

City of Everett Community Athletics Programs Non-Discrimination | **2020 Annual Report**



Table of Contents

I.	Executive Summary	3
II.	Background	3
III.	Purpose	4
IV.	Data Gathering	4
V.	Status, Findings and Conclusions	8
VI.	Goals, Objectives and Tactics Matrix	9
VII.	Grievances	14
VIII.	Summary	14

I. Executive Summary

The 2020 report shows varying participation and opportunity ratios than reported the last four years. As stated in prior reports, male dominated sports such as adult softball and basketball create the most demand and provide the largest numbers of participants. In 2020 men's softball accounted for more than two thirds of all participation and opportunity slots in department sponsored programs. 2020 saw large growth in a girls fast pitch league run by USA softball. Covid greatly restricted the amount of offerings for participation as there was only a handful of months out of the year where games were allowed to be played. Budget cuts also resulted in the closure of the Swim Center cancelling the swim team program.

Community third party organizations continue to offer equal opportunities consistent with the Community Athletics Programs Non-Discrimination Policy.

No grievances were filed by the community in 2020.

II. Background

The Washington State Legislature passed Engrossed Substitute Senate Bill 5967 during the 2009 legislative session and Governor Gregoire signed it into law on May 12, 2009. The bill represents the State's policy interest in promoting gender equity related to community athletics programs.

The bill requires that cities which provide community athletics programs on city owned facilities, such as Everett, adopt a non-discrimination policy prohibiting discrimination against persons on the basis of gender with respect to such community athletics programs.

To fulfill the requirements of ESSB 5967 and support the City of Everett Parks and Recreation Department's Vision Statement, which commits the Department to: 1) help meet community values; and 2) support the need and desire for accessible parks, facilities, and programs for people of all ages, the Everett City Council adopted the City of Everett Parks and Recreation Community Athletics Programs Non-Discrimination Policy (the "Policy") on November 18, 2009.

The purpose of the Policy is to help ensure that with regard to gender, the City of Everett Parks and Recreation Department (the "Department") and third parties providing community athletics/sports programs at Department facilities expand and support equal participation in community athletics programs and provide equal access to Department facilities that support such programs.

Principles, goals, strategies, policy distribution, and policy administration are contained within the Policy. A full copy of the Policy is provided as Attachment A.

Section 6.5 of the Policy specifically states "The Department will prepare and make available to the public an annual report regarding outcomes of its Policy administration."

III. Purpose

The purpose of this report is to summarize and evaluate data collected for Parks sponsored and Third Party organization's athletic programs. The data represents male and female athletic program participation and offerings conducted in City of Everett facilities in 2020. The data will assist the Department in determining policy compliance, identifying opportunities for improvement and formalizing an action plan.

IV. Data Gathering

The data in Table 1 on page 5 identifies the number of participants and opportunity slots available to the community in 2020 for programs offered by the Parks and Facilities Department or partnerships with organizations that offer programs in which there is an agreement. Parks and Facilities programs are defined as those programs administered directly by the Department. They are typically programs advertised on the Parks website, where registrations are processed through the City of Everett and/or where the City has a written professional service agreement with an organization to provide the program. Table 2 on page 6 provides an annual summary of Parks sponsored programs offered since 2011. Table 3 on page 7 lists the number of participants in programs offered by third party providers who utilize Department facilities. Third party providers are defined as any organization, club or group whose program or use is not operated and conducted by the City of Everett. Third party providers use Parks and Facilities Department facilities for their own programming needs as facilities are made available by the City. The annual totals of third party organizations (not included in an annual summary table) during the past years remained consistent with the gender make-up of the city of Everett.

2020 PARKS SPONSORED PROGRAMS ¹									
Sport	City of Everett Actual Participants		% of male to female	Opportunity Slot ²		% of male to female	Type of League Offered		
	Male	Female		Male	Female		Coed	Female	Male
Youth Team Tennis	0	0	0/0	35	35	50/50	X		
Youth Swim League	0	0	0/0	30	30	50/50	X		
Adult Softball ¹	392	104	79/21	2680	736	78/22	X	X	X
Kickball	0	0	0/0	180	180	50/50	X		
Adult Basketball	60	0	100/0	640	640	50/50			x
Adult Volleyball	32	32	50/50	72	72	50/50	X		
Joe Richer Golf	0	0	0/0	90	90	50/50		X	X
Total	484	136	78/22	4027	2083	66/34			

Table 1

¹ Park program gender equity data is heavily influenced by the large softball program offered by the Department. The high numbers of male softball players is attributed to a high demand for this program. Female and mixed team opportunities are offered however at the time of this evaluation the highest and greatest demand occurs by males.

² Opportunity slots (split equally between males and females) are combined to calculate the total registration slots available per roster. The following criteria were used to determine opportunity slots for men’s, women’s and mixed leagues: Men’s and women’s leagues were based on 12 players per team. Coed teams were based on 16 players divided equally (8 male players and 8 female players). All softball teams must have a minimum of 10 players to play. Coed teams must have a minimum of 5 female players to play. The slots listed are typical of a normal year when play was not shut down due to Covid.

PARKS SPONSORED PROGRAMS						
2011-2020						
Year	City of Everett Actual Participants		% of male to female	Opportunity Slot		% of male to female
	Male	Female		Male	Female	
2011	3093	703	81/19	4134	1682	76/24
2012	4221	892	83/17	4324	2980	59/41
2013	2594	664	80/20	4517	2405	65/35
2014	2079	588	78/22	2672	1388	66/34
2015	3018	879	77/23	4006	2062	66/34
2016	3028	915	77/23	4027	2083	66/34
2017	3135	1231	72/28	3729	2352	61/39
2018	3060	1008	75/25	3920	2165	64/36
2019	3074	1051	74/26	3892	2200	64/36
2020	484	136	78/22	4027	2083	66/34

Table 2

2020 THIRD PARTY ORGANIZATION									
Sport	Third Party Actual Participants		% of male to female	Opportunity Slot (Pre-Covid)		% of male to female	Type of League Offered		
	Male	Female		Male	Female		Coed	Female	Male
Adult Soccer	1000	434	70/30	2148	2148	50/50	X	X	X
Youth Soccer	913	814	53/47	3766	3766	50/50		X	X
Everett Rowing Program - Adults	31	55	36/64	160	160	50/50		X	X
Everett Rowing Program – Youth	35	47	43/57	220	220	50/50		X	X
Everett Lacrosse Youth	177	59	75/25	120	120	50/50		x	x
Youth Sports Camps	40	9	81/19	160	160	50/50	x		
Youth Baseball	0	0	100/0	735	0	100/0			X
Youth Fastpitch	0	720	0/100	0	735	0/100		X	
TOTAL THIRD PARTY- ORGANIZATIONS	2196	2138	50/50	7149	7149	50/50			
PARKS AND THIRD PARTY ORGANIZATION COMBINED TOTALS	2680	2274	54/46	11176	9232	55/45			

Table 3

V. Status and conclusion to date

2020 data shows reduced participation and opportunities that were identified in the 2019 report. This is due in large part because of the Governor's restriction on sports activities due to the Covid pandemic. Once fields are opened back up for play we expect the numbers to return to those of previous years.

Through additional promotion and marketing, the department will continue to be strategic in its efforts to increase participation to females. Efforts for 2021 will include expansion of existing programs such as such as girl's fast pitch. The focus will continue to be expanding and maintaining existing program levels. Renovations were made at our Kasch Park facility to allow for youth baseball and fast pitch to be played. This has already resulted in an increase in tournament requests for both boys and girls.

In a recent article entitled "Report finds strides made in women's sports in past few years, but inequality remains" (ESPN.com Jan 15, 2020), Charlotte Gibson states that there is "improved access to sports opportunities for girls and women." She goes on to report that in 2017-18 girls high school participation reached an all time high for the 29th year in a row at 3,415,306 female athletes. This took a slight dip the following year at 3,402,733 female athletes. The 2016 Olympics also had a "historical and unprecedented number with 292 (U.S.) women in participation." While there have been more females participating in sports there are also less opportunities for them. This article states that in 2017-18 there were 62,236 fewer participation opportunities in NCAA sports for women than men.

We understand that the work done by Everett Parks and Facilities is critical in the development of young girls to succeed in sports and life. Our Department must continue to encourage young women to participate while doing our best to be as fair and equitable with both programs and facilities made available to female athletes.

VI. Goals, Objectives and Tactics Matrix

Policy goals, objectives and tactics previously utilized or currently planned are represented in Table 4 below.

Table 4

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2021 implementable tactics/actions
4.1	Operate and conduct community athletics/sports programs to expand and support gender equity participation	4.1.a	Offer ratio of community athletics/sports programs participation opportunities (e.g. registration slots in the aggregate) proportional to the gender makeup of the City	Effort continues	A recent girls fast pitch league was offered at our newly renovated Phil Johnson Ball Fields through USA Softball that drew in over 700 participants.	Continue efforts to expand existing girls programs such as girls fast pitch which have shown growth by adding an additional season.
		4.1.b	On an annual basis, discuss with third parties providing community athletics/sports programs at department facilities status of their athletics/sports programs related to administration of this policy	Effort continues	Third party providers are consulted annually. The policy is reviewed and emphasized with the community whenever possible. Tracked and logged dialogue with third party organizations. Staff have been working with both girls lacrosse and women's football to offer facility use.	Discussions with third party providers will continue a minimum of once each calendar year. All participating third party providers will receive access to the annual report for review.
4.2	Schedule community athletics/sports programs that provide equal access to facilities	4.2.a	Keep track of general participation levels of males and females by sport, sport season and facility	Effort continues	Information tracked and documented for 2020.	Ongoing effort will continue and be included in subsequent annual reports.

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2021 implementable tactics/actions
		4.2.b	As appropriate, develop additional facility capacity (e.g. scheduling, turf surface, and/or surface square footage) to ensure that equal access opportunities exist for community athletics/sports programs.	Effort continues	Will continue to assess all facilities available to the department including Everett School District facilities made available through the inter local agreement. Non-peak days at Cascade H.S. gymnasium and Evergreen M.S. gymnasium have been determined to be available on Sunday and other non-peak days and times.	Ongoing effort will continue and be included in subsequent annual reports. In 2020 the baseball fields at Phil Johnson were renovated and soccer fields were added to the outfield for overflow practices and games.
4.3	Undertake measures to encourage females to participate in community athletics/sports programs by providing additional opportunities for participation	4.3.a	Proactively seek to increase the number of female participants, coaches, referees and instructors in community athletics/sports programs.	Effort continues	Will continue to meet with community groups annually to encourage and support female participation whenever possible. USA Softball has a large participation rate and continues to want to maximize their use at Phil Johnson.	Continue dialogue with organization to identify areas of growth.
		4.3.b	Athletics' core business plan marketing section will specifically include advocacy and promotion strategies to be employed to increase opportunities for female participation.	Fully compliant	The use of social media to promote different programs of the City will also be used to attract female participants to the many athletics offerings.	The Department will continue to find new ways to include advocacy and promotion strategies to be employed to increase opportunities for female participation as listed in the Athletics' core business plan.

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2021 implementable tactics/actions
5.0	Variety of media will be used to publish and disseminate this policy. In some media, policy will be referenced with respect to its applicability and availability; in other media, the policy will be included in community athletics/sports programs information "packets."	5.1	Publications related to the departments and third party provided community athletics/sports programs will reference the policy.	Fully compliant	The Policy has been posted on the city of Everett Parks and Facilities website.	The Department will take advantage of additional opportunities, as appropriate.
		5.2	Applications for scheduled facility use will include the policy.	Fully Compliant	No tactics/actions necessary	No tactics/actions necessary
		5.3	Web site will include the policy.	Fully Compliant	No tactics/actions necessary	No tactics/actions necessary

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2021 implementable tactics/actions
6.0	Department's athletics staff will administer this policy. Policy administration will generally include several activities necessary to evaluate the policy's effectiveness and/or future potential policy revisions.	6.1	Implementation of this policy applies to the department as well as third parties providing community athletics/sports programs at department facilities.	Fully Compliant	Fully Compliant	Fully Compliant
6.2		6.2	Monitor community athletics/sports programs and facility accessibility and use for policy compliance. Will use a combination of quantitative and qualitative data (such as program opportunity slots and customer feedback) to help support its monitoring efforts.	Effort continues	Information was gathered and documented for the 2020 annual report.	Information will be gathered for the 2021 annual report.

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2021 implementable tactics/actions
6.3		6.3	Prepare a baseline evaluation of community athletics/sports programs within twelve months of policy adoption. Subsequent to the baseline evaluation the department will prepare an annual evaluation.	Effort continues	Will continue to compare previous year's annual reports.	Annual report will be completed using 2020 data.
6.4		6.4	Based on annual evaluation, the revisions may be recommended to help achieve the desired outcomes of this policy.	Fully compliant	Language was added into the Athletics Business Plan and a copy of the policy has been included as an attachment.	Revisions will be considered as necessary.
6.5		6.5	Prepare and make available to the public an annual report regarding outcomes of its policy administration.	Fully compliant	The report will be made available upon request.	Continue to monitor and ensure that the annual report will be available to the public and publicized on the City website and in all quarterly guides.

II. Grievances

No grievances have been filed at the time of the release of this report.

VIII. Summary

The City of Everett Parks and Facilities Department is committed to the principles, goals and strategies of the Policy and the actions indicated within this report. The annual report will be made available to the public for review to ensure good faith efforts continue to expand and support equal participation in community athletic programs and provide equal access to Department facilities that support such programs.