



## GENDER EQUITY – FAIR PLAY IN COMMUNITY SPORTS

DIVISIONS: All

ORIGINATION DATE: 02/16/22

### PURPOSE

The Parks and Community Services Department is committed to non-discrimination and inclusivity that extends to youth competitive sports programming. The City strives to ensure compliance with *AB 2404 – Fair Play in Community Sports Act* so that there is no discrimination against any person on the basis of sex or gender in the operation, conduct, or administration of competitive youth sport programs, or in the allocation of parks and recreation facilities and resources that support or enable these programs. Pursuant to the City's Co-sponsorship policy for the use of City facilities, services and programs must be open to all without regard to any legally protected status including, but not limited to, sex or gender. Furthermore, City-operated youth sports are open to all, regardless of the sex or gender of the prospective participants.

The City's goal is to achieve gender equity in competitive youth sports programs that are conducted on City-owned land and in City owned/operated facilities, and to ensure equitable opportunities for all youth to participate in competitive sports programs that meet their interests and capabilities. The City's goal is to maintain gender equity in competitive youth sport programs that are conducted on City-owned land and in City owned/operated facilities, and to ensure equitable opportunities for all youth to participate in competitive sports programs that meet their interests and capabilities. Furthermore, City-operated youth sports are open to all, regardless of the sex or gender of the prospective participants. The City supports any transgender, non-binary or otherwise gender-expansive child to participate in any sports teams that are consistent with their gender identity and not sex assigned at birth.

This policy and procedure is intended to:

- Ensure equitable gender representation in competitive youth sports programs by encouraging and providing varied opportunities to participate in competitive sports.
- Ensure regular collection and monitoring of participation data to assist the City in defining future priorities for program expansion and facility development.
- Ensure information resulting from annual data collection addresses under-representation of genders in competitive youth sports programs.
- Ensure the City is equitable in its distribution of resources for competitive youth sports programs.

### OPERATING PROCEDURE

The City will ensure gender equity with respect to the following factors applied to youth competitive sports programs run or facilitated by the City, as detailed in AB 2404/Cal. Gov. Code § 53080, and will provide information on steps taken to assess and ensure gender equity to the extent applicable in Davis:

1. The provision of moneys, equipment, and supplies
2. Scheduling of games and practice times
3. Opportunity to receive coaching
4. Assignment and compensation of coaches
5. Access to lands and areas accessed through permitting, leasing, or other land use arrangements, or otherwise accessed through a city, a county, a city and county, or a special district
6. Selection of the season for a sport
7. Location of games and practices
8. Locker rooms
9. Practice and competitive facilities
10. Publicity
11. Officiating by umpires, referees, or judges who have met training certification standards

As a means to ensuring gender equity, the City will conduct the following measures related to participation in competitive youth sports programs, including but not limited to the following:

1. The City will collect seasonal data (February, June and October) relating to the gender of participants, from competitive youth organizations run or hosted by the City as a part of the approved facility use allocation process for facilities, fields, and aquatics. The requirement to provide such data will be incorporated in the City's Co-sponsorship Agreements and facility rental applications with any competitive youth sports organization.
2. The City will conduct an annual citywide survey each fall (September) to assess competitive youth sports program participation and interests, including, but not limited to, new and emerging sports. Those surveyed should include, but not be limited to, girls, those who identify as female, their families, athletic directors, coaches, and the leadership of girls' teams, leagues, and divisions. The City will endeavor to add competitive youth sports opportunities for girls and those identifying as female so as to accommodate their interests and meet the requirements of AB 2404 regarding participation opportunities.
3. The City will provide annual training resources regarding AB 2404 for the City's various competitive youth sports organizations that are involved in the management of operating, conducting, and/or administering competitive youth sports programs. The Parks and Community Services Department will provide the organizational leadership training resources/links that will satisfy the training requirement on an annual basis (generally each February). The City will annually obtain signatures from the third-party youth competitive sports provider staff using City facilities attesting that the City has provided them with these training materials. It is the competitive youth sports organization's responsibility to ensure that the training is provided and completed on an annual basis for all personnel and volunteers involved in the delivery of the organization's youth sports programs.

4. The City will conduct biannual training regarding AB 2404 for the City's Parks and Community Services Department staff with job responsibilities that involve management of operating, conducting, and/or administrating community youth sports programs, or the allocation of parks and recreational facilities or resources that support competitive youth sports organizations. This training will typically be held in March, with completed sign-in sheets to evidence the training's occurrence and attendance.

Additional procedures for addressing gender equitable opportunities and ensuring a climate of anti-discrimination in competitive youth sports programs are also identified and stated in the associated Gender Equity Grievance Policy and Procedure, and the Gender Equity Notification Policy and Procedure.

### **RESPONSIBILITY**

The Parks and Community Services Director or his/her designee has the responsibility for maintenance and administration of this policy and procedure. Department Managers, Supervisors, and Program Coordinators are responsible to ensure departmental compliance with this policy.

Approved On:            May 18, 2022 by the Recreation & Park Commission  
                                  June 28, 2022 by the City of Davis City Council



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Dale Sumersille, Parks and Community Services Director

Revisions: