

Transgenders in Competitive Swimming

Balancing Competitive Equity and Inclusion

Objectives for Today's Zoom

- Recap situation
- Propose plan to focus our resources
- If we can agree on a proposed solution for NCAA level competition, how do we expand our coalition to test and implement the solution?

Situation

- The NCAA allowed transgender female Lia Thomas to compete in the NCAA Division 1 Women's Championships March 17-19, 2022
- This situation galvanized a large and accomplished constituency of prominent women and men swimmers, retired and current, to fight for competitive equity.
 - Sue Walsh, 1980 Olympian and former UNC swimmer, wrote directly to the President of the NCAA, Mark Emmert, and received a reply letter
 - The University of Texas women swimmers from the 1980s and 1990s wrote a letter to UT President Hartzell, Athletic Director Chris Del Conte and Executive AD Chris Plonsky, requesting that UT exert influence to exhibition Lia Thomas' swims at the NCAA. UT never responded to the letter. The letter was forwarded to Pres Emmert. Emmert acknowledged receipt and forwarded to the Board of Governors, per the request by UT alumni. No reply other than acknowledgement of receipt
 - The University of Arizona wrote a letter after the Championship, similarly protesting Lia's and transfemales taking away opportunities from biological women

Complication

- The NCAA did not change their policy for the March Championships, and it's unclear what, if any, changes they will enact.

Question

- How do we organize and focus resources to protect the integrity, competitive equity and inclusion at the NCAA, USA Swimming and International level?

President of the NCAA, Mark Emmert, replied to a letter written to him by 1980 Olympian, Sue Walsh, on March 22, 2022.

Form letter – will email if you want to see it

Key Components of Mark Emmert's letter

The NCAA "...firmly and unequivocally supports the opportunity for transgender student-athletes to compete in college sports."

Science

"The NCAA's current policy is anchored in the evolving science on this issue.."

Sport Specific Policies

- "USOPC's governing bodies"
(USA Swimming)
- "International Federations"
(FINA)
- "International Olympic Committee"
- "when relevant"

Board of Governors take Input from CSMAS* and SSI*

"...can review and approve each policy to ensure it aligns with the core values of the NCAA."

"The resulting sport-by-sport approach preserves opportunities for transgender student-athletes while balancing fairness, inclusion and safety for all who compete."

Both "...will continue to monitor the issue and recommend adjustments to the policy as needed."

*CSMAS: Committee on Competitive Safeguards and Medical Aspects of Sports

*SSI – Sports Science Institute

Organizations Making Policy on Transgenders in Sport

IOC

-requires International Federations to create their own sport specific eligibility requirements



NCAA

FINA

USOPC

“science”

-developing policy to be released mid-April

?

“when relevant”

USA Swimming

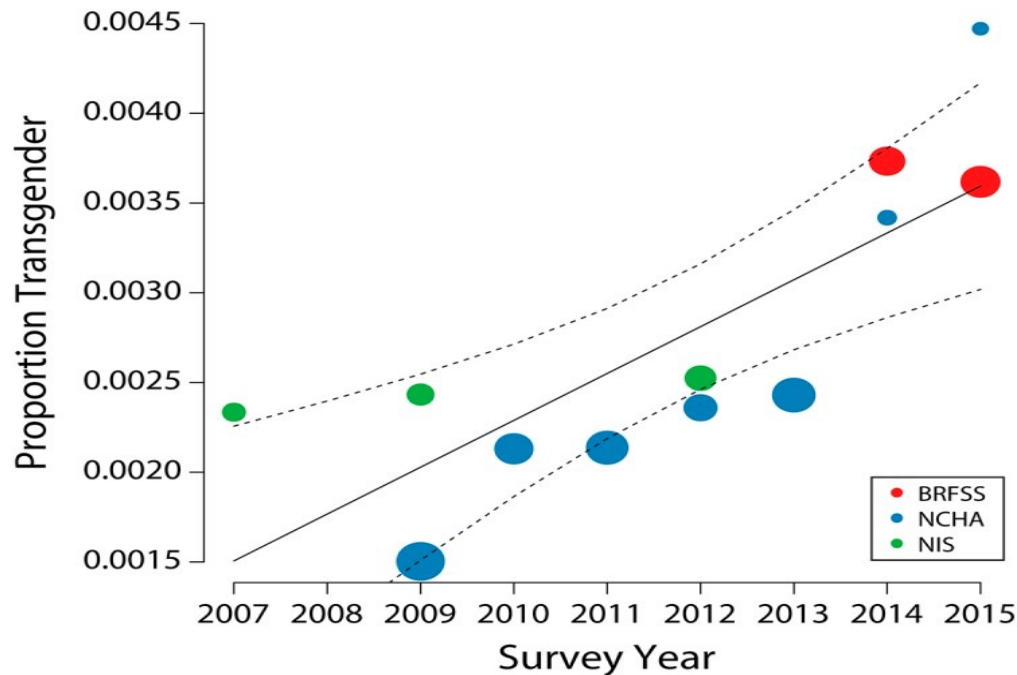
*Released inclusion statement via social media on Jan 20th
- affirms “inclusivity consistent with gender identity”
- believes in “competitive equity”
Release policy on Feb 1, 2022*

*-USA Swimming has and will continue to champion gender equity and the inclusivity of all cisgender and transgender women and their rights to participate in sport, while also fervently **supporting competitive equity at elite levels of competition.***



Trans Population

Proportion of Population identifying as trans is growing..



With an estimated size of 1.4M

.3 % of US population in 2007

doubles to

.6% of US population in 2016

~1.4M in the US

1.4 M adults in the US with younger groups, age 18-24, more likely than older groups to identify as transgender

Source: Transgender Population Size in the United States: a Meta-Regression of Population-Based Probability Samples
[Esther L. Meerwijk](#), PhD and [Jae M. Sevelius](#), PhD

Source: Williams Institute 2016 Study

How do we focus resources in these areas?

Science

- List / compile studies that refute current policy (SW)
- **Develop solution/ proposal**
- **Contact people on science committees who report to NCAA BofGov**

Sport Specific Policies

USAS, FINA, IOC

- In process

Board of Governors take Input from CSMAS* and SSI*

- Identify individuals on each of these committees
- Contact, send science, plea for help to change
- NCAA Coaches > SWAs > Committee on Competitive Safeguards

*Assumption is IOC and USAS will follow FINA – pressure test?

World Rugby Case Study

Instead of balancing safety,
fairness and inclusivity
take the "lexical priority"
approach



"From the possible set of rules that exist, it means first selecting those that are safe, then the safe rules that are also fair, then the safe and fair rules that are maximally inclusive."

Science Advisors to NCAA Board of Governors

There are two “science” committees that advise the NCAA Board of Governors:

- Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS) – 23 members
- Sports Science Institute (SSI) – 8 members

Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS)

1. Patrick Chun, Washington State University, AD
2. Kim Terrell, University of Oregon, Associate AD of Athletic Medicine
3. Auburn Weisensale, University of Pittsburgh, Director of Nutrition
4. Pam Hinton-Bruzina, University of Missouri, Columbia, FAR
5. James Houle, Ohio State University, Lead Sports Psychologist
6. Luis Feigenbaum, University of Miami, Sr Assoc. AD/Health Performance and Welfare
7. Stephanie Chu, University of Colorado, Boulder, Team Physician
8. Deena Casiero, University of Connecticut, Head Team Physician, Dir of Sports Medicine,
9. Buddy Teevens, Dartmouth College, Head Football Coach
10. Alan Hirahara, California State University, Sacramento, Head Team Physician, Medical Director
11. N. Jeremi Duru, American University, Professor of Law
12. Nadine Mastroleo, Binghamton University, FAR Associate Professor
13. Cody Shrimp, St Bonaventure University, Student Athlete Rep
14. Tim McMurray, Texas A&M University, AD
15. Julie Rochester, Northern Michigan University, Drug Testing Site Coordinator
16. Tim Singleton, Wingate University, Head Athletic Trainer, Assistant AD for Sports Medicine
17. Wiley Cain, Kentucky Wesleyan College, Student Athlete Rep
18. Douglas Zipp, Ohio Wesleyan University, AD
19. Michelle Walsh, Vassar College, AD
20. Nicole Pieart, Lake Forest College, SWA
21. Talia Williams, Carleton College, Student Athlete Rep
22. Bob Colgate, National Federation of State High School Association, Director of Sports and Sports Medicine
23. Yolanda Malone-Gilbert, Independent, Physician

Sports Science Institute (SSI) Members

1. Dr Brian Hainline – Chief Medical Officer, NCAA
2. John Parsons – Managing Director of the SSI
3. LaGwyn Durden – Director of Sports Medicine (was at UT Austin)
4. Anne Rohlman - Director of Policy, Education and Strategic Engagement
5. Mallory Mickus - Associate Director of Sports Medicine
6. Crystal Rogers, M.S. - Assistant Director of Education and Strategic Engagement
7. Laura Arnett, B.S. - Executive Coordinator to the Chief Medical Officer
8. Amanda Dickey - Assistant Coordinator

Note: See complete bios in backup section

Draft Idea

Potential Solution for NCAA Swimming Open Discussion

- At dual meets, trans males compete at male meet and trans female compete at female meets
- Trans not scored, swum as exhibition
- At Championship level meets, all swum in preliminaries
- Separate "trans" heat run at night
 - consol / final heat for biological male/female
 - trans heat for trans athletes, exhibition (not scored)



Based on lexical priority, "safe", "fairness", maximally inclusive

Next Steps

- Agree on solution for NCAA:
 - science proves current NCAA policy prioritizes inclusion and does not achieve competitive equity or protect women
 - add extra heat of trans at meets - exhibition, non scoring – at men’s and women’s meets
 - trans uses family locker rooms only
- Expand coalition, name it
- Develop our policy doc and begin reaching out to NCAA committees and people that influence and/or make policy – leverage expanded coalition

Back Up

How do we focus resources in these areas?

Science

- List / compile studies that refute current policy (SW)
- **Develop solution/ proposal**
- **Contact people on science committees who report to NCAA BofGov**

Sport Specific Policies

USAS, FINA, IOC

- Create list of Olympians / swimming influencers to contact Brent Nowicki and Mike Unger at FINA*

Already contacted MU and/or BN:

- **MP**
- **Summer Sanders**
- **Katy Arris-Wilson**

Should others contact and who?
- Tracy Caulkins?

Board of Governors take Input from CSMAS* and SSI*

- Identify individuals on each of these committees
- **Identify influencers of these individuals**
 - **key constituents**
 - **colleagues, friends, acquaintances**
- Contact, send science, plea for help to change
- NCAA Coaches > SWAs > Committee on Competitive Safeguards

*Assumption is IOC and USAS will follow FINA – pressure test?

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Brian Hainline, M.D.

Senior Vice President; Chief Medical Officer

Brian Hainline, M.D., is Chief Medical Officer of the National Collegiate Athletic Association. As the NCAA's first Chief Medical Officer, Dr. Hainline oversees the NCAA Sport Science Institute, a national center of excellence whose mission is to promote and develop safety, excellence, and wellness in college student-athletes; and to foster life-long physical and mental development. The NCAA Sport Science Institute works collaboratively with member schools and centers of excellence across the United States and works in partnership with the Department of Defense for the NCAA-DoD Grand Alliance – the largest and most comprehensive concussion study in history. For over 30 years, Dr. Hainline has been actively involved in sports medicine, including serving as Chief Medical Officer of the US Open Tennis Championships and the United States Tennis Association. He is co-author of *Drugs and the Athlete* and played a pivotal role in the rollout of drug testing and education worldwide. Dr. Hainline is co-editor of the recently published medical book *Sports Neurology*, which provides an in-depth, academic overview of concussion and repetitive head impact exposure as well as the interplay of the nervous system and sport. He served as co-chair of two International Olympic Committee consensus meetings: 1) pain management in elite athletes; and 2) mental health in elite athletes, both of which led to consensus and sub-specialty publications. Dr. Hainline is Clinical Professor of Neurology at New York University School of Medicine and Indiana University School of Medicine.

John Parsons, Ph.D., ATC

Managing Director of the SSI

John Parsons, a nationally certified and state licensed athletic trainer, is the Managing Director of the NCAA Sport Science Institute, whose mission is to promote and develop safety, excellence, and wellness in college student-athletes, and to foster life-long physical and mental development. Dr. Parsons' policy portfolio includes sports medicine, sport injury epidemiology, athletic health care administration, as well as oversight of data collection and technology initiatives. Prior to coming to the NCAA, he was a faculty member in the post-professional athletic training program at A.T. Still University in Mesa, Arizona for 17 years, the last five serving as the director of the program. Dr. Parsons currently serves on the editorial boards for the Journal of Sports Rehabilitation and the Athletic Training Education Journal. In 2016, he was recognized by the National Athletic Trainers' Association with the Most Distinguished Athletic Trainer award.

LaGwyn Durden, ATC, LAT

Director of Sports Medicine

LaGwyn Durden, a native of Jacksonville, Florida, joined the NCAA as its first director of sports medicine in January 2018. A long-time member of The University of Texas at Austin sports medicine staff, Durden served as Texas' associate athletics director for sports medicine, overseeing healthcare delivery to 17 Longhorns teams and coordinating women's health and wellness programming. Additionally, she served as the athletic trainer for women's track and field/cross country for more than 20 years. Durden earned her bachelor's and master's degrees in exercise and sports sciences at the University of Florida and is a member of the National Athletic Trainers' Association, Southwest Athletic Trainers' Association and Texas State Athletic Trainers' Association. She served as a member of the 2008 and 2012 Olympic Games sports medicine staff and was a member of the National Athletic Trainers' Association Intercollegiate Council for Sports Medicine. Durden chaired the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports and was a member of the NCAA Commission to Combat Campus Sexual Violence. In the oversight of the SSI's sports medicine line, she serves as the point of contact for the membership for a broad portfolio of topics including concussion, cardiac health, nutrition, overuse injuries and periodization.

Anne Rohlman

Director of Policy, Education and Strategic Engagement

Anne Rohlman joined the NCAA in July 2013 and the Sport Science Institute in June 2021. As a member of SSI, Anne provides strategic guidance in the areas of policy, education and communication to assist member schools in their effort to provide for student-athlete health and safety. Specifically, Anne is a liaison to the Committee for Competitive Safeguards and Medical Aspects of Sports and provides expert governance support to a variety of subcommittees and working groups.

Before working in SSI, Anne served the NCAA membership in Academic and Membership Affairs, where she oversaw the Division I legislative process, supported the NCAA Division I Legislation Committee and led teams in academics and rules compliance.

Prior to joining the NCAA, Anne worked in compliance and academics at Indiana University, her alma mater. While attending IU as an undergraduate, Anne played club rugby and was the team manager for the IU Softball team. After graduating magna cum laude, she continued studying rhetoric and public culture at IU and earned her Master's degree in Communication and Culture.

Mallory Mickus

Associate Director of Sports Medicine

Mallory Mickus joined the NCAA staff in January 2022 as associate director of sports medicine. As a member of the SSI team, Mallory will manage sports medicine initiatives, with emphasis on the health and safety priority areas of data-driven decisions, nutrition and performance, and overuse injuries and periodization. A key area of responsibility will be to provide staff oversight of the NCAA Injury Surveillance Program. She will assist in the conduct and oversight of the NCAA Drug Testing Program and related drug testing appeals activities.

Prior to joining the SSI team, she was an associate athletic trainer for the beach volleyball team at Louisiana State University. Mallory spent four years as an assistant athletic trainer for the women's gymnastics team at LSU as well. During her time at LSU, Mallory served as a clinical preceptor to the undergraduate athletic training students. She also spent six years as an adjunct instructor within the athletic training program. Mallory earned her bachelor's degree in Kinesiology from Indiana University and her graduate degree in Higher Education with emphasis in Leadership and Learning from Iowa State University.

Crystal Rogers, M.S.

Assistant Director of Education and Strategic Engagement

Crystal Rogers joined SSI in August 2019 as the Assistant Director of Education and Strategic Engagement. Rogers has more than 10 years experience at the NCAA managing brand oversight, communications campaigns and educational publications, in addition to three years of project management and copywriting experience for the communications department at Hoosier Energy in Bloomington, Ind. Her expertise in email marketing, web content management and social media strategy provide SSI the ability to effectively and strategically communicate important health and safety information to key stakeholders.

Rogers earned her bachelor's degree in Telecommunications from Ball State University and her graduate degree in Integrated Marketing Communications from West Virginia University. She holds a Strategic Communications certification from Purdue University.

Laura Arnett, B.S.

Executive Coordinator to the Chief Medical Officer

Laura Arnett joined SSI in May 2018. Her primary responsibilities include providing administrative support to the NCAA Chief Medical Officer. Previously, Laura served as executive assistant to the president, chief nursing officer and senior staff of the St. Vincent | Ascension Health Fishers and Carmel campuses. Prior to her time at St. Vincent's, Arnett worked for more than 17 years for the Marion County Superior Courts where she began her career as a caseload officer serving the mental health population then served as a pre-sentence investigator. Arnett graduated from Indiana University, Bloomington with a Bachelor of Science degree in criminal justice and a minor in psychology.

Amanda Dickey

Assistant Coordinator

Amanda Dickey joined SSI in January 2018. Her primary responsibilities include providing administrative support to the SSI managing director, as well as other SSI team members. She has more than 10 years of experience in clinical office administration and administrative support and has received a LEAN Six Sigma

The mission of the IOC is to promote Olympism throughout the world and to lead the Olympic Movement.

The IOC's role is:

to encourage and support the promotion of ethics and good governance in sport as well as education of youth through sport and to dedicate its efforts to ensuring that, in sport, the spirit of fair play prevails and violence is banned;

to encourage and support the organisation, development and coordination of sport and sports competitions;

to ensure the regular celebration of the Olympic Games;

to cooperate with the competent public or private organisations and authorities in the endeavour to place sport at the service of humanity and thereby to promote peace;

to take action to strengthen the unity of the Olympic Movement, to protect its independence, to maintain and promote its political neutrality and to preserve the autonomy of sport;

to act against any form of discrimination affecting the Olympic Movement;

to encourage and support elected representatives of athletes within the Olympic Movement, with the IOC Athletes' Commission acting as their supreme representative on all Olympic Games and related matters; 17 Olympic Charter In force as from 17 July 2020

to encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women;

to protect clean athletes and the integrity of sport, by leading the fight against doping, and by taking action against all forms of manipulation of competitions and related corruption;

to encourage and support measures relating to the medical care and health of athletes;

to oppose any political or commercial abuse of sport and athletes;

to encourage and support the efforts of sports organisations and public authorities to provide for the social and professional future of athletes;

to encourage and support the development of sport for all;

to encourage and support a responsible concern for environmental issues, to promote sustainable development in sport and to require that the Olympic Games are held accordingly;

to promote a positive legacy from the Olympic Games to the host cities, regions and countries;

to encourage and support initiatives blending sport with culture and education;

to encourage and support the activities of the International Olympic Academy ("IOA") and other institutions which dedicate themselves to Olympic education;

to promote safe sport and the protection of athletes from all forms of harassment and abuse.

Developmental biologist Emma Hilton and sports scientist Tommy Lundberg

“...show the effect of hormone replacement therapy for transwomen is much less than would be needed to ensure a level playing field.”

“...transwomen retain large male advantages in terms of muscle mass, strength, VO2 Max and other relevant metrics.

“biomechanical modelling studies suggest that, in the women’s game, transgender players create head and neck forces 20-40% greater than elite women’s rugby players as a result of mass differences.”

“Those who claim male advantage (including residual male advantage for transwomen) doesn’t matter are actually arguing for unisex sport.” It is crucial that the studies by Hilton, Lundberg, and Roberts all show, conclusively, that male advantage is still there.”