

Attachment A

City of Everett Community Athletics Programs Non-Discrimination | **2015 Annual Report**



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I. Executive Summary

The 2015 report shows similar participation and opportunity ratios as 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 2015 men's softball accounted for more than two thirds of all participation and opportunity slots in department sponsored programs. 2015 saw two new Parks programs. Girls' H.S. Flag Football started in the spring of 2015 and has solid participation. There were 25 girls that participated in this 5 week program that occurred on Sunday's. Staff received positive feedback and we are anticipating growth in 2016. Also in 2015, we offered a girls' fast pitch league in the fall of 2015. This 6 week program took place in September and October at Phil Johnson Ball Fields. There were a total of 6 teams with a total of 90 girls participating. This program was intended to attract the 12 year old select fast pitch teams in the area. The program received solid feedback as well and there are plans to expand offerings to Thursday evenings in 2016.

In 2015, we were unsuccessful in launching a coed ultimate Frisbee league but will continue to look at more "non-traditional" sports such as Ultimate Frisbee as a way to expand female participation. Individual fitness such as fitness classes, running, walking and cross training continue to be the most popular option for females.

Community third party organizations continue to offer equal opportunities consistent with the Community Athletics Programs Non-Discrimination Policy. The 2015 report shows a split of 50% male opportunities to 50% female opportunities. This is consistent with the gender make-up of the city of Everett.

No grievances were filed by the community in 2015.

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 2015. 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 2015 for programs offered by the Parks and Recreation Department or partnerships with organizations that offer programs in which there is an agreement. Parks and Recreation programs are defined as those programs administered directly by the Department. They are typically programs advertised within the parks guide, 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 2010. 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 Recreation 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.

2015 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	9	12	43/57	35	35	50/50	X		
Youth Swim League	27	30	47/53	29	29	50/50	X		
Adult Softball ²	2028	408	83/17	2680	736	78/22	X	X	X
NEW in 2015 Girls Fast Pitch	0	90	0/100	0	120	0/100		X	
NEW in 2015 Girls H.S. Flag Football	0	25	0/100	0	60	0/100		x	
Adult Flag Football	40	0	100/0	180	0	100/0			X
Everett Lacrosse	113	29	80/20	100	100	50/50			
Kickball	180	180	50/50	180	180	50/50	X		
Adult Basketball	432	0	100/0	640	640	50/50	X		
Adult Volleyball	72	72	50/50	72	72	50/50	X		
Joe Richer Golf	117	33	78/22	90	90	50/50		X	X
Total	3018	879	77/23	4006	2062	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.

PARKS SPONSORED PROGRAMS 2010-2015						
	City of Everett Actual Participants		% of male to female	Opportunity Slot		% of male to female
Year	Male	Female		Male	Female	
2010	2996	689	81/19	3381	1429	70/30
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

Table 2

2015 THIRD PARTY ORGANIZATION									
Sport	Third Party Actual Participants		% of male to female	Opportunity Slot		% of male to female	Type of League Offered		
	Male	Female		Male	Female		Coed	Female	Male
Adult Soccer	1620	443	79/21	2148	2148	50/50	X	X	X
Youth Soccer	3029	2295	57/43	3766	3766	50/50		X	X
Everett Rowing Program - Adults	93	98	49/51	160	160	50/50		X	X
Everett Rowing Program – Youth	129	128	50/50	220	220	50/50		X	X
Youth Baseball	510	0	100/0	735	0	100/0			X
Youth Fastpitch	0	220	0/100	0	735	0/100		X	
Youth Volleyball	0	40	0/100	120	120	50/50	X	X	
TOTAL THIRD PARTY-ORGANIZATIONS	5381	3224	63/37	7149	7149	50/50			
PARKS AND THIRD PARTY ORGANIZATION COMBINED TOTALS	8399	4103	67/33	11155	9211	55/45			

Table 3

V. Status and conclusion to date

In 2015 the department saw an increase in participation by 140 females as a direct result of new programs being offered. Girl's H.S. Flag Football and Girls Fast pitch leagues were two programs that were conducted by the department. Additionally, Everett Lacrosse expanded their organization to include girl's lacrosse.

Through additional promotion and marketing, the department will continue to be strategic in its efforts to increase participation to females. Efforts for 2016 will include expansion of existing programs such as girl's flag football and fast pitch. The focus will continue to be expanding and maintaining existing program levels.

Recent research conducted by Parks and Recreation Magazine (2014) included an article entitled "Sports: Its (Still) a MAN's World". The article indicated that only 34% of girls in all grade levels say sports are a big part of who they are. Furthermore, 61% of girls listed dancing as the most frequent physical activity they participated in; followed by swim/diving at 56%, basketball at 55% and jogging at 53%. Conversely, 71% of boys listed basketball, followed by football at 65% and soccer at 51% as their most frequent physical activity they participated in. The article concludes that while significant improvement has been made to close the equity gap in participation by females in sports, there are challenges to increase female participation.

The article states that the work done by Park and Recreation agencies is critical in the development of young girls to succeed in sports and life. Parks and Recreation agencies 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 2016 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	Implemented two new female leagues in 2015. Girls Fast pitch league and Girls H.S. Flag Football League. Both leagues saw solid participation but also could grow through expansion. 2015 included a new girls lacrosse league. The first season in 2015 included 2 teams. 2016 includes up to 4 teams projected for the league with room for growth.	Continue efforts to expand existing girls programs such as the Girls Fast pitch league and Girls H.S. Flag Football League. Continue to develop the adult basketball program to include women's basketball. Women's basketball has not garnered enough support locally to date.
		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 met with Snohomish County Adult Soccer Association to address challenges with reduced participation in the Women's Soccer Leagues. A free clinic was offered to assist SCASA with its efforts to increase female participation. These efforts will continue annually.	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.

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2016 implementable tactics/actions
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 2015.	Ongoing effort will continue and be included in subsequent annual reports.
		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 Lincoln Field at Everett H.S. and Everett Memorial Stadium 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. Will conduct programs at Lincoln Field at Everett H.S. and Everett Memorial Stadium for the girls' flag football program.
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. Through continued dialogue with Everett Lacrosse, 2015 saw a girls program started. There were two teams in 2015.	Continue dialogue with organization to identify areas of growth. Everett Lacrosse is expecting growth in girls Lacrosse and anticipate expanding from 2 teams to 4 teams in 2016.
		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	All seasonal program guides contained at least one photo of female athletes. There were a total of 8 photos of female athletes combined in all 4 guides for 2015. Included revamped flyer/registration forms to promote girls flag football and girls fast pitch	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 2016 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 Recreation 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 2016 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 2015 annual report.	Information will be gathered for the 2016 annual report.

Goal	Goal Description	Obj. Number	Objective Description	Status	Describe previous tactics/actions/status completed to date to meet goal	Describe 2016 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 2015 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 Recreation 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.