presented at PSMP-IAC meeting. Sports Commission will request a copy of Field Use study used for PSMP and list of recipients that filled survey out.
- **Communications Working Group Update**
  - Mention communication plan and liaison role premise to partner leagues

## **Upcoming Sports Commission Meetings**

- December 21<sup>st</sup>, 2023 (Virtual)

## **Adjourn:**

7:50pm

Dear DPR Partner organization,

In 2021, the Sports Commission started the Combating Hate in Sports Working Group (renamed as PROMISE in 2022) as a standing working group ~~to better understand the prevalence of racist and hateful conditions in Arlington sports and support youth sports leagues' efforts~~ to protect Arlington sports and their participants from ~~such conditions~~ racial hate speech and behaviors. In 2022, the group provided a framework to discuss these issues (see attached file).

The implementation of the framework is required by all youth sports leagues. The next phase in the project is to ~~get involve the~~ partner leagues to participate in the implementation of the framework. To kick off this process, you are ~~invited~~ required ~~or encouraged~~ to send a representative to a working meeting on Thursday January 25 at 7PM in the Luber Run Community Center. Please RSVP to Tyler Remerow of DPR.

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Please reach out to me if you have any questions.

Sincerely,

John Mingus  
Chair Arlington County Sports Commission

~~Is implementation required? Should the letter state it?~~

DRAFT

**Combating Hate in Youth Sports**  
**Initial Report for the Arlington County Sports Commission**

Combating Hate in Sports Working Group  
June 23, 2022

## **Table of Contents**

1. Executive Summary
2. Guiding Principles
3. Policy and Procedures
4. Adult Pledge
5. Youth Pledge
6. Working Group Members and Staff Liaisons

## Executive Summary

### Purpose

The Combating Hate in Sports Working Group was formed by the Sports Commission as a standing working group to better understand the prevalence of racist and hateful conditions in Arlington sports and support youth sports leagues' efforts to protect their participants from such conditions. The Commission formed the working group in May 2021 following a March 2021 football game between Wakefield and George C. Marshall high schools in which Wakefield players were spat on and subjected to racial slurs. After learning of and discussing this incident, Sports Commission members felt that, while the Commission does not have a role in overseeing Arlington public schools sports activities, the Commission could and should play a role in fostering an inclusive, supportive climate in Arlington youth sports. Today's youth sports participants are tomorrow's high school athletes. This document addresses the Commission's requirement that the working group provide, by June 2022, a framework detecting, deterring, and addressing racist and hateful behavior in Arlington County youth sports.

### Background

Arlington County strives to be a diverse, equitable, and inclusive community, and a range of positive steps are being taken within County government and throughout the broader community to realize that vision. However, vestiges of Arlington's historic racial segregation and inequity can still be seen and felt in the present day. Such conditions impacted not only schools, neighborhoods, and government services but were also present in the sports and recreational arenas, including separate facilities (e.g., parks, fields, courts, swimming pools) and separate programs.

For at least a decade, the Sports Commission has focused part of its time and attention on the ongoing problem of inequity in Arlington youth sports, represented by uneven participation rates among racial, ethnic, and socioeconomic groups. In 2010-2011, the Department of Parks and Recreation (DPR) compiled participation data across all youth sports affiliated leagues, which showed dramatically different levels of participation among schools depending on their location: on average more than 84% of students attending north Arlington public elementary schools participated in one or more sports activities, while the average school-based sports participation in south Arlington public elementary schools was about 30% (the lowest participation rate was 8%).

Said differently, available data and youth sports league affiliate experiences both show that sports participation in Arlington is significantly higher among affluent white children than among less affluent minorities. As a result, minority athletes have less accessibility. While sports leagues have undertaken various efforts to conduct outreach to under-served communities to increase sports participation, the present condition continues to fall short of the County's goal of a diverse, equitable, inclusive community.



### Working Group Charge

The Sports Commission established the Combating Hate in Sports Working Group as a standing working group to better understand the prevalence of racist and hateful conditions in Arlington sports and support youth sports leagues' efforts to protect their participants from such conditions. The Working Group was directed 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; and
- Advise the Commission on this topic over time, including ways the Commission can leverage its platform to raise awareness, support youth sports leagues, and help ensure that sports activities occur in a safe and respectful environment.

The working group was to begin its work in June 2021 and continue working on this topic until the Commission determines its work is complete. The group met for the first time in August 2021. It has held 11 meetings since then. A list of working group members and staff liaisons is found on page 14.

### Overview of Work Conducted

To understand how sports organizations are approaching anti-discrimination and diversity/equity/inclusion issues, the working group examined the practices of 17 national, state, and local organizations. These included:

- Arlington County Department of Parks and Recreation
- Arlington Public Schools
- City of Alexandria Department of Recreation, Parks, and Cultural Activities
- District of Columbia Department of Parks and Recreation
- Fairfax County Park Authority
- Federation Internationale de Football Association (FIFA)
- International Olympic Committee (IOC)
- Little League, Inc. (LLI)
- Major League Baseball (MLB)
- National Association for Stock Car Auto Racing (NASCAR)
- National Basketball Association (NBA)
- National Collegiate Athletic Association (NCAA)
- National Federation of State High School Associations (NFHS)

- National Hockey League (NHL)
- United States Tennis Association (USTA)
- USA Gymnastics
- USA Pickleball
- Virginia High School League (VHSL)
- Women's National Basketball Association (WNBA)

Working group members researched these organizations' relevant structures, policies, activities, and communication to determine prevailing practices for addressing and deterring racist and discriminatory speech and behavior and promoting diversity, equity, and inclusion. Working group members presented their findings to the group for discussion.

Working group members then voted for the top three organizations that they felt had the best practices for modeling purposes. From this, the group narrowed their benchmarking down to FIFA, NHL, and USTA.

The working group developed a matrix of these organizations' anti-discrimination/ diversity-equity-inclusion attributes. It then determined which of these attributes were most relevant for constructing policies and procedures for Arlington youth sports. The policies and procedures in this document are based on that analysis.

The working group discussed the part of the charge that requires them to collect information about the nature and extent of racist and hateful behavior in Arlington County youth sports activities. Working group members closely aligned with the youth sports community reported personal awareness that such behavior exists and felt it was important to document the extent of it in case youth sports leagues were to push back against the group's recommendations. Other members, particularly those from minority populations, expressed concern about having to prove that a problem exists when, according to their personal experiences, the condition is already well known. The working group collectively decided not to address this element of its charge.

### Summary of Framework

The framework articulates principles that the working group adopted to guide its advice and recommendations to the Commission. The framework also includes policies and procedures to help build a culture of diversity and inclusion in Arlington youth sports, raise awareness, and increase capacity for detecting, deterring, and addressing racist and hateful behaviors.

## Combating Hate in Youth Sports Guiding Principles

1. The Combating Hate in Sports Working Group embraces the County Board's vision that Arlington should be a diverse and inclusive community where people unite to form a caring, learning, participating, sustainable community in which each person is important.
2. The Combating Hate in Sports Working Group further endorses the County's racial equity vision that "an equitable Arlington is one where all are valued, educated, healthy and safe regardless of race."
3. Further, and consistent with how the County Manager intended it, we further interpret this to include all historically marginalized, disadvantaged, and underrepresented groups.
4. The Combating Hate in Sports Working Group notes that the Destination 2027 Steering Committee report found that health disparities exist in Arlington that disproportionately affect women, people of color, low-income residents, the LGBTQ community, and those living with disabilities.
5. Sport activity promotes youth participants' health, friendships, sense of connection and teamwork, confidence, resilience, and overall well-being.
6. Youth access to sports activity can help address health disparities among certain populations in Arlington. The Arlington community has a vested interest in encouraging youth from historically marginalized, disadvantaged, and underrepresented populations to participate in sports.
7. All sports but particularly youth sports, should occur in a safe and supportive environment that is free of bias and discrimination. Racist or hateful speech and behavior of any kind have no place in Arlington sports activity.
8. The Combating Hate in Sports Working Group recognizes that there is no greater mechanism for spreading acceptance, understanding, and positivity in competition than to promote inclusion and expansion of opportunity to those who have traditionally not accessed participation or felt welcome on our fields or courts of play.
9. Arlington County Department of Parks and Recreation and its partner organizations that offer sports programming have an obligation to ensure that youth sports activity is open and accessible to all participants, and that youth sports on our fields or courts is free from all types of bias and discrimination.
10. Therefore, we call on all who intersect with youth sports in Arlington County – County employees, league administrators, coaches, game officials, parents, players, and spectators – to become allies by actively helping to ensure that everyone feels welcome;

that those who have been excluded are included; and that bias and discrimination are not tolerated in our community.

## 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.

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

- a. 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.
- b. Therefore, based on this best practice, the working recommends that the Sports Commission, DPR, and the Youth Sports Leagues create a personnel structure for supporting the implementation of this framework.
- c. Personnel
  - i. The Sports Commission will reserve one of its 15 seats for a Diversity, Equity, and Inclusion Commissioner (DEI Commissioner), whose role will be to advise the Sports Commission on a range of diversity, equity, and inclusion topics that are related to the Commission’s charge.
  - ii. The Sports Commission DEI Commissioner will help implement this framework, communicate with, and serve as a resource to the Youth Sports Leagues.
  - iii. DPR will designate a paid staff liaison (DEI Liaison) to help implement this framework, communicate with, and serve as a resource to the Youth Sports Leagues among their other job responsibilities.
  - iv. The Youth Sports Leagues will identify a Lead Diversity, Equity, and Inclusion Officer (Lead DEI Officer) to serve as a point of contact between the league, DPR, and Sports Commission for the purposes of this framework. Leagues will identify their Lead DEI Officer in accordance with their internal management and organizational policies and practices and the timetable laid out below.
- d. Roles
  - i. The DEI Commissioner and the DEI Liaison will co-chair two Framework Implementation meetings a year with the Lead DEI Officers to discuss progress and share experiences and best practices. Meetings will be held in January and July.
  - ii. The DEI Liaison will be responsible for compiling a list of Lead DEI Officers by November 1 of each year; inviting Lead DEI Officers to the Framework Implementation meetings; and working with the DEI Commissioner to establish meeting agendas.

- iii. The DEI Commissioner and DEI Liaison will also facilitate communication and information sharing among Lead DEI Officers and connect them to relevant County resources, including Arlington Public School resources.
- iv. The Lead DEI Officer will be responsible for communicating with DPR about their league's Framework Implementation, sharing information with their leagues, and responding to questions or issues relevant to this Framework that may come to DPR's or the Sports Commission's attention.

## II. Policy and Guidance

- a. 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.
- b. Therefore, based on this best practice, the working group recommends that the Sports Commission and DPR adopt the following Diversity, Equity, and Inclusion Statement for the conduct of youth sports in Arlington:
  - i. *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.*
- c. Further, in order to retain affiliate organization status, leagues will be required to:
  - i. include the above statement as part of their registration systems so that every registrant must affirmatively check that they agree to abide by and ensure any player for whom they are registering abides by these principles.
  - ii. identify opportunities to further incorporate these principles into their governing documents and promote them in public-facing communication, as best suits their organization. Examples could be:
    - a. Organizational constitution, by-laws, or local rules;
    - b. Organization website, newsletters, flyers, emails;
    - c. Banners or signage displayed at fields;
    - d. Player or Volunteer Codes of Conduct.
  - iii. provide evidence of the above conditions to DPR and/or the Sports Commission DEI liaison(s) upon request.
- d. In addition to the above, leagues will be encouraged to incorporate the adult and youth pledges in this framework into their operations.
  - i. The DEI Commissioner and DEI Liaison will be responsible for collecting information on how Youth Sports Leagues are responding to this aspirational goal.

- ii. There are various ways that leagues can incorporate the pledge, including sharing it with participants at the time of registration; disseminating to coaches as part of their coaching materials for sharing with their players (pledges could be made as a team at the start of the season or at the beginning of every game); posting on their websites; distributing in newsletters or other electronic communication; etc.
  - iii. The working group also recommends that the DEI Commissioner, DEI Liaison, and Lead DEI Officers work together to foster engagement and energy around these pledges. Ideas include challenging leagues, players, and families to take the pledge and share it on social media.
- e. Leagues are also encouraged to establish internal procedures to guide how their organization will address concerns about violations of the Diversity, Equity, and Inclusion Statement that occur during official league practices or games. Such procedures should address how violations should be handled at the moment they occur or are identified and what information should be shared with league officials.
  - i. The DEI Commissioner, DEI Liaison, and Lead DEI Officers should discuss how to implement such procedures within their leagues, including how to address issues at different age groups and what types of behavior warrant stricter responses.
  - ii. League procedures should be developed in consultation with officiating personnel (e.g., umpires, referees) and coaches.
  - iii. The working group advises that these procedures should be focused on teaching and raising awareness rather than punishing or penalizing. Restorative practices should be included.

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

- a. Our top three benchmarking organizations had all taken steps to provide diversity, equity, and inclusion training to their employees and develop other resources for raising awareness and developing allyship. Some organizations had also embarked internally with courageous conversations about race. Finally, some organizations made storytelling an important part of their outward facing communication (i.e., promoting achievements by minority athletes, celebrating national or local diversity programs, etc.).
- b. The working group believes that Youth Sports Leagues will benefit greatly by engaging in and providing training to their leadership and volunteers. Players will also benefit from programs that engage them in age-appropriate conversations about how to support others.
- c. In Phase 2 of its work, the working group will 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.
  - i. Promising sources include [Positive Coaching Alliance](#), [Rise to Win](#), and [Anti-Defamation League](#)
- d. The working group will recommend an approach that leagues can consider for leveraging diversity, equity, and inclusion training and other educational resources. For example, this could include group training sessions for all Lead

DEI Officers to raise their awareness and empower them to better advise their leagues. This could also include advice for training other league officials, coaches, umpires, other volunteers, parents, and players.



## **Adult Pledge**

I understand that combating bias and discrimination is the responsibility of all users of the County Sports Facilities.

I pledge to create and foster an environment of inclusivity as a participant in Arlington County Sports. I pledge to speak up and address any racist and hateful behaviors with a multi-tiered approach, supporting victims first, and allowing for education and awareness, respect and inclusion for anyone involved in sports in Arlington County. I pledge to act within the established Arlington County Sports Commission Guiding Principles for Combating Hate in Sports.

I pledge to encourage sports participation by members of any and all communities regardless of their background, race, or identities.

I pledge to honor and embrace diversity. (SC comment: replace “honor” with “promote”)

## Youth Pledge

### **PROMISE**

I Promise to

Respect all

Others, no

Matter their race, background or

Identity

Sports are for

Everyone

## **Working Group Members and Staff Liaisons**

### **Co – Chairs**

- Megan Sheckles, Sports Commission
- Texas Williams, Sports Commission

### **Working Group Members**

- Adam Balutis, Arlington Little League
- Shirley Brothwell, Former Sports Commission Chair, Member At Large
- Debbie DeFranco, Arlington Public Schools
- Robert Frederick, Black Parents of Arlington
- Mark Lincoln, Park and Recreation Commission
- Linh Nghe, Arlington Partnership for Children, Youth, and Family
- German Peri, Arlington Soccer Association
- Melissa Riemer, Arlington Soccer Association

### **DPR Staff Liaisons**

- Gregory Anselene
- Nakish Jordan

# COMBATING HATE IN SPORTS WORKING GROUP

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PRESENTATION TO THE SPORTS COMMISSION

JUNE 23, 2022

# OVERVIEW

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- Introduce Working Group Members
- Review Working Group Charge
- Summary of Working Group Approach
- Review Framework
- Commissioner Questions
- Next Steps

# WORKING GROUP MEMBERS AND STAFF

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## Co – Chairs

- Megan Sheckles, Sports Commission
- Texas Williams, Sports Commission

## DPR Staff Liaisons

- Gregory Anselene
- Nakish Jordan

## Working Group Members

- Adam Balutis, Arlington Little League
- Shirley Brothwell, Former Sports Commission Chair, Member At Large
- Debbie DeFranco, Arlington Public Schools
- Robert Frederick, Black Parents of Arlington
- Mark Lincoln, Park and Recreation Commission
- Linh Nghe, Arlington Partnership for Children, Youth, and Family
- German Peri, Arlington Soccer Association
- Melissa Riemer, Arlington Soccer Association

# WORKING GROUP CHARGE

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The Sports Commission establishes a Combating Hate in Sports Working Group as a standing working group to better understand the prevalence of racist and hateful conditions in Arlington sports and support youth sports leagues' efforts to protect their participants from such conditions.

The Working Group is directed 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.
- Advise the Commission on this topic over time, including ways the Commission can leverage its platform to raise awareness, support youth sports leagues, and help ensure that sports activities occur in a safe and respectful environment.





# WORKING GROUP APPROACH

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- Discuss charge and circumstances giving rise to working group's formation.
- Shape working group culture and establish ground rules.
- Determine approach for getting started and building consensus.
- Develop Working Group Principles.
- Conduct benchmarking.
- Use benchmarking to learn about possible approaches.
- Identify top 3 benchmarking models and their attributes.
- Determine attributes that we want to include in our framework.
- Construct and review framework.

# FRAMEWORK

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1. Executive Summary
2. Guiding Principles
3. Policy and Procedures
4. Adult Pledge
5. Youth Pledge
6. Working Group Members and Staff Liaisons

# EXECUTIVE SUMMARY

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- Purpose
- Background/Info on Sports Participation in Arlington County
- Charge/Meetings Held
- Overview of Work Conducted
  - Organizations Examined in Benchmarking
  - Three organizations selected: FIFA, NHL, USTA
- Summary of Framework

# PRINCIPLES

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- Ten principles that lay out our vision and values:
  - Three principles to anchor this work to the County's vision and definitional framework for diversity.
  - Three principles to anchor this 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 our 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

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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

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## 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

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## 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.

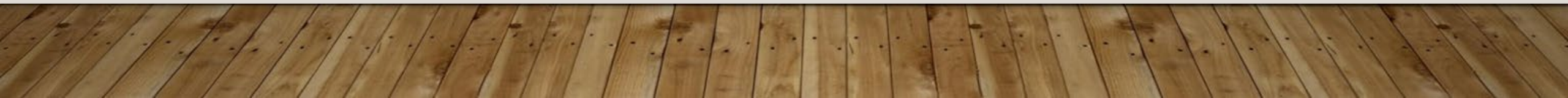
# POLICY AND PROCEDURES

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## 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
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# POLICY AND PROCEDURES

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*“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

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## 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

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## III. Training and Educational Resources

The top three benchmarking organizations had all taken steps to provide diversity, equity, and inclusion training to their employees and develop other resources for raising awareness and developing allyship. Some organizations had also embarked internally with courageous conversations about race. Finally, some organizations made storytelling an important part of their outward facing communication (i.e., promoting achievements by minority athletes, celebrating national or local diversity programs, etc.).

In Phase 2 of its work, the Working Group will 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.

# ADULT PLEDGE

I understand that combating bias and discrimination is the responsibility of all users of the County Sports Facilities.

I pledge to create and foster an environment of inclusivity as a participant in Arlington County Sports. I pledge to speak up and address any racist and hateful behaviors with a multi-tiered approach, supporting victims first, and allowing for education and awareness, respect and inclusion for anyone involved in sports in Arlington County. I pledge to act within the established Arlington County Sports Commission Guiding Principles for Combating Hate in Sports.

I pledge to encourage sports participation by members of any and all communities regardless of their background, race, or identities.

I pledge to honor and embrace diversity.





# YOUTH PLEDGE

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## **PROMISE**

I Promise to

Respect all

Others, no

Matter their race, background or

Identity

Sports are for

Everyone

# COMMISSIONER Q&A



# NEXT STEPS

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- Sports Commission Discuss or Revise Framework (July Meeting?)
- Sports Commission Re-align Working Group Leadership and Membership for Phase 2
- Phase 2:
  - Working Group conduct outreach to leagues, collect feedback
  - Update Framework based on feedback
  - Prepare for Framework Implementation