



**Washington Youth Soccer**  
 7100 Fort Dent Way, Suite #215  
 Tukwila, WA 98188-7500  
 www.WashingtonYouthSoccer.org  
 PHONE (253) 4-SOCCER · TOLL FREE 1-877-424-4318



**Board of Directors Meeting Agenda**  
 7100 Fort Dent Way, Suite 215, Tukwila, WA 98188

Thursday, August 17, 2023 | 1:00-2:00pm PT | Virtual

Attendance: Chris Stiles, Gabriel Suarez, Jane McGillivray, Lauren Pendergraft, Matt Folsom, Lamar Neagle, Lane Smith, Leah Gray Roger Levesque

Absent: Rich Austin,

- |  |                  |
|--|------------------|
| 1. Meeting Called to Order             | Chris Stiles     |
| 2. Roll Call                           | Jane McGillivray |
| 3. Approval of Minutes   July 13, 2023 | Chris Stiles     |
| Approved unanimously.                  |                  |
| 4. Financials   July 2023              | Chuck Porter     |
| Close to break even.                   |                  |
| 5. Program Updates                     | Roger Levesque   |

A. Staffing Update

Allie moving to USWNT programming position

B. Fall Soccer Snapshot

i. League Washington

Taking off and looking for program to expand once the pilot is proven out

ii. Rules Alignment

Will help the referees considerable and the associations are working together to implement, recognizing their may be differences between Competitive and Rec.

C. Elite Player Development

Tryouts much more organized this year thanks to the hard work of the staff. Mutanda has a vision for Player Development, hosting a webinar prior to tryouts that was well attended. Very positive step for EPD.

D. Other

Assoc. Outreach. – communicating to Assn Leaders who their liaison is.  
 Inclusion from a local standpoint.

**Board of Directors**

Chris Stiles, *President*   Lane Smith, *Vice President*   Jane McGillivray, *Secretary*   Lauren Pendergraft, *Treasurer*  
 Gabriel Suarez   Lamar Neagle   Leah Gray   Matt Folsom   Rich Austin   Roger Levesque, Executive Director



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6. Legal

Roger Levesque

Reviewed status of Crossfire Allegations

7. AOB

All

Roger going to be a Dad!! Oct 14<sup>th</sup>.

Lamar's USL team is doing GREAT – Champions!!!

8. Adjournment

Chris Stiles

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**Next Meeting:**

Date: Thursday, September 14, 2023

Time: 1:00-2:00pm PT

Location: Virtual via Microsoft Teams

**Board of Directors**

Chris Stiles, *President*   Lane Smith, *Vice President*   Jane McGillivray, *Secretary*   Lauren Pendergraft, *Treasurer*  
Gabriel Suarez   Lamar Neagle   Leah Gray   Matt Folsom   Rich Austin   Roger Levesque, Executive Director





# WASHINGTON YOUTH SOCCER

Board Meeting | August 17, 2023



# TEAM OBJECTIVES | THROUGH AUGUST 2023



Core Objective | Listen, learn, over-communicate (internal & external), **REFINE & REIMAGINE**, and execute.

## PRIMARY ESSENTIAL GOALS (PEGS)

**PEG #1 | Refine & reimagine programs and processes to improve key stakeholder experience in each interaction with WYS. Document updates and over-communicate any changes. Execute.**

- Grassroots Support & Development
- WYS Cups Series
- Elite Player Development Program (EPD)
- WYS Foundation Programming and Supporting Organizational Structure
- Coaching Education
- Eastern / Central Washington Growth
- Business Development via Corporate & Community Partnerships and Grant Development
- Member Services, e.g., Risk Management, OIM, CaseIQ, Boundary Management, etc.

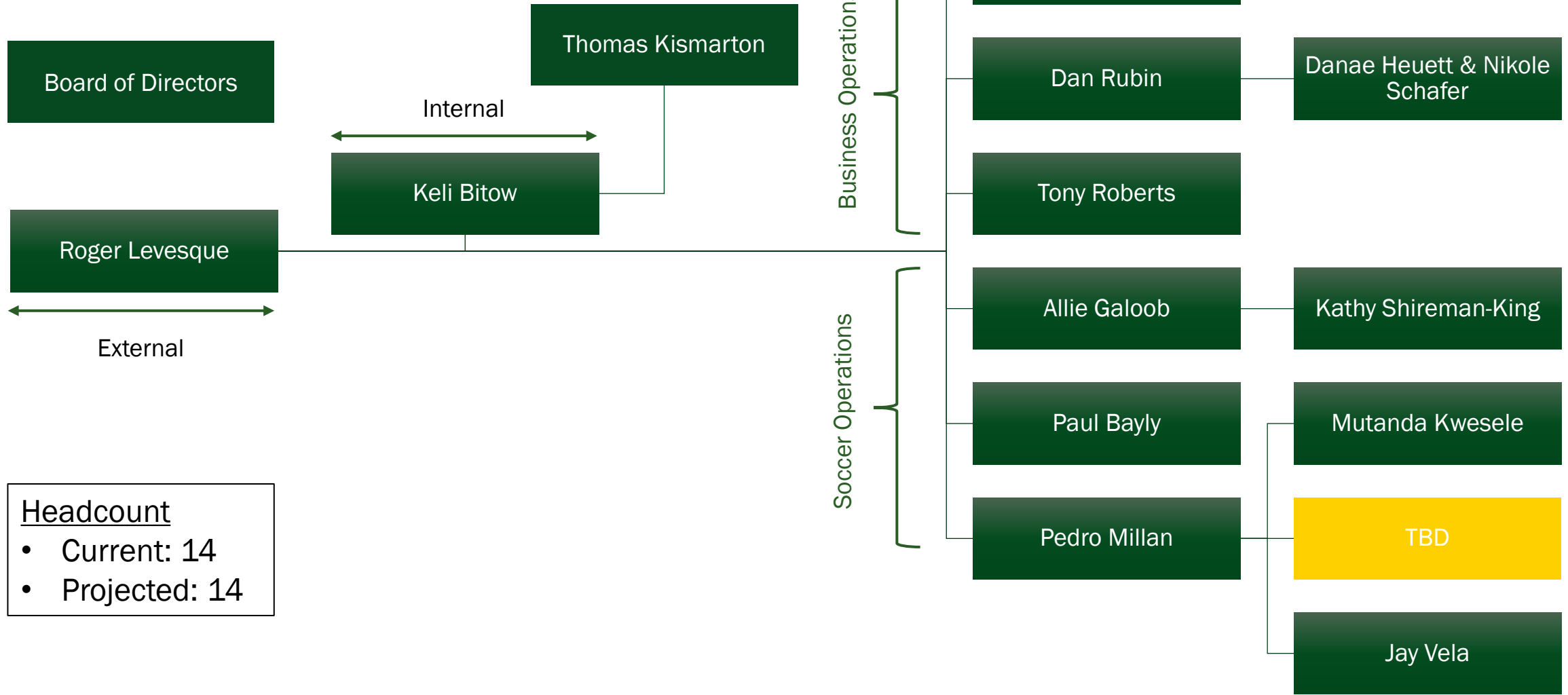
**PEG #2 | Invest in League development and facilitate collaboration & cohesion.**

- Launch Washington Inland Premier League (WIPL)
- Launch League Washington (High School Regional Rec League)
- Work toward complementary league relationships to improve playing environment (WISL & WIPL, NPSL & SSUL, etc.)
- Instigate communication & facilitate cohesion across WYS sanctioned leagues

**PEG #3 | Target process improvement to refine internal & external communication, improve how we work together, and deliver relevant information.**

- Further define roles & responsibilities to refine internal communication
- Promote Core Programs, e.g., Cups, EPD, Foundation, Coaching Education, etc.
- Deliver info that adds value to / improves experience for the WYS community

# WYS | MEET THE TEAM (JAN 2023)

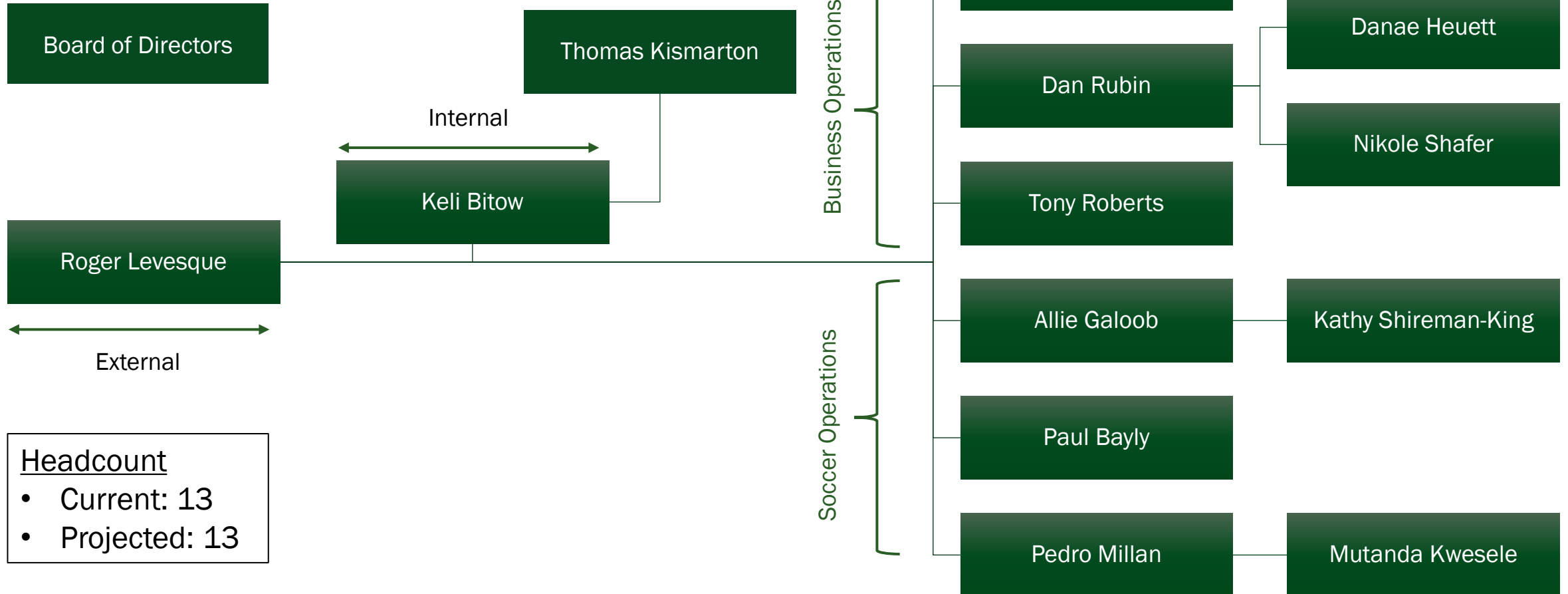


Headcount

- Current: 14
- Projected: 14



# WYS | MEET THE TEAM (MAY 2023)

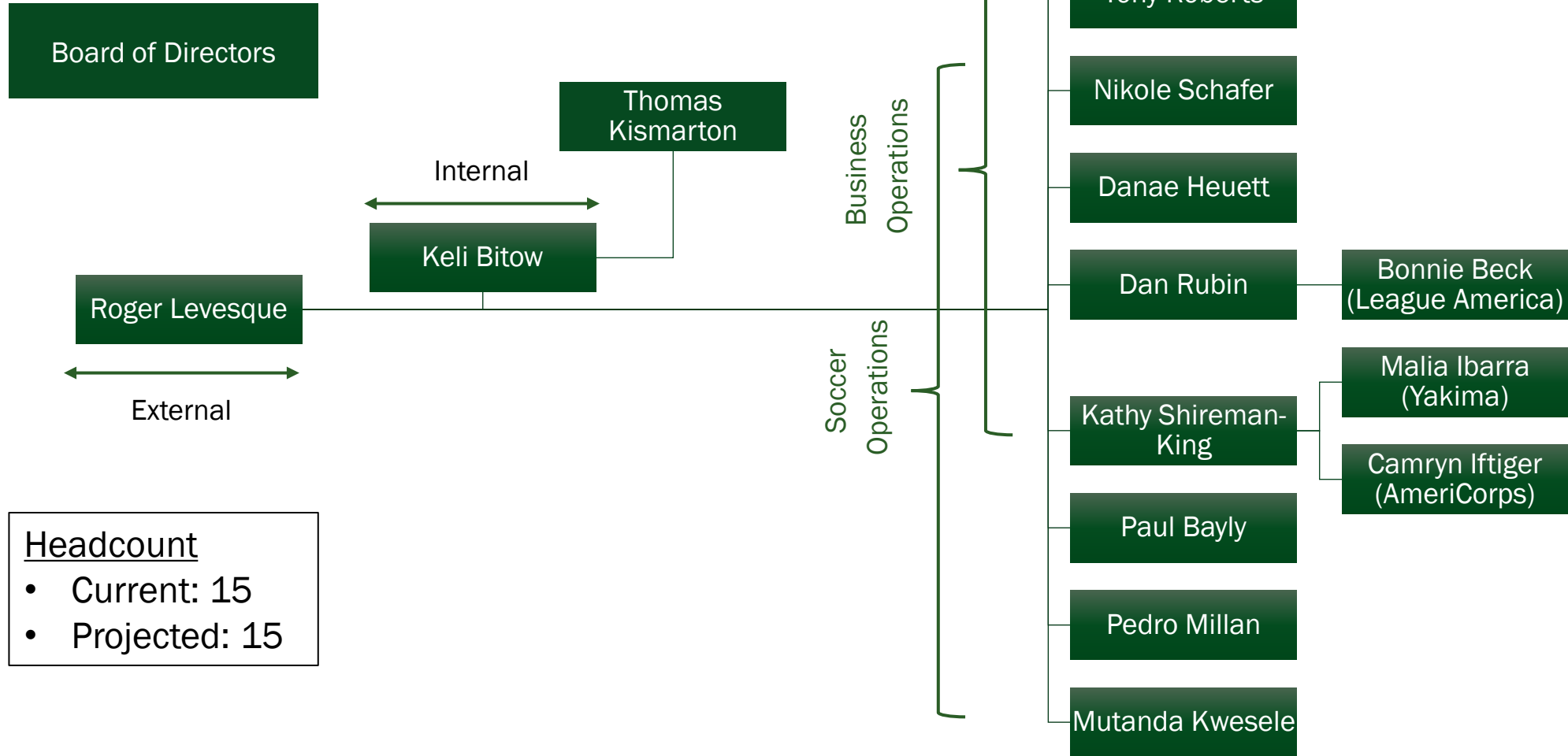


Headcount

- Current: 13
- Projected: 13



# WYS | MEET THE TEAM (AUG 2023)



Headcount

- Current: 15
- Projected: 15



# PROGRAM OBJECTIVES | LEAGUE DEVELOPMENT



Core Objective | Listen, learn, over-communicate (internal & external), **REFINE & REIMAGINE**, and execute.

## PRIMARY ESSENTIAL GOALS (PEGs)

### PEG #1 | Launch Leagues.

- Over-communicate with key stakeholders to set appropriate expectations in preparation for new league play.
- Launch WIPL with intent for WISL to incur benefits as well.
- Approach League Washington final development stages with patience. Prepare to deliver a top experience for participants.
- Offer support to other leagues if applicable, e.g., NPSL U10 Peninsula League, etc.

### PEG #2 | Work toward complementary league relationships to improve playing environment.

- Leverage League Washington launch (and potential growth trajectory) to reengage and reconsider SSUL as a Select option.
- Solicit feedback to understand dynamic and set strategy for WISL / WIPL connection going forward.
- Facilitate discussion between NPSL & SSUL Leadership to consider regionalized Select play.
- Engage Associations to explore League Washington expansion.

### PEG #3 | Instigate communication & facilitate cohesion across WYS sanctioned leagues.

- Finalize and share 2023-2024 WYS-sanctioned league rule alignment, e.g., heading / punting / build out, air quality, etc.)
- Formalize League Operations Committee (think tank) to consider possible improvements to league ecosystem on an ongoing basis.



# PROGRAM OBJECTIVES | LEAGUE DEVELOPMENT



Core Objective | Listen, learn, over-communicate (internal & external), **REFINE & REIMAGINE**, and execute.

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# FALL SOCCER SNAPSHOT | LEAGUE WASHINGTON



Address accelerating attrition of high school soccer players at the recreational level.



## Overview:

- Goal: Reinvent the recreational soccer experience for high schoolers:
  - Active
  - Social
  - Fun
- Competitive Level: Recreational
- Ages: U16/U17, U19

## By The Numbers:

- 59 Teams and over 1,000 High School Athletes
- Six (6) Associations working together to offer positive soccer experiences across boundaries

# FALL SOCCER SNAPSHOT | LEAGUE WASHINGTON



Schedule Review Period

**SPORTS CONNECT**  
powered by stack sports

**WASHINGTON YOUTH SOCCER** Washington Youth Soccer

Dashboard Application Stats Scheduling View Setup

2023 Fall League Washington

**Team Counts**

Age Group: All Age Groups

New Teams: 0 Accepted Teams: 58 Unassigned Teams: 0

[View All Teams](#)

**WASHINGTON YOUTH SOCCER** 2023 Fall League Washington

Follow the link below for the appropriate age group to find your team's age group roster, schedule and results. **Please note all schedules are subject to change.** If grayed out, the option is not available at this time. To find out the venues, please click on the "Venue Info" below.

VENUE INFO FIELD CLOSURE CLUB SUMMARY

Boys Girls

					Published
Boys U16/ U17	<a href="#">Brackets</a>	<a href="#">Schedule &amp; Results</a>	<a href="#">Standings</a>	<a href="#">Statistics</a>	8/11/2023 10:42:00 AM
Boys U19 A	<a href="#">Brackets</a>	<a href="#">Schedule &amp; Results</a>	<a href="#">Standings</a>	<a href="#">Statistics</a>	8/11/2023 10:42:00 AM
Boys U19 B	<a href="#">Brackets</a>	<a href="#">Schedule &amp; Results</a>	<a href="#">Standings</a>	<a href="#">Statistics</a>	8/11/2023 10:42:00 AM
Boys U19 C	<a href="#">Brackets</a>	<a href="#">Schedule &amp; Results</a>	<a href="#">Standings</a>	<a href="#">Statistics</a>	8/11/2023 10:42:00 AM

# FALL SOCCER SNAPSHOT | LEAGUE WASHINGTON



Brand Concept In-Process



League WA Logo Design Washington Youth Soccer



League WA Logo Design Washington Youth Soccer



# FALL SOCCER SNAPSHOT | WYS-SANCTIONED PLAY RULES ALIGNMENT



WYS facilitating discussion to create rules alignment and improve playing experience for all stakeholders

## Participating Soccer Organizations:

- District 2 (EYSA, LWYSA, NYSA, SnVYSA)
- North Puget Sound League
- Regional Club League
- Seattle Youth Soccer Association
- South Sound United League
- Washington Inland Soccer League

## Referee Representative:

- State Youth Referee Administrator, Richard Meeks

## Rules Discussed:

- Heading, Punting, and Build-Out Line
- Air Quality Guidelines
- Heat Guidelines
- Slide Tackling

Hi Association Leaders,

Hope all is well and that the promise of fall soccer has your communities buzzing with excitement. I know we are here at WYS!

I'm writing to share an update with you about work being done toward rule modification alignment in WYS-sanctioned play and to present rule updates / alignment for consideration.

First for context, following the AGM in May a group of League and Association Leaders met with the State Youth Referee Administrator (SYRA), Richard Meeks, to discuss rule alignment for the upcoming 2023-2024 season. The goal was to bring together league leaders across all competitive levels to work toward rules alignment in WYS-sanctioned play that improves player safety and creates a shared understanding among all stakeholders – referees, coaches, players, parents, etc. – for a better playing experience.

To this end, thanks to those of you joined the discussion and shared insight from your experience. Here is a quick overview of the topics discussed and outcomes:

- **Heading, Punting, Build-Out Line, and Offside Line**
  - Consensus to adopt a No Heading Policy at the **U12 Age Group**.
    - Please see slides below and attached to review heading, punting, build-out line, and offside line rule considerations per age group.
      - WYS Recreational Cup and Founders Cup will adopt the rule considerations as cited below & attached.
      - WYS Operations Committee to discuss implications for Presidents Cup and State Championships, however will likely align with rule considerations cited below & attached.
- **Air Quality Index**
  - Consensus to align around the following process:
    - Home Team makes the decision play / postpone the match
    - Decision can be made any time prior to kickoff
    - AirNow is the gold standard measurement tool
      - Match postponed at reading of 150 or higher
    - Once a game starts, the decision to continue play / cancel will be made on-field based on player safety
- **Heat Index**
  - Consensus that heat index cancellation decisions best made on-field with real-time info. Will continue to share USSF Recognize to Recover informational materials / recommendations (additional email / information to follow).
- **Slide Tackling**
  - Consensus that further discussion needed for State-level recommendation. Potential opportunities to align slide tackle rules at different play levels (recreational, competitive, etc.).

The groups that participated in the discussion and aligned around the above considerations are as follows:


- District 2 (EYSA, LWYSA, NYSA, SnVYSA)
- North Puget Sound League
- Regional Club League
- Seattle Youth Soccer Association
- South Sound United League
- Washington Inland Soccer League

Again, the goal is to align rule modifications in WYS-sanctioned play to create a shared understanding and alleviate confusion across all stakeholders. For Association Leaders that run in-house Leagues, thank you for your consideration in joining the groups above and aligning rules with those cited.

Also cc'd on this email is WYS' SYRA, Richard Meeks. If we can answer any questions or provide additional information, please let us know.

Thanks,

Roger



LEAGUE RULE  
MODIFICATIONS

Considerations for 2023-2024



# HEADING, PUNTING, & BUILD-OUT LINE | RULE MODIFICATION



Rule considerations for WYS-sanctioned league play in 2023-2024

Age Group	Format	Heading	Punting	Build-Out Line	Offsides Line
U8	League Rules Apply	No	No	Yes	No Offsides
U9	7v7	No	No	Yes	Midfield Line
U10	7v7	No	No	Yes	Midfield Line
U11	9v9	No	No	Yes	Midfield Line
U12	9v9	No	No	Yes	Midfield Line
U13+	11v11	Yes	Yes	No	Midfield Line

# HEADING, PUNTING, & BUILD-OUT LINE | RULE MODIFICATION



Rule considerations for WYS-sanctioned league play in 2023-2024

Age Group	Format	Heading	Punting	Build-Out Line	Offsides Line
U8	League Rules Apply	No	No	Yes	No Offsides
U9	7v7	No	No	Yes	Midfield Line
U10	7v7	No	No	Yes	Midfield Line
U11	9v9	No	No	Yes	Midfield Line
U12	9v9	No	No	Yes	Midfield Line
U13+	11v11	Yes	Yes	No	Midfield Line



# AIR QUALITY INDEX | BENCHMARKS & ALIGNMENT

Rule considerations for WYS-sanctioned league play in 2023-2024

## Decision-Maker?

- Home Team (best information)

## Decision Window?

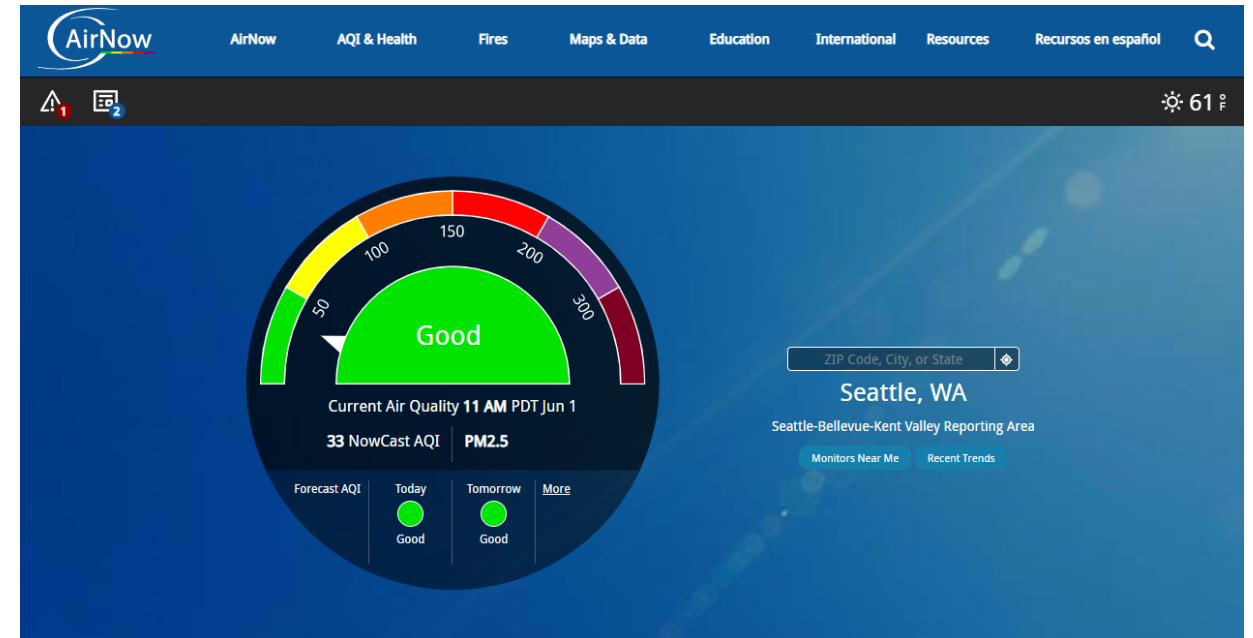
- Any time prior to kickoff

## Measurement Source?

- AirNow

## Postponement?

- Postpone if AQI reaches 150 or above
- In-game decisions made on-field (based on player safety)



Link: <https://www.airnow.gov/?city=Seattle&state=WA&country=USA>

# ELITE PLAYER DEVELOPMENT | TRYOUTS UNDERWAY



Two (2) of four (4) tryout dates complete. Tryout format adjusted to improve coach / player ratio.



## Boys Tryouts

Tryouts for EPD 2023-2024 season are not accepting walk-ups. If you were unable to register due to tryouts reaching capacity, please fill out the following form so that we may discuss further opportunities to showcase your player's talent: [bit.ly/EPD\\_tryout\\_waitlist](https://bit.ly/EPD_tryout_waitlist)

- **Boys 2012 (u12)**
  - Tuesday Aug 15th , 9 am – 11 am @Starfire **Session is Full**
  - Tuesday Aug 29th, 9 am – 11 am @Starfire **Session is Full**
- **Boys 2011 (u13)**
  - Tuesday Aug 15th , 9 am – 11 am @Starfire **Session is Full**
  - Tuesday Aug 29th , 9 am – 11 am @Starfire **Session is Full**
- **Boys 2010 (u14)**
  - Tuesday Aug 15th, 11 am – 1 pm @Starfire **Session is Full**
  - Tuesday Aug 29th, 11 am – 1 pm @Starfire **Session is Full**
- **Boys 2009 (u15)**
  - Thursday Aug 17th, 9 am – 11 am @Starfire **Session is Full**
  - Thursday Aug 31st, 9 am – 11 am @Starfire **Session is Full**
- **Boys 2008 (u16)**
  - Thursday Aug 17th, 9 am – 11 am @Starfire **Session is Full**
  - Thursday Aug 31st, 9 am – 11 am @Starfire
- **Boys 2007 (u17)**
  - Thursday Aug 17th, 11 am – 1 pm @Starfire **Session is Full**
  - Thursday Aug 31st, 11 am – 1 pm @Starfire

## Girls Tryouts

- **Girls 2012**
  - Tuesday Aug 15th , 11 am – 1 pm @Starfire
  - Tuesday Aug 29th, 11 am – 1 pm @Starfire
- **Girls 2011**
  - Tuesday Aug 15th , 9 am – 11 am @Starfire
  - Tuesday Aug 29th, 9 am – 11 am @Starfire
- **Girls 2010**
  - Tuesday Aug 15th, 11 am – 1 pm @Starfire
  - Tuesday Aug 29th, 11 am – 1 pm @Starfire
- **Girls 2009**
  - Thursday Aug 17th , 9 am – 11 am @Starfire
  - Thursday Aug 31st , 9 am – 11 am @Starfire
- **Girls 2008**
  - Thursday Aug 17th, 11 am – 1 pm @Starfire
  - Thursday Aug 31st, 11 am – 1 pm @Starfire
- **Girls 2007**
  - Thursday Aug 17th, 11 am – 1 pm @Starfire
  - Thursday Aug 31st, 11 am – 1 pm @Starfire

# ELITE PLAYER DEVELOPMENT | PROGRAM UPDATES



Small changes lead to improved experience that differentiates EPD from other programs

2023-2024 EPD Information Webinar

Unlisted

WA Youth Soccer  
8K subscribers

Analytics Edit video

19 Share Download Clip

1.4K views 4 weeks ago  
Hear from EPD Director of Coaching Mutanda Kweesele about what's ahead for the program in the 2023-2024 campaign. ...more

## What is new?

- New format for 2012 Age Group
  - No player identification & selection
- New Tryout format
- Previous year player invitations
- Smaller player pools (36-40)
- More intentional about player development

Learn more by watching the 2023-2024 EPD Information Webinar on YouTube by following the link below:

<https://www.youtube.com/watch?v=0btSyQrFdW4>

# ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Association / Board Member communication links for connection

<b>Board Member</b>	<b>Association Name</b>	<b>Board Member</b>	<b>Association Name</b>
Chris Stiles	<b>Whatcom County Youth Soccer Association</b>	Lane Smith	<b>Pierce County Youth Soccer Association</b>
Chris Stiles	<b>Eastside Youth Soccer Association</b>	Lane Smith	<b>Thurston County Youth Soccer Association</b>
Chris Stiles	<b>Lake Washington Youth Soccer Association</b>	Lane Smith	<b>Lewis County Youth Soccer Association</b>
Gabriel Suarez	<b>Northwest Sound Youth Soccer Association</b>	Lauren Pendergraft	<b>South County Soccer Association</b>
Gabriel Suarez	<b>Three Rivers Soccer Club</b>	Lauren Pendergraft	<b>Southwest Washington Youth Soccer Association</b>
Gabriel Suarez	<b>Grays Harbor Foothills Youth Soccer Association</b>	Lauren Pendergraft	<b>Cowlitz Youth Soccer Association</b>
Jane McGillivray	<b>Seattle Youth Soccer Association</b>	Leah Gray	<b>North County Youth Soccer Association</b>
Jane McGillivray	<b>Snoqualmie Valley Youth Soccer Association</b>	Leah Gray	<b>Snohomish Youth Soccer Association</b>
Jane McGillivray	<b>Highline Soccer Association</b>	Leah Gray	<b>Northshore Youth Soccer Association</b>
Lamar Neagle	<b>Federal Way Youth Soccer Association</b>	Matt Folsom	<b>Whidbey Island Youth Soccer Association</b>
Lamar Neagle	<b>Greater Renton-Tukwila Youth Soccer Association</b>	Matt Folsom	<b>Skagit Valley Youth Soccer Association</b>
Rich Austin	<b>SOZO Sports</b>	Matt Folsom	<b>Spokane Shadow Youth Soccer</b>
Rich Austin	<b>Kittitas Valley Jr. Youth Soccer Association (KVJSA)</b>		

Next steps: Link Association Leaders & Board Members.



# ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Association / Board Member communication links for connection

BOD Assignment	Association Name	Name	Role	Email
Chris Stiles	Whatcom County Youth Soccer Association	Mark Lackey	President	<a href="mailto:Mark.A.Lackey@gmail.com">Mark.A.Lackey@gmail.com</a>
Chris Stiles	Eastside Youth Soccer Association	Fred Beuthel	President	<a href="mailto:f_beuthel@comcast.net">f_beuthel@comcast.net</a>
Chris Stiles	Lake Washington Youth Soccer Association	Ted Granston	President	<a href="mailto:tedgranston@comcast.net">tedgranston@comcast.net</a>
Gabriel Suarez	Northwest Sound Youth Soccer Association	Valerie Corden	President	<a href="mailto:valcorden@gmail.com">valcorden@gmail.com</a>
Gabriel Suarez	Three Rivers Soccer Club	Gordy Axel	President	<a href="mailto:gordyaxel@q.com">gordyaxel@q.com</a>
Gabriel Suarez	Grays Harbor Foothills Youth Soccer Association	Charles Fairbairn	President	<a href="mailto:kyleecharlee@gmail.com">kyleecharlee@gmail.com</a> ; <a href="mailto:president@montesoccer.org">president@montesoccer.org</a>
Jane McGillivray	Seattle Youth Soccer Association	David Griffiths	Executive Director	<a href="mailto:davidg@susa.org">davidg@susa.org</a>
Jane McGillivray	Seattle Youth Soccer Association	David Funke	President	<a href="mailto:dfunke1952@gmail.com">dfunke1952@gmail.com</a>
Jane McGillivray	Snoqualmie Valley Youth Soccer Association	Char Yotz	President	<a href="mailto:president@snvysa.org">president@snvysa.org</a>
Jane McGillivray	Highline Soccer Association	Chris Braun	President	<a href="mailto:christopherbraun14@gmail.com">christopherbraun14@gmail.com</a>
Lamar Neagle	Federal Way Youth Soccer Association	Tim Holtman	President	<a href="mailto:scn.tim@gmail.com">scn.tim@gmail.com</a>
Lamar Neagle	Greater Renton-Tukwila Youth Soccer Association	Don Sando	President	<a href="mailto:southlakesoccer@gmail.com">southlakesoccer@gmail.com</a>
Lane Smith	Pierce County Youth Soccer Association	Curt Carroll	President	<a href="mailto:President@piercecountrysoccer.com">President@piercecountrysoccer.com</a>
Lane Smith	Thurston County Youth Soccer Association	Jeff Line	President	<a href="mailto:president@thurstoncountysoccer.com">president@thurstoncountysoccer.com</a>
Lane Smith	Lewis County Youth Soccer Association	Darryl Cleveland	President	<a href="mailto:napavineyouthsoccerclub@gmail.com">napavineyouthsoccerclub@gmail.com</a>
Lauren Pendergraft	South County Soccer Association	Rachel Wilton	Executive Director	<a href="mailto:rachel.wilton@scsoccer.org">rachel.wilton@scsoccer.org</a>
Lauren Pendergraft	South County Soccer Association	Dean Aldridge	CEO at Valor Soccer Club	<a href="mailto:dean.aldridge@valorsoccer.com">dean.aldridge@valorsoccer.com</a>
Lauren Pendergraft	Southwest Washington Youth Soccer Association	Nick Underland	President	<a href="mailto:coachnicku@gmail.com">coachnicku@gmail.com</a>
Lauren Pendergraft	Cowlitz Youth Soccer Association	Trieste Madden	President	<a href="mailto:trieste.graphics@gmail.com">trieste.graphics@gmail.com</a>
Leah Gray	North County Youth Soccer Association	Christopher Grace	President	<a href="mailto:president.ncysa@yahoo.com">president.ncysa@yahoo.com</a>
Leah Gray	Snohomish Youth Soccer Association	Greg Sempadian	President	<a href="mailto:GSempadian@stormbasketball.com">GSempadian@stormbasketball.com</a>
Leah Gray	Northshore Youth Soccer Association	Laura Nordyke	President	<a href="mailto:laura@northshoresoccer.org">laura@northshoresoccer.org</a>
Matt Folsom	Whidbey Island Youth Soccer Association	Martin Coombe	President	<a href="mailto:martin@marcon.com">martin@marcon.com</a>
Matt Folsom	Skagit Valley Youth Soccer Association	Chad Burton	President	<a href="mailto:president@skvysa.org">president@skvysa.org</a>
Matt Folsom	Spokane Shadow Youth Soccer	Andrea Asan	President	<a href="mailto:andreaa@spokanesc.org">andreaa@spokanesc.org</a>
Rich Austin	SOZO Sports	Kerry Martin	Executive Director	<a href="mailto:kerry@sozosports.net">kerry@sozosports.net</a>
Rich Austin	Kittitas Valley Jr. Youth Soccer Association (KVJSA)	Jeff Stinson	President	<a href="mailto:Jeffrey.Stinson@cwu.edu">Jeffrey.Stinson@cwu.edu</a>

# ASSOCIATION OUTREACH | BOARD MEMBER COMMUNICATIONS



Example email

Dear (Association Leader),

Hope all is well.

I'm reaching out to connect the dots...

# INCLUSION POLICY | MATERIALS FOR REVIEW



## USSF / USYS / WYS Inclusion Policy

### Section 6. Inclusion Policy

(A) To clarify the Bylaws, membership of the Federation is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the basis of race, color, religion, age, sex, sexual orientation, gender identity, gender expression or national origin.

(B) For the purposes of registration on gender-based amateur teams, a player may register with the gender team with which the player identifies, and confirmation sufficient for guaranteeing access shall be satisfied by documentation or evidence that shows the stated gender is sincerely held, and part of a person's core identity. Documentation satisfying the herein stated standard includes, but is not limited to, government-issued documentation or documentation prepared by a health care provider, counselor, or other qualified professional not related to the player.

(C) This policy shall not apply to the Federation's National Teams programs, but application of this or a similar policy shall be re-evaluated at such time as FIFA addresses the issue

(D) This policy shall not apply to Professional Leagues.

Link: <https://www.ussoccer.com/governance/bylaws>

## BYLAWS AND POLICIES

### BYLAWS OF THE UNITED STATES SOCCER FEDERATION

– [2023-24 Bylaws \(.pdf\)](#)

### United States Soccer Federation, Inc. Policy Manual

– [2023-24 Policy Manual \(.pdf\)](#)

– [USSF Policies - April 2022](#)

– [USSF Policy 521-2 approved by the Board](#)

### General

– [National Soccer Hall of Fame Bylaws](#)

– [U.S. Soccer Code of Conduct](#)

– [Whistleblower Policy](#)

– [2020 FIFA Code of Ethics](#)

# INCLUSION POLICY | MATERIALS FOR REVIEW



Inclusion policy in practice:

**WYS Parent:**

*A trans boy in our community is now of the age where he must move into a gender separated team. In following the policy set forth by your organizations, which (our Club) has shared they are required to follow as one of your local clubs, the team organizers are not able to place this kiddo on the team of their gender without government or medical provider issued documentation.*

**USYS President, Skip Gilbert:**

*At the end of the day, we'll defer to each State Association as their policies govern their ecosystem. I can't speak specifically for WYSA but we are seeing more flexibility at the very local/grassroots level where the focus is on allowing all kids to have an equal opportunity to learn the game, develop a passion for it and become fans for life. That ultimately is the driving factor for all players regardless of background, gender or skill.*

**WYS Parent:**

*We understand that policy review and development takes time. We are glad to know that revisiting your gender inclusion policy is at the forefront of your organization. While USYS, state, and local leagues take that time to revisit policies, we urge each of your agencies to:*

- work with trans/nonbinary youth and adults in the work you are doing with revisiting gender inclusion policies and practices;*
- give expedient and continued attention to training and support for all staff and volunteers around ensuring trans/nonbinary players and their families are welcome, safe, and supported at all levels.*



# INCLUSION POLICY | MATERIALS FOR REVIEW



## Washington Interscholastic Athletic Association (WIAA) Gender Diverse Youth Sports Toolkit

The Washington Interscholastic Athletics Association (WIAA), which oversees athletics in K-12 schools across the state (public as well as private) has developed the following gender inclusion policy and toolkit which centers the health and well-being of trans and nonbinary youth.

### TERMINOLOGY:

#### Gender Identity

Refers to a person's innate sense of their own gender. This can include being female, male, both, gender fluid, or other—regardless of their assigned sex at birth. The most commonly used terms to describe gender identity include, but are not limited to, the following:

**\*Cisgender** is an adjective that is used to describe a person whose assigned sex aligns with their gender identity, e.g., someone who was assigned female at birth and whose gender identity is female. Most people are cisgender.

**\*Transgender** is an adjective used to describe a person whose gender identity differs from their assigned sex, e.g., someone who was assigned female at birth, but whose gender identity is male.

**\*Nonbinary** is an adjective that can be used to describe a variety of gender identities that do not fall into one of the two traditional (binary) categories—male or female. It can indicate a person's gender identity that is something other than male or female, that is neither entirely male nor entirely female, or that blends elements of being male or female.

\*An example of correct usage for these adjectives include: a cisgender person, a transgender person, a nonbinary person.

Link: <https://wiaa.com/subcontent.aspx?SecID=1243>



## Gender Diverse Youth Sport Inclusivity Toolkit

*A resource guide for inclusive transgender and nonbinary youth sport best practices*



# INCLUSION POLICY | MATERIALS FOR REVIEW



## Washington Interscholastic Athletic Association (WIAA) Gender Diverse Youth Sports Toolkit

### Q&A FOR PARTICIPATION

Most K-12 team athletics are offered separately for boys and girls. The inclusion of transgender and other gender diverse student athletes have inspired many questions regarding the participation of these athletes within this gendered context. As previously stated, a student athlete participates on the team that most closely aligns with their gender identity. The below examples, while not comprehensive in scope, are offered as a way to better understand the applicability and effectiveness of this approach.

**Q - A student is currently expressing themselves as nonbinary and would like to participate in athletics. How do we determine on which sports team they might participate?**

**A -** Because of the existence of male/female gender divisions on most teams, this creates a need for a nonbinary student to determine which gendered team they feel more closely aligns with their gender identity. Alternatively, they may select the gendered team on which they feel most comfortable participating. Factors that the nonbinary athlete may take into consideration include established camaraderie with fellow athletes, personal safety, and/or privacy concerns.

Once this determination is made, the student will be eligible to participate in sports offered for the selected gender. If a student wishes to change the selected gender during any remaining years of athletic eligibility, they will be allowed to do so if this change is a result of a deeper understanding of their gender identity (ex. a nonbinary student wrestler may determine, after time, that their identity more closely aligns with male and are then ready to participate on the boys team) and may need to attend an eligibility hearing to gain varsity eligibility. A student may have other reasons for changing their gender identification and those can be considered with an emphasis on optimizing the athlete's confidence, safety, and privacy.



### Gender Diverse Youth Sport Inclusion Toolkit

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**THANK YOU**

Board Meeting | August 17, 2023