

Category		Question	Response
	19:25:12 From Sarah E. Kirwan to Everyone:	Gender equity is essential to changing the male-dominated culture of the NWBA. And changing the culture of the NWBA means addressing power imbalances within the organization. This is challenging and uncomfortable work for many leaders. What plan does the NWBA have to create an inclusive culture where every woman feels seen, heard, supported, and protected?	You are correct, the world of sports and many other industries are dealing with this reality. The NWBA has been making a conscious effort to balance its leadership to include more strong female voices at the Board and Committee levels. For example, the Classification/Eligibility, Athlete Advisory Council, Women's Growth and Diversity, Coaching Education/ADM, Junior Division all currently have a female in the Chair/President position. This is in addition to the Board of Directors having what was six females out of 13 positions prior to a recent change. That being said, this must be an ongoing focus.
2018 Response	19:27:50 From Patrick Moody to Everyone:	In reference to the timeline action steps implemented as a result of the 2018 letter...How would the NWBA grade itself on execution of the plan? Would the NWBA have done anything differently in hindsight? What communication was provided to the team upon implementation of these steps in order to acknowledge their concerns and explain how these steps address their issues?	<p>The 2018 issue was resolved with a closure letter sent to each of the athletes articulating the findings as well as planned next steps. A disconnect may have been not ensuring the athletes understood the SafeSport path if they were dissatisfied with the NWBA's conclusion.</p> <p>For further response, please refer to 2018 timeline slide which is at the 46:32 time mark of the video recording.</p> <p>To your question on 'hindsight', Will provided a response to this at the 1:30:30 time mark within the video recording.</p>
	19:38:55 From Patti to Everyone:	dug, when you were discussing the process of how the NWBA processes investigate a claim, you mentioned that you are	The NWBA takes confidentiality seriously, but doesn't have the ability to control the social media accounts/activity of individual members. As we all know, much of what we see on social media is inaccurate. It becomes the responsibility of the people

		<p>very concerned about protecting the confidentiality of the claimant. If this is true, how is it that Trooper was able to post his version of claims that did not involve him and had nothing to do with him? This certainly has every appearance of breach of confidentiality and the misuse of sensitive information.</p>	<p>who use social media to filter what they read for credibility/accuracy.</p> <p>The NWBA didn't release confidential information to any individuals on any sides of the current issue. Whatever information people disseminated individually was information they had access to independent of their roles/relationships with NWBA leadership.</p>
	19:41:21 From Dug Jones to Everyone:	Patti, Are you asking if the NWBA has the ability to control Trooper's (or anyone else's) Facebook posts?	NA
	19:41:45 From craigshewmake to Everyone:	<p>"Verbal and emotional abuse" is a vague and subjective allegation depending on ones perspective. Are we going to hear the specific allegations? If not then how do we know what was "dismissed" and if it was a proper decision? Are we talking old school coaching tehniques vs new world sensitivities or something much more sinister? If we don't know the specifics then where is the transparency? A mans legacy as well his and the NWBA's reputation are on full display here.</p>	<p>The definitions of prohibited conduct, including verbal and emotional abuse, can be found in the SafeSport Code for the Olympic and Paralympic Movement by visiting: https://uscenterforsafesport.org/response-and-resolution/safesport-code/</p> <p>Whether jurisdiction is assumed by the Center or the NWBA, the definitions in the Code guide the investigation of the report.</p> <p>Specific allegations remain on a need-to-know basis and held within the confidentiality of the report as part of the Center's response and resolution process. The detailed description of 'Confidentiality – Release/Use of Materials' begins on page 26 of the Code linked here: Read the SafeSport Code U.S. Center for SafeSport (uscenterforsafesport.org)</p> <p>If there is sanction applied from the Center, it is public and posted here: https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/</p>

2018 Response	19:41:59 From Michelle Jenkins to Everyone:	What justified selecting Coach Johnson after 100% of the team voiced they wanted different leadership? How can that be justified?	For further response, please refer to 2018 timeline slide which is covered at the 46:32-time mark within the Open Forum video recording. The situation was investigated and closed.
	19:42:36 From Patti to Everyone:	Dug, no I am asking how he has information that should be protected when it does not involve him in the complaint.	<p>As mentioned earlier:</p> <p>The NWBA takes confidentiality seriously, but doesn't have the ability to control the social media accounts/activity of individual members. As we all know, much of what we see on social media is inaccurate. It becomes the responsibility of the people who use social media to filter what they read for credibility/accuracy.</p> <p>The NWBA didn't release confidential information to any individuals on any sides of the current issue. Whatever information people disseminated individually was information they had access to independent of their roles/relationships with NWBA leadership.</p>
	19:43:24 From Kaitlyn Eaton to Everyone:	So follow up: if we reported through one of those avenues, and we are felt unheard, we are then expected to report the abuse again? Most women (or anyone for that matter) already struggle with reporting once, but we are expected to continue reporting until we are heard?	<p>The best way to file an alleged violation is to do so formally: internally, reports can be submitted here for Policy Violations: Applications & Forms (nwba.org) (select the <i>Policy Violation Report</i> tab) and here for SafeSport Violations: Safe Sport (nwba.org) (select the <i>'Reporting'</i> tab)</p> <p>Externally, you can submit a report to the U.S. Center for SafeSport: Report a SafeSport Concern U.S. Center for SafeSport (uscenterforsafesport.org) or the USOPC: https://www.teamusa.org/reporting</p> <p>Reports should be submitted whichever way is most comfortable to the reporter. The USOPC and the Center are also available if the NGB response is unsatisfactory to the claimant. For further response, please refer to reporting which is covered by Gail in the Open Forum –</p>

			reference 1:14:00 time mark in the video recording.
	19:44:36 From Shawn DeVault to Everyone:	<p>With respect, I feel as though my question wasn't really answered. I understand that there is an application process, a review of applications, a top handful of candidates are interviewed then final choice is made. My question is what safeguards does the selection committee have in place to prevent their own individual biases from effecting that decision? If we're being honest, we all have biases or personal feelings (often unconsciously). I want to know how the NWBA has addressed those personal biases in it's selection committee. Education or training provided about the issue of biases, checks/balances to address when a pattern seems to appear that could very well have come from issues of bias.</p>	<p>Diversity of opinion is achieved by having a Committee (with athlete representation) in place and a debrief / vote on candidates. The selection committee was made up of qualified interviewers. The recommendation on training for interviewers is something we will consider moving forward.</p>
	19:47:32 From Bob pratt to Everyone:	<p>So you had this letter from ALL the players(many of them would be playing for the new coach) saying he was a bad coach and you still hired him? if I was hiring a manager for a job and one of the candidates whole team wrote me a letter</p>	<p>For further response, please refer to 2018 timeline slide which is covered at the 46:32-time mark within the Open Forum video recording. The situation was investigated and closed.</p>

		saying he was a bad boss I probably wouldn't hire the guy.	
	20:02:50 From Sue Rodriguez to Everyone:	How has the high performance chair addressed these concerns since 2018?	The action plan for 2018 was implemented by Dan Byrnes who was the sitting Chair of the High Performance Committee at the time.
	20:03:42 From Kathleen O'Kelly-Kennedy to Everyone:	Is there any opportunity for male coaches who are appointed to coach female teams to go through gender communication workshops? As a way of safeguarding the female athletes.	The NWBA has an American Development Model (ADM)/Coach Education Committee that is designing multiple modules of coach education material to support all coaches and all athletes in creating a learning environment.
	20:05:13 From Kathleen O'Kelly-Kennedy to Everyone:	Why did the NWBA's statement on their website only highlight the voice of the accused abuser? Was it necessary to include his quotes? At risk of gaslighting the women who made the complaints?	In the announcement on Dec. 9 th , the NWBA outlined that it supports both the claimant and the respondent in any SafeSport investigation. The subsequent announcement was not intended for that reason. We typically include quotes from national team coaches when they are appointed and when they resign.