

# Agenda

## Special Meeting of the USA Fencing Board of Directors

September 14, 2014 in Colorado Springs, CO at 10:00 AM MST  
1-877-885-3221 Passcode: 6869204

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\*Reports are provided by committee chairs regarding their committee's activities; receipt of the submitted report does not indicate adoption of items within each report.

## **I. General Information and Organizational Items**

General Announcements

Remarks – Donald Anthony, President

## **II. Consent Agenda Items (Mr. Anthony)**

1. To approve the minutes of the June 21, 2014 meeting.
2. To approve the financial reports for May and June 2014.
3. To receive committee reports (Appendices A-J), as submitted to the Board.
4. To adopt the 2014-15 Diversity and Inclusion Plan. (Appendix K)

## **III. Executive Director's Report (Kris Ekeren)**

## **IV. Finance Update (Sam Cheris)**

## **V. Vice President Update (Felicia Zimmermann)**

## **VI. Legal Update (Jim Neale)**

## **VII. New Business**

**Motion: (Mr. Anthony)** To approve committee appointments as provided to the board.

**Motion: (Mr. Aufrichtig)** To add a waiver for the state of New Jersey to hold a one-time sanctioned event for high school aged participants where classifications can be earned, that does not follow the current age restriction rules.

**Rationale:** All the fencers are members of USA Fencing. But age-restricted rules say either U20 and U17 OR U19 and U16 depending on whether it is after or before the JOs. We want to restrict to only HS age, nobody in college OR in grade school. There is no such category. We want to be able to offer classification.

**Motion: (Nathan Anderson)** To adopt an orderly Tournament Scheduling System rollout for USA Fencing for the 2015-2016 Season.

1. **National Tournament** - Dates and locations are set by Second Monday of February of the current season, rollout next season at 2015 Junior Olympics.
2. **Super Regional Tournaments (SYC)** - Second Monday of March of the current season
3. **Regional tournaments (ROC/RJCC/RYC)** - Second Monday of April of the current season, rollout at 2015 Division I Championships)
4. **Division Sanctioned Tournaments** - USA Fencing asks its Divisions to schedule their tournaments by this time to be included in 2014-2015 USA Fencing online calendar.

Second Monday of July of the current season, rollout at 2015 USA Fencing Summer Nationals.

**Rational:** Currently, all of these tournaments are scheduled nearly simultaneously and more conflicts are arising. If we created a proper rollout and had all of the tournaments scheduled in a proper order by Summer Nationals, a USA Fencing athlete could schedule their next season at our biggest tournament of the year: USA Fencing Summer Nationals. Tournament organizers could market all of their 2015-2016 tournaments opportunities to the whole USA Fencing population.

**VIII. Good and Welfare**

**IX. Adjournment**

## Appendix A

### Election Committee Report to the Board of Directors

September 1, 2014

Submitted by Dan Berke, Election Committee Chair

The 2014 USA Fencing election was successfully held from May 15 - June 15. Of the 8730 eligible voters, we saw participation by 1085 individuals, a participation rate of 12.43%. This is slightly greater than the 11.74% that we saw in the 2013 election.

The winners of the election were as follows:

<b>Age Group Parent Director</b>	Lianne Merchant
<b>At-Large Directors</b>	David Blake and Lorrie Marcil-Holmes
<b>Elite Coach Director</b>	Michael Aufrichtig
<b>Hall of Fame Athletes</b>	Robert Cottingham and Rebecca Ward
<b>Hall of Fame Coaches</b>	Simon Gershon, Marty Schneider, and Michel Sebastiani

This election was the first one run under the Bylaws changes adopted last year. The elimination of the plurality rule requiring a runoff if none of the candidates garnered at least 35% of the vote allowed us to expand the voting window to a full month rather than the 2-3 weeks used in prior elections. Sadly, the extended voting time did not appear to have much effect on the voter turnout.

During the election, a few questions came up from the candidates. These questions were primarily regarding the purchasing and frequency of candidate email advertisements. The Committee consulted with the National Office and decided that a limit of two paid email blasts per candidate was a necessary limitation to ensure equal access, and also so as to not overwhelm the membership with emails.

After the election, the Committee made a list of improvements to implement in future elections:

- Don't end the election on a Sunday - this is mainly because our online voting provider (VoteNet) has limited technical support available on Sundays.
- Better coordination with the magazine schedule - We missed the publication deadline for the spring issue of American Fencing and as a result were unable to include an election "advertisement".
- Have living Hall of Fame nominee's review their biography before posting them on the website.
- Codify the rules regarding paid email blasts by candidates.
- Better communication with the membership about the election.

Finally, the Committee would like to thank Kris Ekeren and Nicole Jomantas at the National Office for their support and hard work on the election. Their quick responses to requests and questions from the Committee was greatly appreciated, and is a large reason why the election ran so smoothly.

As Chair, I also want to thank committee members Nathan Anderson, Michael McTigue, Nicole Ross, and Lauren Willock for their participation on the committee. Everyone was actively engaged in the discussions and helped make this an effective and high-performing committee.

Sincerely,

USFA Election Committee

Dan Berke (Chair)

Nathan Anderson

Michael McTigue

Nicole Ross

Lauren Willock

## Appendix B

### Fencing Officials Commission Report to the USA Fencing Board – September, 2014

The FOC continues to provide qualified referees to meet the domestic and international needs of USFA fencing. I will summarize in this report the results of the FOC Annual Meeting of August 23/24.

#### Referee Program improvement Initiative (RPII) briefing by Lee Metcalf. Part 1.

Lee has been involved with members of the referee community, FOC members and other members of the fencing community to establish a Strategic Plan for 2013-17. This plan will be presented to the Board in a separate document.

At the meeting Lee presented the Strategic Initiative and obtained FOC feedback. The deck to be presented by Lee will contain his reaction to that dialog.

The areas include, a formal referee assessment program; a robust referee development program, a clear referee recruitment program, an optimized referee information data management system and an improved referee management system at events.

#### International Assignments

The Assignment Committee (Doug, Patxi, Peter and Iana) presented the work assignments for the past season, the appointments for the 2014 upcoming events and those who will be on the 2014-15 FIE list.

#### Domestic Assignment

The DAC (Sharon Mary F., George and Mary M) met the referee requirements with timely hiring for all NACs and the Summer Nationals. The Summer was particularly difficult to hire for because of it being held over 12 days with only one full weekend, overlapping the end of the academic year and the Muslim religious period of Ramadan, as well as not overlapping the July 4<sup>th</sup> holiday.

A request was made to Kris to see if it would be possible to increase our hiring targets to have a more reasonable workload for the referees to cover the higher entries and the greater use of replay pods.

#### Highlights

- Worked with NO staff to revise the Domestic Expense Form
- Revised the Referee Observation Forms to a model that generated more specific info for referee and observer
- Wrote or revised and then published on the FOC website a number of documents to educate constituents on the work of the DAC
  - How Referees are Selected to be Hired for Nationals Events
  - Hire and Travel procedures
  - Guidelines for Referee Hired for Nationals Events
- Introduced at Summer Nationals a new FOC NAC administrative position, Referee Coordinator, to be used on a trial basis at all NAC's in 2014-15.
  - Benefits: Assigner and referee assignments are completed well in advance, coordinating late and early calls more efficiently, create a general point person to serve as liaison among the BC, NO and referee cadre.
- Created a process for culling through the AskFred referee database to update ratings and remove inactive officials.

## **Rules Committee**

Updated Rules Book posted

Will begin working with NO for social media postings of Rules changes and announcements.

Gentle epee self-test will be permitted. Mary will contact Grant Jones to publicize specific wording.

## **International Referee Development**

Need more communication with national coaches to bring refs to training camps. Doug was invited to the WF camp.

Selected candidates and alternates for 2014 FIE referee exams.

## **Ethics**

Peter went over the ethics complaints filed and resolutions.

## **Wheelchair**

Paralympic Task Force will replace USFA Paralympic Group – Sharon will serve as a member. Added domestic and international wheelchair referees.

## **Referee Database**

Working to have inactive referees removed from national level list (1-5) (4 years without national-level activity). Notices going out from NO so that individuals have an opportunity to document work at national level, which may have been missed.

## **Election**

Chair – Sam Cheris

Vice Chair -Technical Programs – Mary Frye

Vice Chair – Referee Performance – Doug Findlay

Secretary – Sharon Everson

## **2014-15 Committees**

Committees were selected and will be posted to FOC website.

New role developed – Ombudsman - Derek Cotton selected to develop program for interface with referees. Use a combination of Twitter, Facebook and possibly Tumblr to start the dialog; tap into one referee in each Region to obtain accurate feedback on what's happening at SYC, ROC and local competitions.

## **Motions**

Notice will be sent notifying fencers that rule on clear legible name in dark blue will be enforced.

Non-USFA FIE licensed referees who have refereed as FIE referees internationally within the last

two years will be paid as level 1-2 referees. Others will be paid as 3 level referees (unless they earn higher US rating).

Video Replay – Use whenever possible (strips, referees and other resources available).

Video Replay training – Use during pools or DE solely for purpose of allowing referee to receive a copy of the bouts for self-improvement or mentoring. No video referee and no challenges.

## **RPII Part 2.**

Defined Referee Assessor program – to be discussed by Lee Metcalf in his report.

## **Ratings Review**

The Commission reviewed referees who worked at or higher than his/her rating and made appropriate adjustments.

## **FOC Emeritus**

Clarified role:

FOC Emeritus serves at the pleasure of the FOC. The emeritus may be a member of a committee of the commission, but not its chair. The emeritus may attend meetings of the FOC only upon the invitation by the officers of the Commission.

## **Meetings**

JO meeting – date to be determined by JO scheduling

Annual Meeting – August 22/23 2015 Denver

Sam Cheris  
Chair, FOC

## **Appendix C**

### **Tournament Committee Report**

*On July 28, Brandon Rochelle assumed the interim chair role of the tournament committee.*

A full report of summer nationals was submitted to Kris Ekeren by former tournament committee chair Mary Griffith. Below are quoted highlights from that report, especially as they relate to volunteer staff sustainability:

#### **Final numbers**

Individual entries: 8558

Team entries: 301

Total competitors: 4166

According to a post-SN BC survey, recovery time (“how many days until you felt like your normal self”) varied from 2-15 days for those who worked most or all of SN and from 2-7 days for those who worked 5-7 days. (The mean was 5 days.)

When we know we will have several consecutive days running late into the evening, it is important to ensure that officials are properly fed. We need to be as conscientious about dinner breaks as we are about lunch breaks. If we are to continue to rely on venue concessions for officials’ evening meals, it is essential that the concessions’ full menu be available for officials.

Requiring new BC national trainees to have BC experience at regional (ROC/SYC) has increased the strength of the BC corps and substantially reduced the amount of training needed at NACs and SN.

Bout Committee hiring for the 2014-2015 national tournament regular season was completed in mid-August. We have 35 active staff members and eight new trainees this year. New trainees are encouraged to approach the bout committee chair at any NAC, or contact Brandon Rochelle to understand the qualifications needed for bout committee and to submit availability through our online forms.

Beginning this season, the bout committee has fully converted to our new computer-driven system. Because fewer staff members are required in the new system, we can stagger bout committee staff start and end times throughout the day in an effort to mitigate some of the unsustainable aspects of our national tournament volunteer staffing. For tournament days where it is not possible to control end times due to event combinations, we should continue to evaluate entry numbers and strip utilization to plan our staffing levels accordingly.

As we now exclusively run Fencing Time at the national level, it is a goal to produce an online primer for any additional volunteers who are considering working bout committee to better prepare them not only for national tournament work, but also more efficient operations at the local and regional level.

#### **Action items for 2014-2015**

- Better communication with the fencing community about the changes to national/regional tournament structures and points based qualifications combined with ongoing evaluations of the changes. Possible solutions include continuing to develop the online FAQ, and/or a video describing the changes as well as the rationale.
- Deeper coordination of regional, SYC and national tournament calendars.
- Continue active recruitment of new volunteer officials through our regional tournaments.
- Gain consensus on the role of the tournament committee as it relates to the other committees of the board.

Respectfully submitted,  
Brandon Rochelle  
Interim Chair, Tournament Committee

**Appendix D**  
**Tournament Oversight Committee Report**

This past year we worked with the Regional Open Circuit Committee and the Youth Development Committee to make some small changes to the bid process and redefine policies of the bid process. We worked to put together the calendar for the Super Youth Circuit, Regional Youth Circuit schedule as well as the Regional Open Circuit and the Regional Junior and Cadet Circuit. It was challenging this year with the addition of the new events. However, all the groups worked together and we were able to successfully accomplish this task. We are currently working with the National office and the YDC/ROC committees to try and develop multi-year bid processes.

Respectfully submitted,

William Becker

Chair, Tournament Oversight Committee

## Appendix E

### Veteran Committee Report BOD Meeting of September, 2014

#### I. 2013 Veteran World Championships, Varna, Bulgaria

Sixty-five fencers fenced in 71 entries in the 17<sup>th</sup> annual Veteran World Championships in Varna, Bulgaria October 1 - 6 for the United States. Team USA won 3 Gold, 3 Silver and 8 Bronze medals for a total of 14, which tied Germany for the most medals. There were three other countries which won 3 Gold medals: Italy, France, and Germany.

The second "demonstration" event for team was a considerable success for Team USA which medaled in five of the six events. USA won gold in MS, WS and WE, silver in WF and bronze in MF. ME finished 6<sup>th</sup> of 12 teams. I want to thank Bob Cochrane, Ray Sexton, Cindy Runyon, Delia Turner and Jim Adams for coordinating and captaining their respective teams.

Weapons check-in and control was substantially improved over past years under the leadership of Janet Huggins of Great Britain.

David Neevel, our armorer, was an outstanding member of the team and we cannot thank him enough for his dedication and significant contribution to the team's performance.

The American delegation was supported by Bill Oliver and Sergei Gritsaev and the level of refereeing was the best we have encountered in many years under the direction of Iana Dakova as the Director of the Bout Committee.

#### II. National Uniform

Team USA had a podium position with a team member who did not have a national warm-up and presented himself in a club warm-up. Earlier in the week, we had some individuals whose luggage was lost by the airlines and, since they had been on prior teams, knew to ask assistance from teammates. However this was a first time member and, while I was there for the medal presentation, I did not see him prior to mounting the stage.

The next day, the medalist related to me that Max Geuter spoke with our fencer after the medal presentation and told him that he almost did not allow the American to participate in the medal ceremony since he was not wearing a national uniform. Fortunately, Mr. Geuter relaxed his, and the FIE's, standard and did not embarrass the US delegation further.

Team USA consistently fields a team of 65-70. This is not a surprise and planning ahead can result in efficiencies. The uniform warm-ups seem to change every two to three years. When the uniform contracts are solicited, these numbers should be included in the estimates

Not every team member needs a new warm-up every year. This year in Varna, 20 team members were new to the team and that number has been consistent for the past several years. Consequently, a total of approximately 100 warm-ups are needed over a three year period.

If this forecast were included in the sourcing, the cost could be contained, the uniform would be consistent (and not the hodge-podge that are displayed in the photos on the USFA website), there would not be the panic and express shipping that occurs every

September to get warm-ups to individuals prior to travel. Finally, samples of the warm-up could be available to actually try on at the Summer Nationals to ensure proper sizing.

The Committee hopes the national office will consider including this in their budget and we will be happy to assist in a more precise forecast.

### **III. Team Hotel**

For the first time, the US team had a “**team hotel**” for the Vet Worlds. Approximately 60% of the team chose to stay in one hotel and this made it a lot easier to communicate and get equipment to the armor prior to submission to weapons check.

We would like to thank the National Office, who requested a block of rooms shortly after the accommodations were posted on the event website. This made it easier for team members to participate.

### **IV. Veterans World Championship, 2015**

The US has not hosted the Veterans World Championship since 2005 and it is widely believed that it is now “our turn”. The Committee has asked the assistance of the National Office to determine if an “affordable” Veteran World Championships could be hosted in the US if coincidental to another event, such as the October NAC. These discussions are ongoing.

The site for the 2014 Veteran World Championships was completely up in the air until June 19, three days prior to the Summer NAC and the final point event. The entire international veteran community will appreciate an earlier determination and are very interested in traveling to the US.

### **V. Coupe des Veterans CanAm Veterans Coupe, Toronto**

The Americans again had a strong showing at the CanAm event the weekend of May 31-June 1 in Toronto:

USA swept the four podium positions in the Open WF [Starks-Faulkner, Botelho, Offerle and Szpak]; gold, and both bronzes in Open WE [Kocab, Pierce and Verhave]; gold and silver in open WS [Starks-Faulkner, O'Leary].

In men's events there was a bronze in Open ME [Glass] and gold and bronze in Open MS [Krasnich, Kopylov].

### **VI. Veterans Legislative Issues**

The Veterans Committee has requested the reinstatement of protection of only the top 8 point positions for seeding for veteran NAC competitions. This is consistent with the provisions in the 2012-13 Athlete's Handbook. When the 2013-14 Athlete's Handbook was issued, this provision was changed with an “across the board” change for all NAC events. However, there was no notice to or request for comments from the Veteran Committee prior to the change. The impact of the change on the smaller veteran competitions has had a large and deleterious impact on veteran events.

The Committee will again be requesting two changes for veteran NAC events, in the case where a competition is canceled. Twice in the 2013-14 season, the Vet70WS event was canceled due to only a single entry.

Ellen O'Leary, a World Champion and a medalist in the past seven Veteran World Championships, had to absorb the cost of travel and lodging prior to the cancelation. But more importantly, she lost the opportunity to compete with peers and hone her skills for the upcoming Worlds.

Should an event be canceled, a condition which should be short-lived, the competitor should be allowed to compete in the next lower age group. The points earned [and blocked] are no different than non-US competitors in the event. This is in the best interest of US Fencing to field the best trained and most competitive team members.

#### **I. 2014 Veteran World Championships, Debrecen, Hungary**

Team USA will have the full complement of 72 entries in the 18<sup>th</sup> annual Veteran World Championships in Debrecen, Hungary October 21 – 26.

## Appendix F

### Youth Development Committee Report to the Board of Directors

September 2014

**Youth Tournament Update:** This past season there were 11 SYCs throughout the country and 43 RYCs. Program support fees paid to the National Office from organizers holding these tournaments totaled \$39,326. This is an increase of over \$9,000 from last season. Bid fees from organizers wishing to host RYC or SYC tournaments totaled \$2,580.

#### **Super Youth Circuits:**

SYC tournaments continue to grow in popularity. They are well attended across the country and each region shows growth in participation of athletes and interest of organizers to host such events.

#### ***2014-2015 SYC Bid Review:***

17 SYC bids were reviewed and ranked for the coming season. Bids were ranked by region without consideration for date or possible logistical conflicts and sent to the TOC for final selection. YDC members who submitted bids recused themselves from the review process in their own region. The process included each member assessing and scoring all submitted bids using the pre-published rubric available on the USA Fencing website for all organizers to review. These scores provided a common context and guided the discussion as bids were compared by the group via a group conference call. Finally each member gave their order rank and these were added to identify the overall rank of bids in each region. Unfortunately, the SYC selection process was not completed alongside the ROC selection process for the coming season. This has caused some difficulties in scheduling conflicts impacting organizers and the membership.

The YDC received after tournament surveys for each SYC this season. We greatly appreciated the re-establishment of this important tool in monitoring our SYC tournaments, reviewing pertinent feedback from athletes, parents and coaches. All SYC organizers receive their tournament survey results as well and therefore have the opportunity to assess the positives and negatives and plan for the future. Overall the survey responses were positive and showed that the SYC tournaments were well received.

The YDC recommended to the TOC that if scheduling allows, more than 11 SYC tournaments may be assigned for the 2014-2015 season. We support awarding SYC bids in non-competing areas of the country on like or near dates.

#### **Regional Youth Circuits:**

Regional Youth Circuits are growing in numbers throughout the country. The second season of the Regional Rolling Point Standings (RRPS) for RYC tournaments has been a success. This season the National Office took over the management of the RRPS from askfred.net to Railstation. It was overall helpful to the membership in accessing regional ranks. For the 2014-2015 season, the RRPS will be reported on 6 separate Regional lists so athletes, parents and coaches can have a clear idea of the competitive standings in their own region. It is also necessary so the new % qualification paths to Y12 and Y14 for Summer Nationals are easily established and clear to the membership.

In conjunction with the TIP working group, the YDC recommended, beginning at the 2015 SNs, all youth events will be designated National Championship events. This is a change for our Y12 and Y10 athletes. We also established new qualifying paths for Y12 and Y14 athletes to the Summer National Championships. The details of this can be found in the new seasons AH, the RYC Guidelines and the PBQ proposal from the TIP working group.

## **Other Business**

The new formats for Y10 and Y12 direct elimination bouts were extremely well received by both the membership and coaches.

Regional Points Patch winners have already received their award patches in the mail. Thank you to the NO for working to get them to the athletes so soon after the season ended.

As of the writing of this report, 12 SYCs have been designated for the 2014-2015 season. The YDC is very encouraged by successful bids from new organizers in Atlanta and Chicago. This expands the SYC tournament access to previously underserved areas. We look forward to supporting all our organizers as they give a tremendous effort to the development of competitive youth fencing opportunities throughout the country.

RYC bidding opened August 1 and there have been dozens of bid submissions received to date. The bid process for RYCs is currently done on a rolling basis. It is likely that this level of interest will necessitate adjusting to a deadline submission date in the near future. More and more organizers are bidding and the newly established RJCC system will have an impact on scheduling as well.

It is certainly noteworthy that 2 members of the YDC have chosen to move on. I'd like to thank Bill Viquiera and Julie Seal for their years of volunteerism on this committee.

Respectfully Submitted,  
Jennifer Salmon  
Chair, YDC

## Appendix G

### REPORT --- INTERNATIONAL RELATIONS TASK FORCE - SEP 2014

#### Purpose of the Committee:

- To guide USA Fencing's international relations and activities vis a vis the FIE
- Liaise with other international and national sports organizations, as it may deemed appropriate, in a coordinated fashion with the USOC

#### Principal activities in the past year:

- Several members of the Committee participated at the FIE Congress in Paris 2013. Following the event, the team held a debriefing.
- Most of USA Fencing's proposal for the 2013 Congress have been deferred to the 2014 Congress (taking place in Rome, Italy during November 2014)
- There was strong US "diplomatic" representation during the Fencing Worlds in Kazan, which involved IR---related members including Sam Cheris (member of DT in lieu of Attilio Tass who could not make it), Carl Borack (Chief of Mission) and Iana Dakova to observe referees and referee delegates. Don Anthony (DA) and the Chair were also present.
- A debrief was held in Kazan as well; DA would be able to provide a summary.

#### Recommendation to the Board:

- Last year the Chair recommended that the Board reviews and evaluates USAF's international relations positioning and strategy and for this to be done in one of the in--- person Board meetings. This is now happening at the Sep 2014 Board meeting in Colorado Springs. Whilst the Chair regrets that he is unable to attend --- due to a conflicting IOC meeting in Lausanne --- he has briefed and provided materials to Dragomir Cioroslan (USOC) who will be making the presentation to the Board. An appropriate action list could be developed thereafter.

The Chair of the Committee has also had the honor to invite the FIE leadership to the annual International Fair Play Committee award event in Kazan and was also present at the Youth Olympic Games in Nanjing, China. The Chair has also proposed to DA to consider hosting an event in Rome and has offered his assistance to connect with the US Ambassador / Embassy there.

The Chair is available to all Board members with further details on any of the above.

Respectfully submitted,



Sunil Sabharwal – Chair

## **Appendix H**

### **USA Fencing Marketing Committee Report September 2014**

Phil Reilly's company, CMD, has donated \$50,000 in pro Bono time to US Fencing over the next 12 months.

The first initiative is research on the US Fencing brand with the timeline below:

- Interview guide approved 8.26.14
- Begin interview recruiting 8.26.14
- Interviews to take 2-3 weeks
- Initial discovery findings due end of September

The constituent groups include:

- Board members, staff
- External parties
- Club, Division
- Others

The BOD will receive updates as the project progresses.

## **Appendix I**

### **Report of the Scholastic-Collegiate committee**

The committee is still working to compile current information on active high school and collegiate programs.

While the collegiate list is relatively up-to-date, obtaining information on high school fencing programs is a work in progress.

The committee continues to support USA Fencing's All-Academic program.

Respectful submitted,  
Kathy Vail  
Chair, Scholastic-Collegiate committee

## Appendix J US Fencing Sports Medicine Committee

2013-2014 End of the year report  
September 2, 2014  
Board of Directors:

Domestic sports medicine coverage for our staff has significantly improved with the addition of a one staff member of three at all but the March NAC. The addition staff has allowed for smoother transition of strip side coverage availability and significant relief for our staff.

### Concussions

Minor traumatic brain injuries (mTBI) or a subset of TBI known as a concussion is a hot topic in the media today and has triggered some interest in the prevalence of head injuries within fencing. US Fencing Sports Medicine Staff are current and follow the recommendations within the Consensus Statement on Concussion in Sport –the 4<sup>th</sup> International Conference on Concussion in Sport Held in Zurich, November 2012. Our program continues to document all medical withdraws of US Fencing events.

### International –

2014 Jr. World Championships – Joe Giovatto, DC, DACBSP and Ronda Peterson, ATC were selected among the best of our staff to provide support to the young men and women representing US Fencing at Jr. World’s. The 2014 Sr. World Championships Kazan – Jeremy Summers, DC, LA.c., ATC, CCSP and Jennifer Krug, ATC accompanied the US National team to Kazan, Russia. Both events were very successful with only thanks given to our staff for their dedication to supporting the teams and staff.

Jennifer Krug, ATC supported the Women’s National team to France, Senegal world cups, and a training camp. Jeremy Summers supported the US Women’s Foil camp in Long Island, NY in Jan 2014.

Current active committee members: Chair: Jeremy Summers, Ronda Peterson, Jennifer Krug and board liaison Cody Mattern

Recognition of the hard working staff supporting the US Fencing Sports Medicine Program and US Fencing for this past season:

### 2013-2014 Sports Medicine Staff

Jeremy Summers, DC, LA.c., ATC	Jim Wallis, ATC
Jennifer Krug, ATC	Margaret De Long, ATC
Ronda Peterson, ATC	Alan Freedman, ATC
Kaitlyn Silbaugh, ATC	Joe Giovatto, DC, DACBSP
Ian Shultis, ATC	Raluca Duma, DC, CCSP
Kristin Wimp, ATC	Perry Williams, DC, DACBSP
Peter A Harmer, ATC, Ph.D.	Amy Fuller, ATC

## Appendix K



### Diversity and Inclusion Plan October 2014 Update

#### I. Background

As the landscape of the United States continues to become more diverse, it is important for the participants and audience of USA Fencing to reflect those changes. USA Fencing is committed to increasing opportunities for participation through the creation of a Diversity & Inclusion (D&I) Plan that includes policies, best practices, and programming that will position USA Fencing to increase athlete participation and our fan base.

#### II. Vision for Diversity and Inclusion

USA Fencing strives to increase the participation of all individuals without regard to gender, race, ethnicity, culture, religion, sexual orientation, gender expression or disability. We feel strongly that a diversity of thought, perspective and experience will be instrumental in growing the sport of fencing.

#### III. Definition of Diversity and Inclusion

USA Fencing defines Diversity & Inclusion as:

Diversity is embracing any collective mixture of differences, similarities, and related tensions as we strive to develop more inclusive and high performing environments.

Inclusion is creating and maintaining an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem solving, growth and ultimately increased success.

USA Fencing hopes to increase participation in the sport of fencing from communities that have historically had low participation as athletes, staff or fans by proactively working towards a greater focus on D&I throughout all aspects of the organization.

**Objective:** Achieve an increase in athlete performance and operational excellence through the incorporation of D&I best practices and program innovation.

#### Initiatives:

- A. Recruitment: Assess the current state of recruitment efforts for diversifying the talent pipeline for athletes, staff, membership, and the Board of Directors.
- B. Retention: Increase the retention of diverse talent by creating an inclusive environment as well as providing opportunities for growth and education.
- C. Revenue: Create sources of revenue for both the creation and implementation of D&I initiatives as well as operation costs.
- D. Awareness: Increase awareness of D&I issues and successes.

#### IV. Diversity and Inclusion Action Plan

- A. Recruitment
  1. Assess the current demographics and recruitment practices. (2013-14, continue 2014-15)
    - a) Collect voluntary racial, ethnic, gender, veteran, disability and income data for NGB staff, membership, coaching staff, and board members.
  2. Review current plan for recruiting Paralympic eligible athletes. (2013-14)

- a) Add resources in 2014-15 to assist with recruitment
3. Create of list of clubs and other resources that have diversity and inclusion programs that could assist with D&I efforts. (2014-15)
4. Review recruitment protocol of other organizations to create a plan to increase the diversity of NGB staff, Board of Directors, and other volunteer positions where appropriate. (2014-15)

B. Retention

1. Provide a diversity training session to employees and board members. (move to 2014-15 meeting schedule)
2. Review and propose to change the current anti-discrimination policy to include gender identity. (February 2015)

C. Revenue

1. Identify possible grant opportunities or sponsorships to increase athlete participation in D& I identified areas. (2013-14)

D. Awareness

1. Ensure publications have diverse representation of both staff and athletes, including ability, race and gender. (Spring 2014 and reviewed every spring)
2. Utilize website and communications to highlight successes in the area of diversity and best practices. (Spring 2014 and reviewed every spring)
3. Actively engage in the USOC's NGB Diversity Champions program (ongoing)
  - a) Ensure the Diversity Champion is actively engaging
  - b) Share best practices with other Diversity Champions
  - c) Attendance at Diversity and Inclusion conferences and events when possible.

**Plan will be reviewed and updated by the National Office prior to each membership year and approved by the Board of Directors at the Annual Meeting.**