

USA Climbing Board of Directors Meeting
Wednesday, July 17, 2024
4:00 p.m. | Virtual via Zoom



Board Members in Attendance:

Kate Felsen Di Pietro, Chair
Meagan Martin, Vice Chair
Trace Harris, Treasurer
Kyra Condie, Athlete

Jesse Grupper, Athlete
Laura Domoto
Deana Labriola
Connie Lightner

Jason Pill
Steve Struthers

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
Lisa Valiant, Chief of Staff | Secretary
Caitlin Curry, Finance & Administration Director
John Muse, VP of Sport

Zack DiCristino
Avery Cook, Nominating Committee Chair
Patti Rube, USA Climbing Foundation Chair
Steve Brown, Owner's Representative

All attendance virtual

- I. The meeting was called to order at 4:03 PM MDT.
- II. Board Business
 - a. *On motions duly made and seconded, the June 26, 2024 Board meeting minutes were approved, noting one abstention for non-attendance at the meeting.*
 - b. The board agreed to reschedule the August 28 meeting to September 11. An single-topic ad hoc meeting is tentative for August 21 to appoint new board directors.
- III. **Nominating Committee.** Nominating Committee Chair, Avery Cook, reported the unanimous recommendation of Bret Johnston to the USA Climbing Board of Directors as a gym owner/operator. Avery reviewed the process and rationale for selecting the recommended candidate. Status of the two remaining open seats was also provided, including the desired skillsets and the carryover of candidates from the gym owner candidate pool. Discussion ensued.

On motions duly made and seconded, the Board unanimously approved Bret Johnston to the USA Climbing Board of Directors with an initial full term ending December 2026, pending completion of compliance items.
- IV. **Governance Committee.** Steve Struthers reviewed updates to the draft Board Gifts & Entertainment Policy following board member feedback since the last meeting.

On motions duly made and seconded, the Board unanimously approved the USA Climbing Board Gifts & Entertainment Policy as submitted (version v2), the President & CEO Succession Planning Policy with revised wording to "is strongly encouraged to seek input", the Chairperson Duties Policy as proposed, and the update to the Director Responsibilities Policy as proposed.

- V. **Strategic Planning Task Force.** Steve Struthers reported on the task force's progress to date, including initial listening sessions and upcoming community engagement opportunities.
- VI. **Transgender Athlete Participation Policy.** The status of the Transgender Athlete Participation (TAP) Policy revision process was reviewed, and the Board provided direction on several items, as follows.
- a. *On motions duly made and seconded, the Board unanimously approved a revision of the TAP Policy grievance procedures to include the suggested language that the minimum number of people necessary to consider the grievance shall receive the information related to the grievance and will strive to keep all information, including results, confidential and in accordance with the policy.*
 - b. *On motions duly made and seconded, the Board unanimously approved a revision to the TAP Policy in the matter of the hormone testing schedule that the athlete must meet then-current IFSC policy. Implementation of IFSC policy as of July 17, 2024 requires that trans female athletes "demonstrate" a Total Testosterone Level In Serum less than 10nmol/L for at least 12 months prior to first competition, the Board of Directors votes that trans female athletes who aim to be eligible for the U.S. Team and compete at international IFSC competitions shall:*
 - i. *Submit medical certification letters that verify that they have met USAC (revised) TAP Policy requirements 12 months prior to the relevant National Championship (with a 3-4 week window since exact dates are not provided).*
 - ii. *Submit a second medical certification that shows they have been in compliance six months after the certification letter submitted under item (i), with a 1-2 week window.*
 - c. *On motions duly made and seconded, the Board unanimously approved a revision to the TAP Policy affirming that when renewing annual memberships or registering for regionals, divisionals, or nationals, athletes should be required to declare that:*
 - i. *they meet all USADA/WADA, IFSC, and USAC policies and requirements to be eligible for the U.S. Team and that they wish to be considered for this designation; OR,*
 - ii. *they do not wish to be considered for the U.S. team or do not meet all U.S. eligibility criteria.*

At all phases of U.S. competitions, all athletes selecting option (ii) above should be handled according to USAC's non-team-eligible policy.
 - d. *On motions duly made and seconded, the Board unanimously approved a revision to the TAP Policy regarding USAC-sanctioned competitions, affirming that:*
 - i. *During competitions, neither asterisks (*) nor any other indicators should be placed next to the name of any non-team-eligible athlete.*

- ii. *The appropriate number of additional athletes should be advanced at each level without identifying the individuals responsible for the extra quota.*
- iii. *The number of people privy to information about which competitors are ineligible should be limited as much as possible, preferably to the Regional Coordinator, Divisional Coordinator, and Head Judging Officials to protect privacy.*
- e. *On motions duly made and seconded, the Board unanimously approved that the revised TAP Policy should clearly state how confidential information regarding transgender, nonbinary, and intersex (TNBI) individuals is protected and maintained, including who has access to this information.*

VII. National Training Center.

- a. Marc Norman reported that the Salt Lake City Redevelopment Agency Board approved the USA Climbing term sheet for the Station Center property. The project's impact on Salt Lake City and next steps were discussed. The board congratulated Staff on this milestone.

On motions duly made and seconded, the Board unanimously approved the CEO to advance the Exclusive Negotiation Agreement with the Salt Lake City Redevelopment Agency for ultimate approval by the Board; the CEO will provide periodic updates to the Board.

- a. An update was provided to the Board regarding initial discussions with potential gym partners, Momentum and Touchstone.
- b. Next steps for Board actions related to the National Training Center were reviewed, including the need to advance architectural schematics.

On motions duly made and seconded, the Board approved moving forward with architecture Phase 2, noting one dissent.

VIII. Financial Update. An update was provided on Olympic package budget risks and mitigating factors.

IX. *On motions duly made and seconded, the Board moved to closed session.*

X. The meeting adjourned at 7:51 PM MDT.