

November 14, 2022

To the Austin Ultimate Board Members,

As women's and non-binary ultimate players in the Austin area, the University of Texas at Austin's WNB Ultimate Club (including our sibling teams, Melee and Mayhem) does not support your decision to partner with Austin Sol over TUSC365 to run the Youth Spring League (YSL).

Since Austin Sol is a franchise of the AUDL, which centers around men's playing opportunities, we are concerned about the accessibility and inclusivity for young girls, non-binary, and other gender-diverse players. In their proposal, they cited that they would combat these issues by targeting our teams to supply their league with coaches. Had we been consulted about this proposal, we would have expressed our opposition, as many of our programs current members and alumni are affiliated with TUSC365 as former players and coaches who endorse Colleen Kepner's leadership, representation, and support for WNB players in Austin.

In response to others stating similar concerns for inclusivity of WNB players, you stated, "It is a top priority for both AU and Sol to foster an environment where all players feel that they are not only safe but fully welcomed and uplifted. Equity and inclusivity have always been priorities of AU and will remain key elements of any activity or event we are involved in." If AU will not repeal its partnership decision, we request that Austin Sol:

1. Communicates an actionable plan to promote equity, as there does not seem to be one other than recruiting our players to coach.
2. Implements an accountability framework or policy to ensure that they follow through on their stated commitment to equity.
3. Explicitly states that non-binary, transgender, and other gender-diverse players' ability to play in YSL is protected, as they are often ousted from youth sports in Texas.

You also cited the financial accessibility in Austin Sol's RFP to be a primary reason for choosing to partner with them. However, we believe that the TUSC365 scale, which slides down to \$0, offers the same inclusivity. Our organization is aware of the obstacles in providing sustainable financial assistance and is concerned about the Austin Sol's ability to sustain financial assistance to the players based on the lack of specificity and data-supported rationale that is absent in their proposal but clear in that of TUSC365. Given the ambiguity of the benefit of choosing Austin Sol's proposed financial model as an alternative, we believe that Colleen's decades of expertise, positive impact, and proven competence makes her the more qualified partner.

As organizers ourselves, we sincerely understand the difficult position that you are in and scrutiny that you are under. Our program would like to express gratitude toward the volunteers who have spent countless hours deliberating this matter. Thank you for your time and effort to make our community better and considering our voice in what we believe is the best way to do that.

Sincerely,

Players and Coaches of Melee and Mayhem

The University of Texas at Austin's Women's and Non-Binary Ultimate Teams.