

Okay. All right. Okay. All right guys. I think you got the text. We're going to, I just want to go through a quick presentation that I put together that I've been refining and then just to give us all a background on what I've learned, the date and where I think we might want to focus energy, it's still very pulmonary.

So the purpose of this zoom with both to recap it and to get feedback from all of you. So with that, I'm going to open up this PowerPoint and try to share my screen. Hold on for a minute. Do you not have the screenshare option, Katie? Now I do. I'm going to get to it just a minute.

We're getting closer. Aren't we.

Okay. Is that shared now? Yep. Okay, cool. All right. So I've got a lot of backup and for the discussion part that we can get into when we finished with the background, which we'll record, and then we'll stop the recording to have the discussion, but, I'm just calling this transgenders in competitive swimming.

Balancing competitive equity and inclusion. And as I mentioned before, the objectives for today's zoom would be to recap the situation, propose a plan to focus our resources. And if we can agree on a proposed solution for NC two-way level competition, how do we expand our coalition to test that solution and potentially lobby to have it implemented?

So that's real simply what I was hoping we could achieve today. To that end. Let me see here. Sorry. Okay. I actually did some fancy animation for you guys. So here we go. So just the situation to recap, the NCTA allowed transgender female, Leah Thomas to compete at the NCAA championships, March 17th and 19th.

2022. I think that situation galvanize a large and accomplished constituency of prominent swimmers, both retired and current to fight for competitive equity. This included to Walsh and Sue was going to try to join us on this call, but I think she had a conflict and I've been working a lot with Sue one-on-one like we've talked a lot.

We've had a couple zooms, we've had some zooms with some third parties. She's really great. She's really thoughtful. She was really the author of a lot of the complement of our letters. And she took, she sent a similar letter to Mark Emmert from her singularly and she did receive a reply letter, which I'm going to take all of you through.

It's a form letter and it's been published publicly. And I can send you the actual letter, but I'll take you through the content of that letter because it, I think in somehow I think it informs how we might want to focus our resources. The other part of this is obviously we sent our letter to the athletic directors, Chris Del Conte, and Chris Polonsky is also president Hartsel asking for them to exert their influence, to exhibition her swims and protect competitive equity.

As I think you all know that we didn't really receive a reply from anyone except Chris Polonsky who acknowledged receipt, the other ones did not even acknowledge receipt. And the letter, I

also forwarded letter to president Emmert. He actually, he also acknowledged receipt and he told me that he forwarded it to the board of governors, per our request.

Again, other than that, we did not receive a reply letter from mark, like to Walsh did. So that's just hanging out. Additionally after NC two ways. I don't know why it's not coming up here. The university of Arizona, did you all see here, their letter? They submitted a letter to protesting the competitive equity of the situation from women's NC two A's.

And I think they had a good number of signatures on there as well. So that's just the lay of the land to get us all on the same page. The complication is, as I do presentations, like this is what upset the status quo. The complication is that despite.

All the communication, they did not change their policy for the March championships. And it's unclear what, if any changes they will enact going into the future. So that's I think while we're all here today is to try to see if we can play a role for coming up with a better solution. So the question is how do we organize and focus our resources to protect the integrity, competitive equity inclusion at the NC two, a USA swimming and international levels.

So with that I just put this as a placeholder here. Now, if you guys want me, I can email the letter to you, but the next slide I'm going to show after this one is actually all of the content of mark Emirates reply letter to Sue Walsh. Because I think it's important for us to understand what their viewpoint is and if we act what their stance is on this issue.

I need to come up with a solution within those, within the context of his own words and his own objectives. Because I think any idea of trying to say know that what you're saying you want to do was incorrect. I just don't think we're going to get there. I think that ship has already sailed. So to that end, I, what I've done here on this chart is I'm calling it key components of mark Emirate's letter.

So I took his letter and I just dissected it. And so the first thing he said is the NCAA firmly and unequivocally supports the opportunity for transgender student athletes to compete in college sport. He talks about them going to go by the science. So the NC choice current policy is anchored in the evolving science on the issue.

He says they were also going to be informed by sports specific policies. He mentioned the USO PCs governing bodies, which for us is USA swimming. He mentioned international federations, which for us is Faena. He mentions the international Olympic committee. And then he also has the phrase when relevant, which I think I interpret that as they are going to look at all those other sports specific policies, but they're not bound by those policies.

The third part, he that I've learned in that he mentioned this letters that the board of governors who makes these decisions, they take input from two sides. Committees one is the C S M a S, which stands for the committee on competitive safeguards and medical aspects of sports. And the second one is the SSI, which is the sports science Institute.

So they can review and approve each and make sure it aligns with the core values of the NC two way, the resulting sport by sport approach, make sure opportunities for transgender student athletes, balance, fairness, inclusion, and equity. And he says at the end, we'll continue to monitor the situation and recommend adjustments.

So the reason I put this up is because. What he's saying in his own words is they're going to go by the science. They're going to look at the sports specific policies, and then they also have their sciences informed from the CSM committee in this SSI committee. I'm gonna come back to all that a little bit later, but I just wanted to lay that as a background of the NC two, a part of this.

The next thing I want to put here is if you look at all the organizations, making policy on transgenders in swimming, you have the NC two way on, I'm putting this on the left and then you have the IOC, which informs, which really Faena feeds up to IOC. You've got the USO PC, and I'm not really sure what they're doing on this specifically, except listening to maybe USA swimming, and then you have USA swimming.

The reason I did it, this hierarchically is because. USA swimming has a policy, but whatever policy Faena adopts USA swimming will then add. For obvious reasons. And then the NC two-way, I put this arrow back and forth because they're saying they're going to look at all these things on the right to help inform their own policy.

But again, they have that praise when relevant that they can use their own judgment. So they're good. They say they're going to follow their science, which again is those two committees I just mentioned. And then when relevant, they're going to look at these other organizations policies. So if I go through the other organization policies, if you look at.

IOC, they're going to their ass. They're requiring the international federations to create their own sports specific eligibility requirements. So that takes us to Faena and I did speak with Mike Unger last week, they are working on a policy. Mike Unger now works there. He worked with. No Wiki, who is the executive director.

They think their policy is going to be released mid April. And they're looking, they're using a lot of science, a lot of research to inform that work. And we'll come back to that. When we have a discussion later on USA swimming, they released an inclusion statement via social media. In January and in firms that affirms quote inclusivity consistent with gender identity.

And they also believe in competitive equity. I don't know if you guys saw that social media. I thought it was okay. I was very disappointed because in that post, they never mentioned women or females. They just mentioned inclusivity. They then released a policy on February 1st, 2022. And the, really the reason for this policy being released at this point in time was because this is when the came out and said, We are going to abide by the national governing bodies of each sport for our own policy.

So USA swimming, scrambled and put together their own policy that would define imbalanced, competitive equity and inclusion. And that policy actually would have prohibited Leah Thomas from competing. But as you all know, at that point in time, NC two-way den decided to not honor that statement and just decided to stick with their current status quo of their 2010 policies.

So anyways, that's the overview on kind of the different organizations that are making the policy at this point in time, I put this slide in here just as a frame of reference for all of us. And I know some of us have had a chance to go through that material that I emailed out. The fact of the matter is V look at this transgender issue or situation, the PA the proportion of population identifying as trans is growing.

And as you will see, this is old data. I couldn't get it really get even the past five years, which is, I think it's probably arguably a higher growth rate, but what the portion of the population identifying as transgender has really doubled since 2007. Some say it's 0.3 to 0.6, which would be about 1.4 million in the us.

It's largely in the 18 to 24 age group, which is obviously the NC two age group. This number probably underestimates the size of this population. And the reason I think this is relevant is that. It's not really, I don't think for us to argue whether it is or isn't real. It is real. It is growing. It is important.

The NCTA wants to include it. So I would argue that our solution needs to figure out a way to include this very large growing segment that the NC two a has stated they want to include as well. So the question I have for us and we can have it, in the discussion part, we can work on that.

My hypothesis or my proposal to all of you in terms of how do we focus resources is I think when you look at this again, these are the same three headings from mark Emmerich's letter, but on the science side of things, I think we need to get a list and compile all the studies that maybe that refute their current 2010 study.

And I think. Really readily available. And Sue Walsh has really has offered to compile a lot of that. There's just a ton of data that shows that policy is not current and does not reflect current science. And how could it really fits from 2010? I think the other part of where we focus resources is trying to come up with a solution or a proposal to the NC two way that balances all those things we went through on their slide of what they're trying to achieve.

I At the end of the day, If you look at what we've done with our letter, if you look at what Nancy hogs head petition has done, we've all, we're all kind of screaming and throwing our arms up in the air and saying, this isn't fair that you can't let this happen. But at the end of the day, the NC two way, they have to come up with a solution.

And the current solution certainly isn't satisfactory because. I think we would all argue that competitive equity is sacrificed for con for inclusion. So what I'm saying that we ought to try to do is there a way, again, just for the sport of swimming that we know so well to come up with a solution that might achieve all those things the NCTA wants to achieve, and then if we can develop that solution.

Propose it to the NCTA and show that it achieves all the things they said are important to them. If we come up with that solution and proposal, then contact the people on the signs, committees, talk to them about the science. They report to the board of governors and try to push forth a proposal that makes more sense for our for NC two-way swimming.

I think when it comes to the sports specific policies of USA swimming Faena and the IOC, I don't think there's any role for us right now, specifically because USA swimming has already come out with their policy Phoenix pretty far down the path, coming with their policy, according to Mike hunger. And I think from what I hear, it's moving in the right direction.

So I don't think there's anything specifically for us to do there. On the third header here of the board of governors taking input from these two sides. Committee CSM S and SSI I have in this presentation, I can show you. I think we can. Identify the individuals on each of the committee in, contact them, send them the science and kind of play for their help to take where we are in.

Hopefully get us to where we are solution that we come up with to say, this actually does a better job of balancing competitive equity and inclusion, and actually go to the people who are making the policy and help, help them solve it with an idea that can achieve all the things they're trying to achieve.

The last bullet point I here have here that I think is important for this area. Is it our understanding? And I say our in terms of what Sue Walsh and I have talked about is that if you think about a communication the communication lane, if you will. The NCAA coaches can communicate to their senior women, administrators, who the SWAs can then communicate to the CSM AAS.

And so to the extent we can get coaches who are willing to talk to their SWAs and then get those SWA to talk to the CSMs. That's another way to improve. An outcome here. And again, this is some work that to wash has done. Sh because SU wash worked for 20 plus years in UNCs development office in the athletic department.

And she's been doing this with her SWA and making, making some progress. But this is something, if we could expand our coalition and get happening at every university or a lot more, hopefully again, we can start actually making some change happen that better balances the inclusion in the competitive equity.

One thing I pulled when I'd done a little bit of research is, and if you've read any of those things that, that, that came in that other document, just talking about the transgender issue, is it, this

is, we're not the first ones to be figuring out how to balance these things. Rugby's been dealing with it for a while.

Cycling you might've seen they're dealing with it, but I thought this was interesting, which is. They called it world. Rugby came up, this thing called lexical priority, which I'd never heard this phrase before, but it says instead of balancing safety, fairness and inclusivity take the quote lexical priority approach, which is defined as from the possible set of rules that exist.

It means first selecting those that are safe. Take the safe rules that are also fair and then the safe and fair rules that are maximally inclusive. And I thought that was a neat way to look at it because you can't really balance all these at once. The thing about Faena that we know is.

It's not just swimming. It's it's water polo and water polo has a safety element that swimming and diving don't have, but Faena, I'm assuming, and this is an assumption, so you can always get yourself in trouble, but I'm assuming their policy has to, they're going to want one policy that works for not only swimming, but also works for water polo and also worked for their other sports.

So the safety element really is relevant when it comes to a phenotype policy. In terms of the science advisors to the NC toy board of governors. I wanted to just put this up there. So people know who are on these committees and what they are. The committee on competitive safeguards and medical aspects of sports has 23 members.

The sports science Institute has eight members. And again, just to remind you, those both inform the NCTA board of governors on their policy. Here's a list of those 23 that are on the CS. MAs. And I'll just pause here a little bit. If you want to do a quick review of these the idea being, again, not only what hours, but if we expand our coalition, we could get, hopefully people who might know some of these people on these particular committees who can then pick up the phone and call them, talk to them about the science, present, the science that we've compiled, and also potentially present our solution for our sport to try to again, get the change that we want to have happen.

That balances inclusion with competitive equity.

You want me to stay here for a little bit or keep going? Good. The next thing is the sports science Institute. Now this only has eight members and one of them has really appears to be more administrative number eight. But as you can see with these eight like for instance, this number three, like window.

She's she was at UT Austin for a really long time. I don't know her. I think Jill knows her. The point being again, as we get our ducks in a row with compiling the science, potentially coming up with a solution, the idea would then be to expand our coalition and try to have people reach out to these people who are influencers to the policy to try to get the change we want.

And the backup section. I have a lot of detail on the bio's of all these.

So anyways, I thought we could pause here and we can stop the.