

WFTDA Townhall

Overview

WFTDA acknowledges the policy gaps in their code of conduct. They are looking to create new procedures and examining the grievance process. WFTDA recognizes the need for a cultural change at all levels which includes:

- Creating a better system of incident reporting
- WFTDA is asking leagues to recommit to a stronger code of conduct
- WFTDA is working with MRDA and JRDA to create stronger policies across the organizations

WFTDA Actions and Accountability

Existing Support Systems:

- Online learning platform
- WFTDA education programs manager hired in 2017
- Diversity & inclusion, advocacy committees (e.g. ASL/Disability resources)

Action Steps:

- Build and launch materials to support anti-abuse. Anti-harassment, and anti-discrimination
- Targeted for local policy, process, and self-evaluation
- Webinars on specific topics, legal questions, etc.

WFTDA Bylaw Amendments

Points to consider

- Bylaws set the terms of membership
- Do WFTDA bylaws support or fight systems oppression?
- The gaps in WFTDA's bylaws are obvious to victims and marginalized groups
- Membership at large is becoming more aware

Bylaws amendment proposal

- Add anti-abuse, anti-harassment, and anti-discrimination
- Add requirement for local grievance process
- Goal is building accountability on an organizational and local level
 - Trying to figure out how to support people if their leagues do not

WFTDA Code of Conduct Timeline

- Add anti-abuse, anti-harassment, and anti-discrimination
 - March 2018 - Initial member feedback phase completed
 - April 2018 - First draft completed by D&I, Board, Staff
 - April 2018 - Draft shared with membership
 - May 12 2018 - Request for ratification at the WFTDA Annual Meeting
 - New Tournament CoC effective for 2018 Continental Cups & Playoffs
- **Add annual CoC renewal/signature for all WFTDA people**

- Local leagues are encouraged to adopt the WFTDA Tournament CoC for their own events to prevent duplication

WFTDA Partnerships and Collaborations

- **2017-2018 UN Women**
 - “We Believe” campaign
 - Community-based sports program to build leadership skills and confidence in Rio de Janeiro, Brazil
- **2018: Athlete Ally (U.S.)**
 - Mission to “end the rampant homophobia and transphobia in sport and to activate the athletic community to exercise their leadership to champion LGBTQ equality”

Memorandum of Understanding (MOUs)

National Governing Bodies with whom WFTDA have MOUs

- Completed: RD Deutschland, RD Finland
- Pending: Swedish, FFRDS, USA RD, Mexico, UK

Other Governing

- **JRDA**
- **MRDA** (currently expired but in the process of renewal)

JRDA Actions and Accountability

JRDA structures include:

- CoC applicable to all leagues
- Regional coordinator system of checks and balances
- Background checks for adults

Future plans:

- Cross-org process:
 - Protecting the community from abusers
- WFTDA MOU
 - Emphasis on CoC development and cross-org process

MRDA Actions and Accountability (Lumberjerk)

Current Projects

- Revising our CoC to reflect cross-organizational measures with WFTDA/JRDA
- Updating MOU with WFTDA
- Establishing a system of vetting for grievance committee members to ensure qualified individuals are hearing grievances

Future Projects

- Establishing inclusivity committee
- Developing MOU with JRDA
- Creating and staffing a Human Resources position to assist member leagues
- Continue to collaborate with WFTDA/JRDA to better serve the roller derby community

MRDA is open to hearing grievances from the community regarding the “23 skaters” moving forward and input from the community about how to move forward.

MRDA is discussing what impact forfeiting games will have on rankings. They have not reached a decision yet.

WFTDA, JRDA, and MRDA are working together because:

- All three organizations have been called in for failing to address issues of abuse, harassment and discrimination
- Vulnerable or marginalized groups exist within all of our organizations
- Victims and survivors of abuse, harassment, and discrimination exist within all of our organizations
- Athletes and/or volunteers may move from one organization to another
- Junior athletes and officials are the future of our sport. They deserve better from us.

JRDA has the most comprehensive CoC including individual bans for egregious behaviour. WFTDA and MRDA feel less safe to JRDA, as junior athletes have fewer protections against abuse and/or harassment in the adult orgs

JRDA receive frequent comments from junior skaters who would not feel safe and supported in WFTDA or MRDA and choose to quit derby.

WFTDA, JRDA & MRDA Partnership Action Items

- Re-evaluation of CoCs
- Considering adopting a single CoC for all 3 orgs
- Amend the WFTDA CoC to include specific anti-abuse, anti-harassment, and anti-discrimination provisions
- Anti-bullying collaboration with JRDA and United We Skate
- All 3 orgs hosting an Anti-Bullying Town Hall later in 2018
- Open communication between WFTDA, JRDA & MRDA on individuals suspended, dismissed, or banned for egregious behaviour to address issue with individuals “hiding” in other orgs
- Form an interorganizational grievance panel to review cases where more than one org is involved and/or impacted
- Proposed panel comprised of grievance chairs from all three orgs
- Consideration of revisiting closed grievance cases regarding abuse, discrimination, and/or harassment
- Previous grievance policies and/or processes were simply not designed to support survivors
- As such, some abusers and harassers remain active in the roller derby community
- What is the right thing to do? How do we safeguard our members?
 - Still in the discussion phase

Conduct at after parties and at accommodations are likely to be covered by the updated CoC JRDA does have a section that states what is covered by its CoC and after parties are covered by their CoC and JRDA members are expected to model appropriate behaviour at these events.

The take home message: This is everyone’s responsibility. Change is dependent on all members and all leagues taking action. It is not adequate to say “I don’t participate in that kind of behaviour” For survivors, “we believe you and we are going to better by you”

Coming soon

- WFTDA Member League Webinar on Harassment and Ethics
- WFTDA Town Hall on Marginalization in Roller Derby

Contact

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