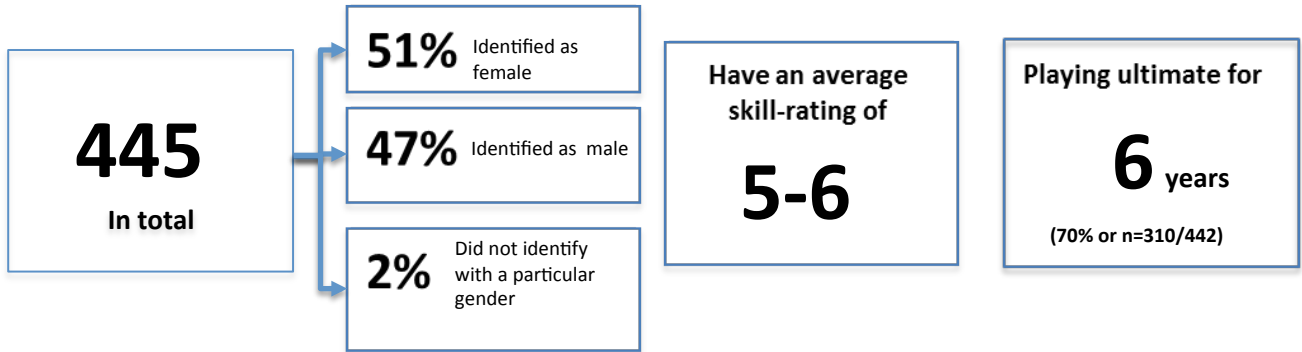
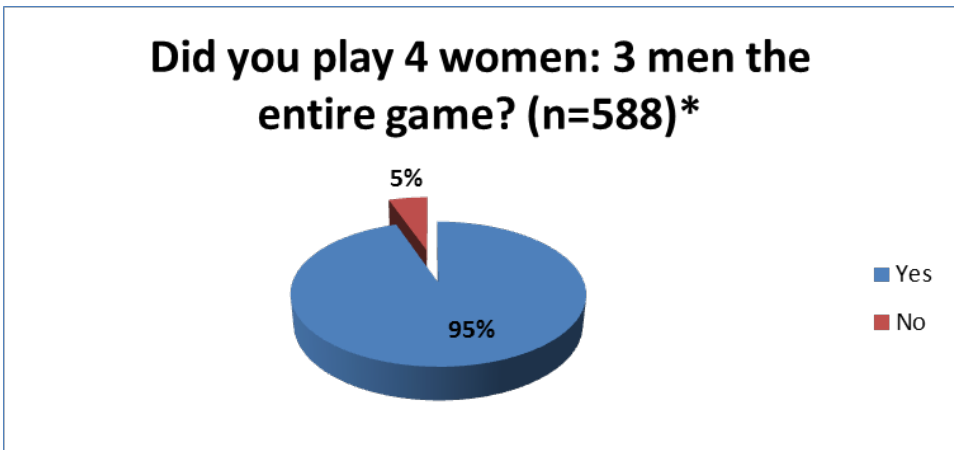


PICK IT UP!: SURVEY RESULTS

RESPONDENTS BE LIKE...



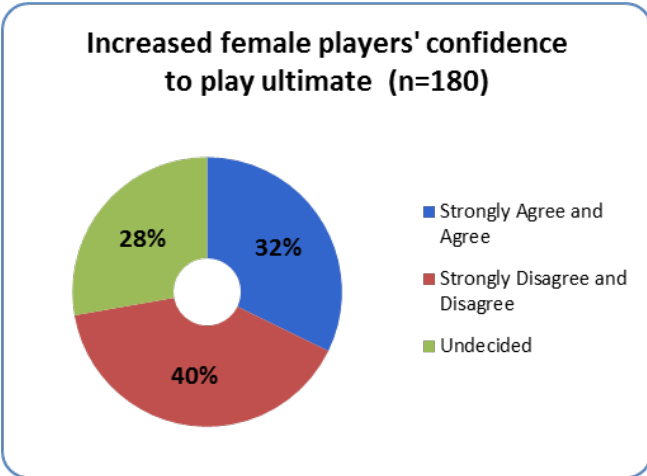
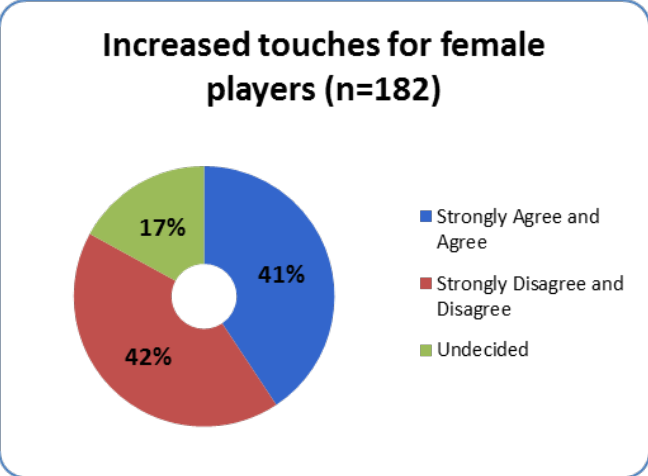
THE 4 WOMEN: 3 MEN RATIO BE USED LIKE...



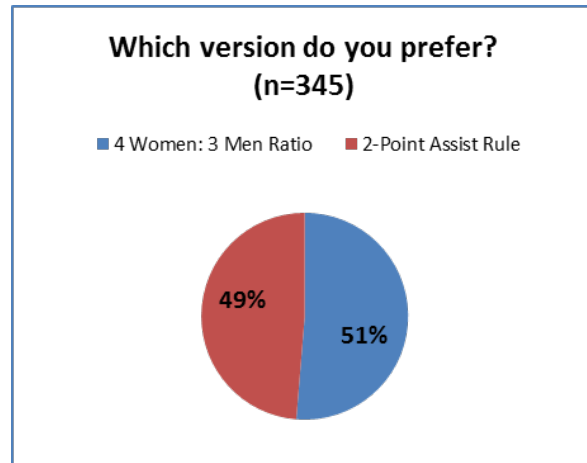
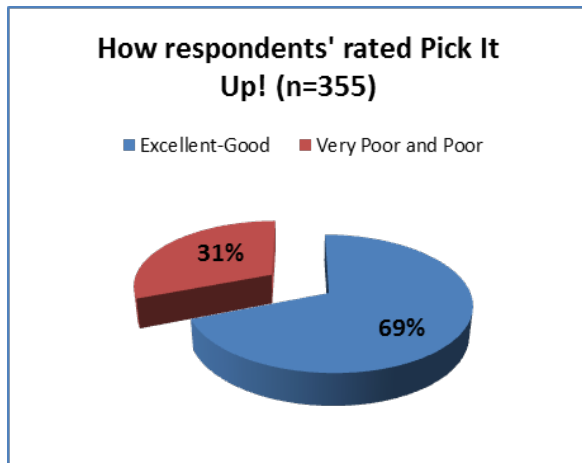
Nearly every respondent stated that their team play 4 women: 3 men for the entire game.

*Some respondents play on multiple teams and answered the survey for each team causing the total number of responses to be higher than the sample size.

THE IMPACTS OF PICK IT UP! BE TEETERING LIKE A TOTTER

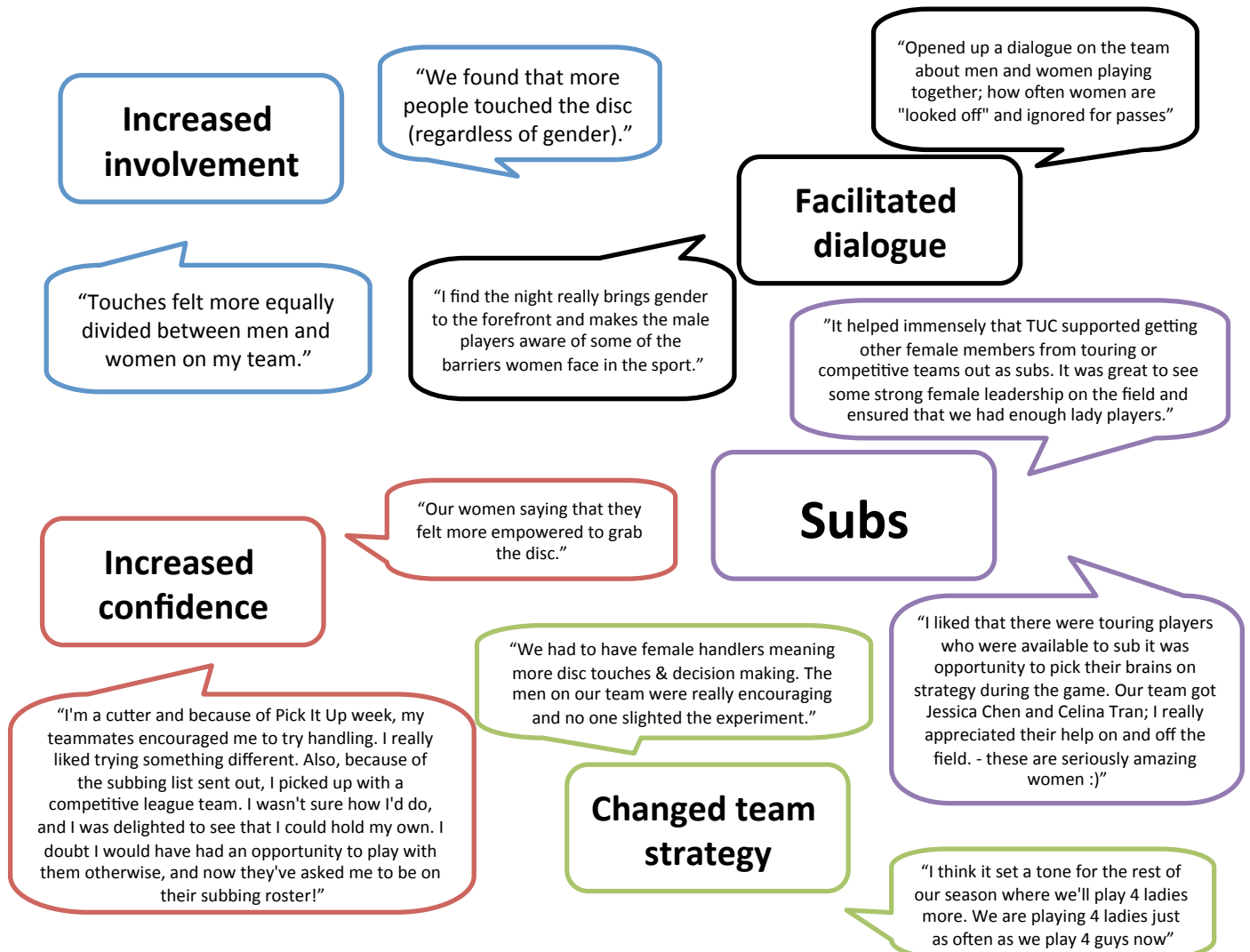


RESPONDENTS BE FEELING PICK IT UP! LIKE...



Two-thirds of respondents highly-rated this years version of Pick It Up! but only half of respondents preferred it over last year's version.

WHAT RESPONDENTS LIKED ABOUT PICK IT UP!



WHAT RESPONDENTS DIDN'T LIKE ABOUT PICK IT UP!



RESPONDENTS' IDEAS ON HOW TO IMPROVE IT FOR NEXT YEAR

Only women can pull the disc	Stagger it over a few weeks (ie. Monday League for Week 1, Tuesday League for Week 2).	Include directed interventions for teams that are noted for excluding women
Only women can pick up the disc on a turnover	Use a 3:3 ratio	Have a comp-specific intervention
Have it more often (e.g. twice, once a month)	Have more clinics	Only women can throw and catch for points

SUMMARY

Feedback from the feedback survey indicates that Pick It Up! was well received by most TUC members. The success of the initiative however, was mixed, with only some teams experiencing higher involvement and engagement with their female players. The key factors that appear to have influenced people's experiences are: their team's ability to find subs and level of involvement of female players before PIU, and the type of support players received from their teammates. Generally, teams that equate playing time and meaningful participation amongst their teammates had more positive experiences during Pick It Up! week. Overall, PIU Week appears to have been a success, and the suggestions the Women's Committee received from participants will help us improve next year's initiative. If you have any questions or concerns about PIU, or anything else ulti-related, please email us at womens@tuc.org.

PICK IT UP! Q&A

While we were looking through the results from the Pick It Up! survey, we noticed that some people were asking questions (ex. “Why didn’t you do this?”) or made an assertion that required us to provide context. Since we believe in and promote transparency and accountability, we decided to provide an explanation where it was possible. If you require further clarification or have additional questions, please email the Women’s Committee at womens@tuc.org.

<p>1. Pick It Up! isn’t going to solve gender inequity and inequality in TUC.</p>	<p>No, and it isn’t designed to. As we stated in the survey, PIU is an initiative that seeks to encourage active and meaningful engagement of female players. Solving gender inequity and inequalities requires multiple and diverse interventions to be implemented at personal, community, provincial, national, and global levels. We do however, hope that PIU can play a small part in helping to reduce them.</p>
<p>2. Women on my team are involved just much as the men are.</p>	<p>That’s great! Hopefully you’re providing inspiration to other teams! And since you’re doing so well, we’d suggest having a conversation with all of your teammates to see if everyone shares this perspective. At times, female players only receive dump passes or a pass when they sit in the end zone. While this makes sure that female players are involved, the involvement may not be meaningful. In other cases, a few female players may be actively involved (eg. pulling the disc, main handler, etc.) but other female teammates might not be. In both cases, it’s important to hear from everyone on your team to see if they have the level of involvement that they wish to have. Doing so may improve team chemistry and raise the skill level of every player.</p>
<p>3. I didn’t know about PIU, there wasn’t any communication about the initiative.</p>	<p>There was a lot of communication about PIU, there was 5-10 minute presentation at the Captain’s meeting before the season and TUC sent out several emails reminding captains and players.</p>
<p>4. I contacted the women’s committee about getting subs and you didn’t follow through.</p>	<p>You’re right and we’re sorry that happened. This was a new initiative and we didn’t expect such a high number of responses to occur a week before the initiative. We simply missed your email but we’re already making plans to improve things for next year.</p>
<p>5. You should just run clinics instead.</p>	<p>The women’s committee did run clinics before PIU. While we agree that clinics are an important part to helping developing players to enhance their skills, creating a supportive team environment where they can implement their skills is also critical for the development process.</p>
<p>6. You should make it so that only women can handle, pick up the disc, and pull.</p>	<p>We considered implementing those rules but decided against it because we believe that women have the right to make their own decisions. A women’s autonomy is something we want to protect rather than take away.</p>
<p>7. Pick It Up! isn’t reaching the guys that it needs to, the guys who rarely throw to women in games.</p>	<p>We agree. We wish it was different but we can only do so much without implementing a direct intervention with these players/teams. If you feel safe, we encourage you to speak up to the teammates. If you are on the opposing team, we encourage you to open a dialogue with the opposing captains, give the opposing team a low rating for inclusivity in their spirit score, and lodge an incident report with TUC when submitting scores. Things are more likely to happen when people speak up!</p>