

Bird Ultimate Statement of Equity

June 25, 2017

This statement represents the opinions and goals of the members of Bird, collaboratively created at a team retreat.

We commit to striving for equity within our team, encouraging unity within the larger community, and promoting young women's participation in youth ultimate. We are committed to the following goals and will be measuring our progress throughout this season.

Objective 1: In order to ensure equity within Bird and create a team culture and environment that is inclusive, respectful and equitable, we are committed to the following:

- Empowering our women to demonstrate their throwing prowess by offering them strong continue and break cuts
- Highlighting women on the field by running two-woman handler sets and four-woman lines
- Recognizing women's cuts by hitting open hands
- Respecting everyone's personal safety by avoiding dangerous plays
- Supporting brave decisions for all team members
- Showing zero-tolerance for sexist language and behavior
- Offering constructive and fair feedback by respecting one another's differences and providing sideline advice to men and women equally
- Providing development opportunities for everyone by maintaining high expectations for all team members
- Actively creating opportunities for the team to discuss issues of allyship/equity/privilege to create a progressive and reflective environment

Objective 2: In order to encourage community engagement and the growth of ultimate across all levels and divisions, particularly women's ultimate, we are committed to the following:

- Publicly supporting women's teams during games and tournaments, in person and online
- Amplifying the success of women's teams through social media
- Speaking up about inequity in league play
- Initiating and participating in conversations about equity within the broader community

Objective 3: In order to support youth women's ultimate in Minnesota, we are committed to the following:

- Volunteering at youth women's games
- Coaching young women
- Volunteering at clinics or events for young women, including GUPI clinics
- Having conversations about equity, privilege, and supporting women with the young men we coach