



USAU Commitment Descriptions

1. Translate primary resources in Spanish

USAU commits to further translating additional resources, such as our Spectator's Guide and Educational Quick Reference Guide.

USAU will explore how to utilize its network of affiliates and state-based organizations to identify and pay translators and those who review translated content.

Ongoing Work:

Currently, the [Play It Forward application](#) and [coach letter](#) are offered in Spanish, as well as [Ultimate in 10 Simple Rules](#).

USAU is currently collaborating with AYU and other volunteers to finalize translations for our waivers, medical authorization form and Return to Play checklists.

2. Build space at events for cultural competency conversations

USAU will host 1-2 annual teach-in discussions at our flagship championship events, selected based on format, scheduling and audience. If any flagship events occur in Aurora, Colo., we will host at least one of our teach-in discussions at that event.

Ongoing Work:

For the past few years, USA Ultimate has continued to hold an annual Equity & Diversity Forum discussion at the U.S. Open Club Championships.

Additionally, there have been player-led forum discussions at the D-I College Championships.

3. Provide opportunity to meet and connect with BIPOC participants at events

USAU commits to working with BIPOC members of our community to create and host a reception-like event at one of our 2021 championship events.

USAU commits to furthering conversations with and providing support to Color of Ultimate to host showcase games either in conjunction with or outside of our flagship events.



4. Bring BIPOC youth from local community to Learn to Play Clinics

USAU will provide local ultimate organizations with guidance and best practices on outreaching to kids – including working with local youth-serving organizations in predominantly BIPOC communities – at events where we host Learn to Play clinics.

5. Publicly stand in solidarity with BIPOC ultimate players and condemn racist police violence

In the event guides we produce for our flagship championships events, USAU will feature an organizational statement that reaffirms our commitment to EDI and our solidarity with our BIPOC members in condemning racist police violence and other acts of racism.

USAU will also highlight our prioritization of our EDI efforts and commitments in bid documents we distribute to local organizers looking to host our events.

Additionally, USAU will emphasize with police and security, at events where we use them, a community-oriented approach to maintaining the safety and well-being of all event participants and attendees.

USAU will encourage city officials and partner organizations to include in their event welcome letters a commitment to creating a safe, inclusive environment for BIPOC, and an acknowledgement of any history of racial tension in their local or surrounding communities.

6. Create ultimate playing opportunities for local BIPOC and merge with existing local competition structure

USAU will continue to funnel resources, including grant funding, to local organizations in an effort to increase access for BIPOC participants.

USAU will encourage local organizations to prioritize outreaching to local BIPOC communities for clinics held at our flagship championship events and connect BIPOC youth from those clinics to existing playing opportunities.

Ongoing Work:

In 2019, USAU established its Community Development Grant program to provide resources and support to local organizations' outreach and programming efforts to local BIPOC.

7. Create platform to share BIPOC experience and increase BIPOC visibility

USAU will have a dedicated section for equity, diversity and inclusion (EDI) in its newly redesigned website.



Additionally, as part of the redesign, USAU will regularly feature stories and voices of BIPOC members of our community in editorial content and draw attention to content via our social media channels.

Ongoing Work:

USAU has published two – and look forward to publishing more – feature stories highlighting some of ultimate’s prominent BIPOC athletes.

*[The first all-Black ultimate team – Masters of the Bee](#)
[Jesse and Khalif of national champion Seattle Mixtape](#)*

Through the Ultimate Foundation, USAU has also highlighted the youth outreach work of organizations serving BIPOC youth – like [Ultimate Impact](#) in the Bay Area – as well as fundraising efforts of [Delrico Johnson](#) and others to support BIPOC players and underserved youth in the ultimate community.

8. Reprioritize funds and resources to counter disproportionate lack of support for BIPOC in the community.

For 2021, USAU will explore how to use funds from the Ultimate Foundation to provide additional resources, including transportation support, for organizers hosting Learn to Play clinics at our flagship championship events where we host them.

For 2022 and beyond, USAU will expand the outreach portion of its event budget to accommodate this type of support, in addition to incorporating financial support from the Ultimate Foundation

9. Partner with local Aurora businesses for food and swag to put money back into the community

USAU will collaborate with local disc organizations to identify, connect and work with local BIPOC-owned businesses to provide resources and support with our events and beyond. Resources and support can include, but are not limited to, food, tents, tables/chairs, field lining, apparel and/or private security.

For more information on the EDI work USA Ultimate is doing, check out our [latest EDI update](#) and [subscribe to our EDI mailing list!](#)