



# RATIO O TOWN HALL

FEBRUARY 2020



# GROUND RULES

Listen respectfully,  
without interrupting.

Listen actively and  
with an ear to  
understanding  
others' views. (*Don't  
just think about how  
you want to respond.*)

Allow everyone the  
chance to speak.

We are all  
on Team  
OCUA

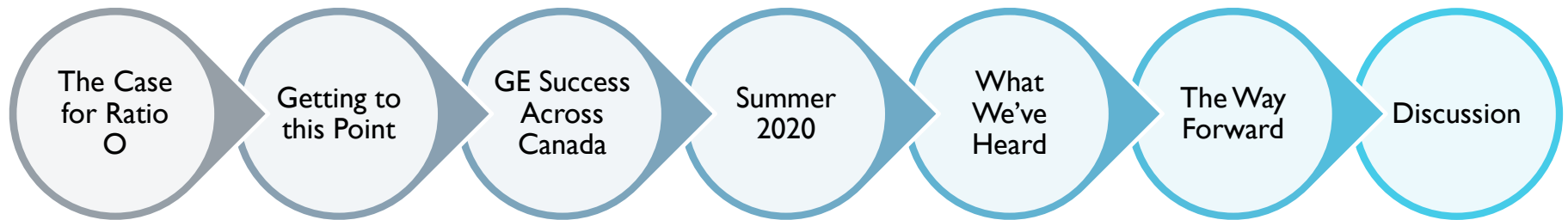
Criticize ideas, not  
individuals.

Avoid blame,  
speculation, and  
inflammatory  
language.

Commit to learning,  
not debating.  
Comment in order to  
share information,  
not to persuade.



# AGENDA





# OVERVIEW OF RATIO ○

# THE CASE FOR RATIO O



- u30 Demographics
- 6v6 Success
- Growth of women's only programs (Solstice, Nebula, Lowercase/Rosie, Agwata, Stella, Luna; Domes & Drinks)
- 4:3 ironwoman woes



# FALL PILOTS



- Thursday sold out; Wednesday grew (largest Wednesday League on record)
- Overall satisfaction similar to non-pilot nights
- u35 cadre significantly more satisfied with pilot nights
- From surveys, 3 new women explicitly played due to GE ratios (48 teams)



# WOMEN IN CO-ED SPORTS

We have enough women to form rosters but **women are less likely to come to games or sub in male-dominated leagues**

**Balanced gender ratios is a viable solution to recruitment and retention issues in our mixed leagues**





# BY THE NUMBERS



# OUR DEMOGRAPHICS



u30 gender balance

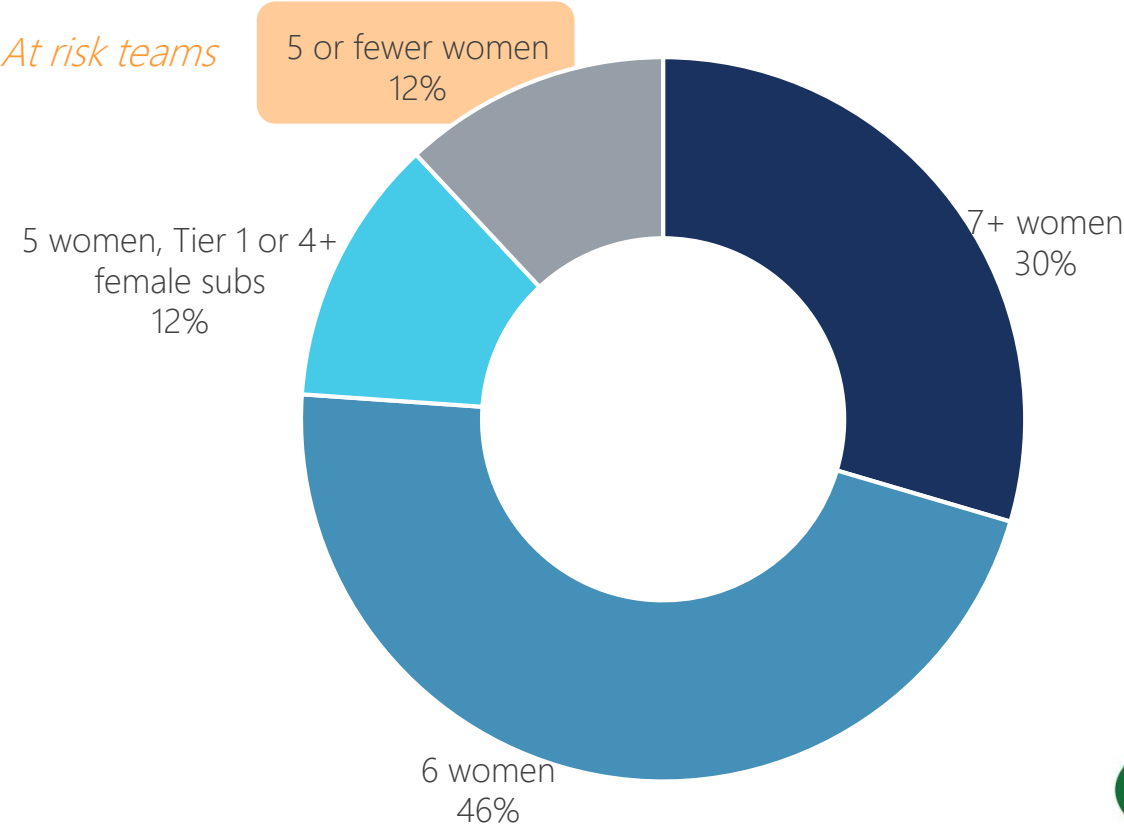


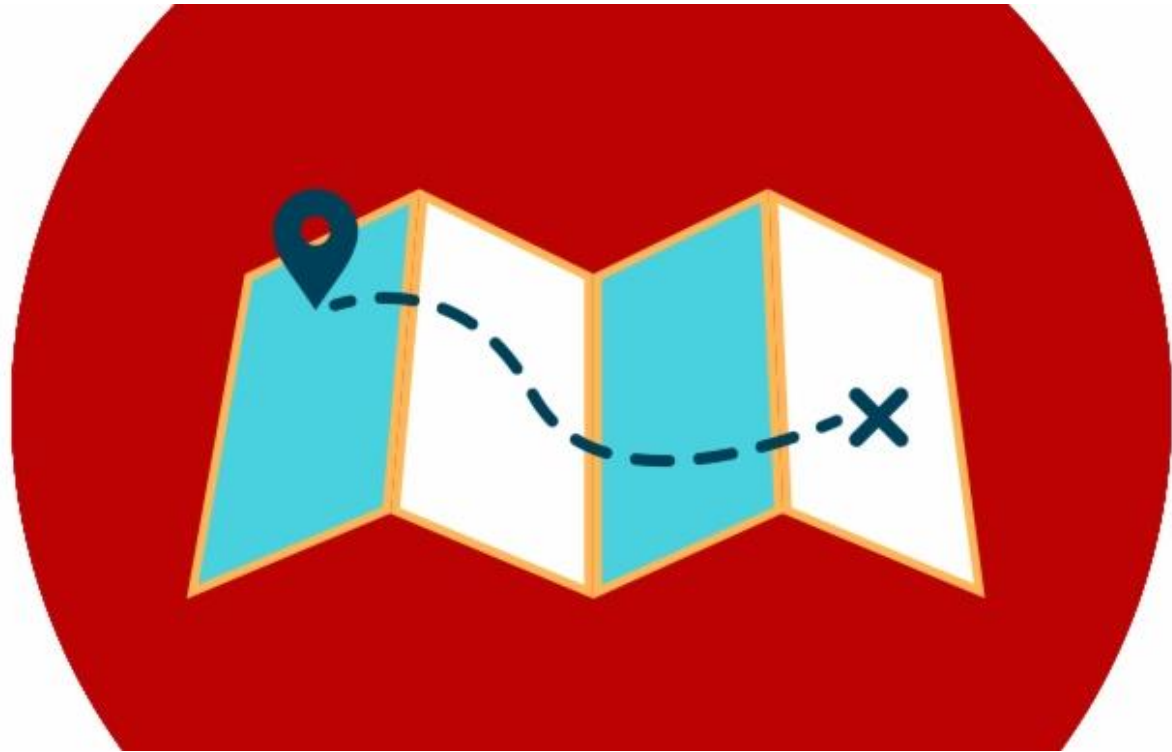
Slight over-representation of women on rosters



# BREAKDOWN OF TEAM DEMOGRAPHICS

## 2019 Summer 7v7 Teams





GETTING TO THIS POINT

**•2016  
Summer**

•OCUA introduces introductory social leagues, which are primarily targeted at younger athletes who are newer to the sport, that all use a gender ratio of 3:2

**2018  
Summer**

•OCUA introduces the Monday 3:3 social league for summer league in addition to our 4:3 leagues – we believe this is a huge driver of our success in achieving balanced gender demographics amongst our young adult members (women represent approximately half our adult members under the age of 30)

**2018  
Winter**

•OCUA launches its first-ever gender equity indoor league, running our flagship Parity League as 3:3

AGM announcing pilots & GE for Summer 2020

**2019  
Summer**

•OCUA implements a requirement for teams to have both a man and woman captain to help create space for women as on-field leaders

**2019  
Summer**

•OCUA implements Ratio A at MGM and No Borders tournaments, which provided women with equal on-field representation for the first time ever at OCUA-hosted tournaments

**2019 Fall**

•OCUA pilots two different gender ratios that increase women's on-field representation – Ratio A and Ratio B.





GE SUCCESS ACROSS CANADA

# WODS



HUC



**HAMILTON  
ULTIMATE CLUB**

**2020 SUMMER LEAGUE  
REGISTRATION**

**MARCH 1ST**

*New USAU rules apply  
Ratio rule 'A' in effect*

*Teams must meet the following  
minimum requirements:*

- 12 total players*
- 7 womxn roster spots filled*
- 1 womxn captain*
- 1 designated spirit captain*



# TOURNAMENTS







SUMMER 2020

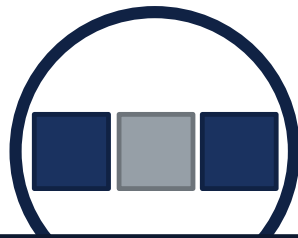
# OPTIONS ANALYSIS



## Dual Leagues

Run a Ratio O league and a 4:3 league every night of the week.

- Risk to parity of games
- 6v6 league has been hindered by this



## Different League Nights

Roll out Ratio O to only select nights of the week

- Arbitrary selection of nights
- Does not address recruitment & retention issues for those nights of the week – likely to exacerbate them



## Team Preference

Teams could indicate whether they want to play Ratio O and coordinators could create match ups accordingly

- Administrative burden
- Tension between teams
- Hard to manage roster



## Off Weeks

Those weeks that are hardest to find subs could revert back to 4:3 (e.g. Nationals week, long weekends)

- Already an option through captain's clause



## Bing Bang

One big roll out

- Biggest change for league members





# WHAT WE'VE HEARD

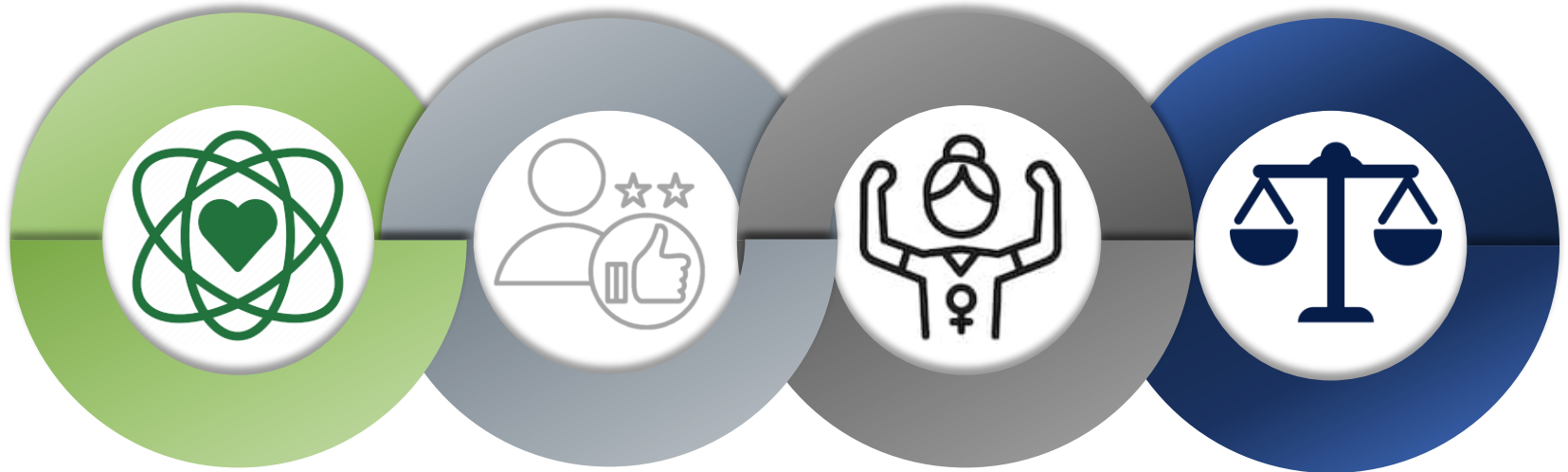
# DIVISIVE ISSUE



# WHY PEOPLE LIKE IT

Better experience  
for women

Preferable to  
3:3



Alignment to  
values

Message about  
women's worth



# PRIMARY CONCERNS



Timeline



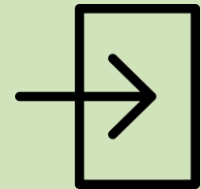
Finding  
Women



Burden on  
Existing  
Women

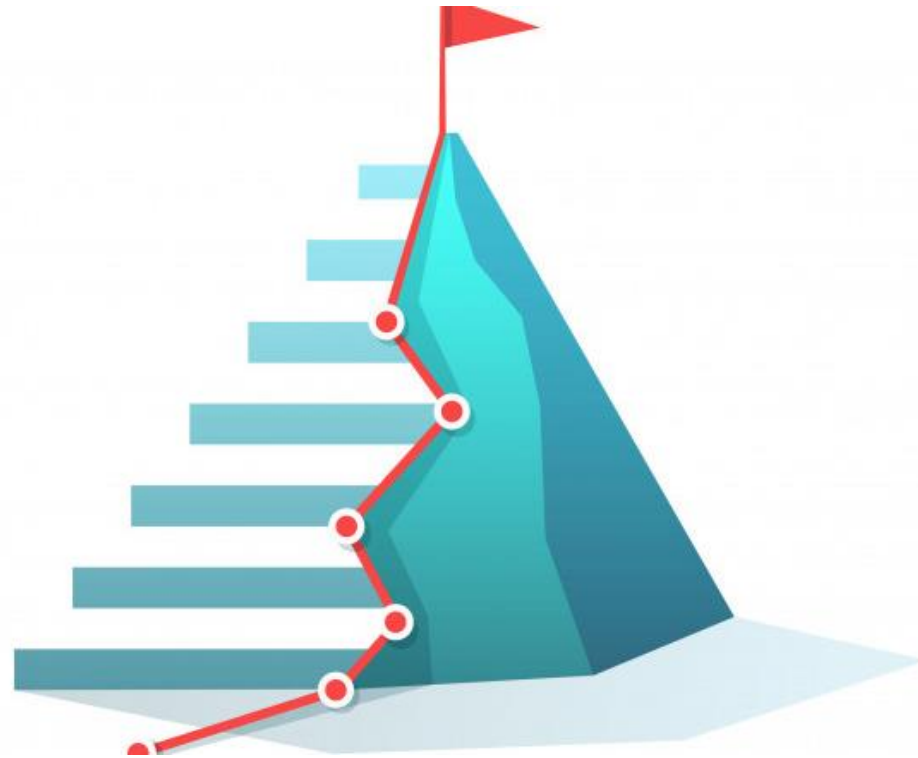


Displacement  
of Men



Folding  
Teams





THE WAY FORWARD

# WHERE WE ARE AT

OCUA is committed to its implementation of Ratio O for Summer 2020 7v7 leagues



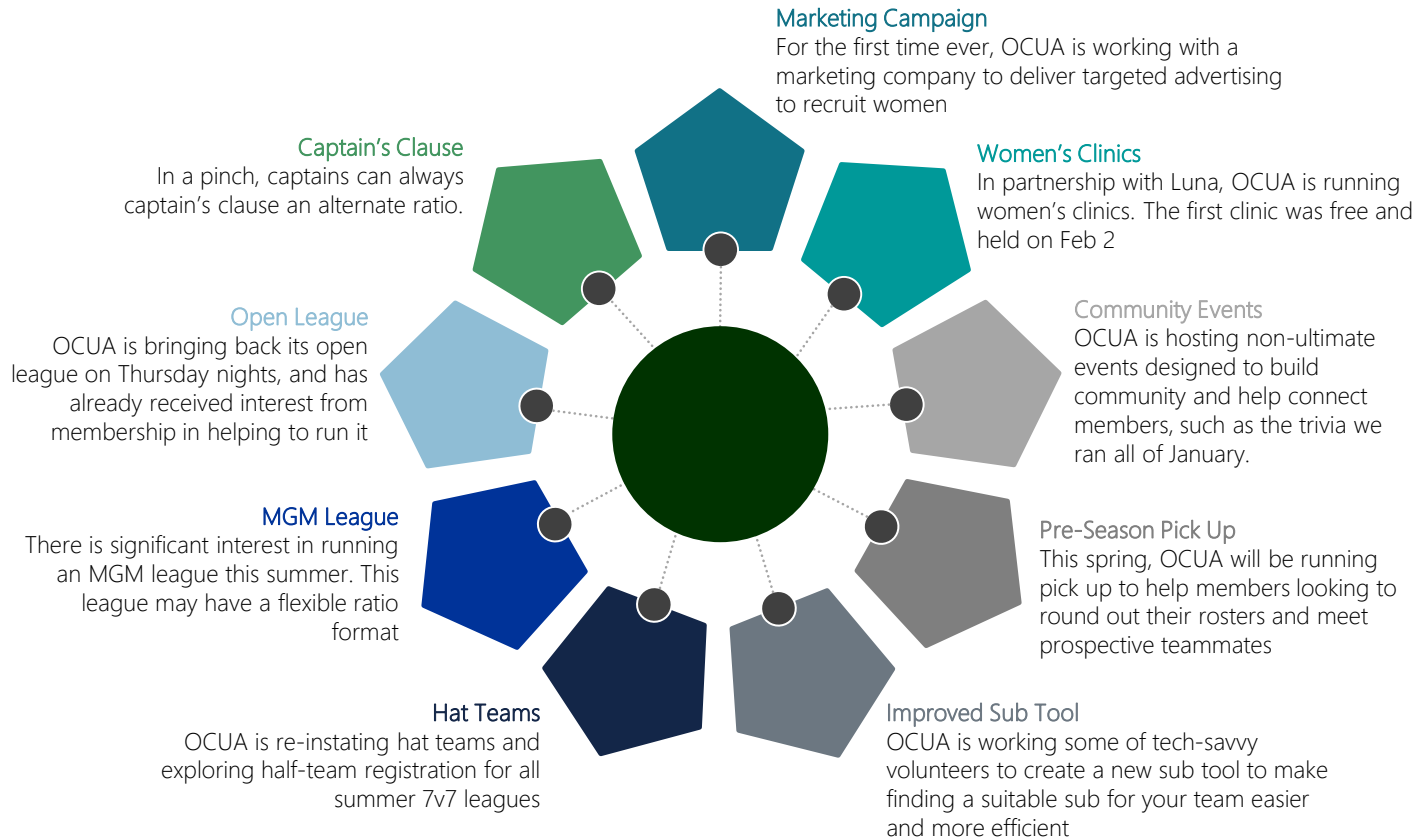
We are also committed to finding solutions that make this work for our members that will be challenged by Ratio O.

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# SUPPORTING THE TRANSITION



Recruiting Women



Connecting Members



Giving Everyone a Place to Play



League Operations

# ADDRESSING CONCERNS



**CHILD-MINDING @ UPI**  
LONGER-TERM CONSIDERATION





# SPECIAL MEETING

# THE DETAILS

## OTTAWA-CARLETON ULTIMATE ASSOCIATION ("OCUA") PROXY FORM

**THIS PROXY IS FOR USE AT THE SPECIAL MEETING OF THE MEMBERS OF OCUA TO BE HELD AT THE JIM DURRELL RECREATION CENTRE, 1265 WALKLEY RD, OTTAWA AT 6:00 P.M. ON TUESDAY, MARCH 10, 2020.**

The undersigned Member of OCUA hereby appoints \_\_\_\_\_, **as the proxy** of the undersigned (the 'principal'), with full power of substitution, to attend, vote and act for the undersigned **at the Special Meeting of the Members of OCUA to be held on Tuesday, March 10, 2020** and at any adjournment or adjournments thereof to vote in accordance with the terms of this proxy form. The undersigned hereby revokes any proxy previously given.

If you have not indicated your choice on any of the matters specifically set out below and on any other matter which may properly come before the meeting or at any adjournment or adjournments thereof, including any amendment or amendments to the proposed By-Laws, the proxy holder may vote on any of such matters as the proxy holder may see fit or may withhold voting. If a choice is marked, the proxy holder must vote that choice.

**This proxy contains two pages. Both pages are integral to this proxy and must be included for this proxy to be valid.**

The undersigned directs that the proxy holder must vote as follows:

1. Review and postpone the implementation plan for Ratio O.

Vote For

Vote Against

Withhold Vote

DATED \_\_\_\_\_, 2020.

\_\_\_\_\_  
Name (please print clearly)

\_\_\_\_\_  
Signature of Member

**Note: It is important that the name and signature of the member coincide with the OCUA records of member**

# OPTIONS ANALYSIS & RISK MANAGEMENT

## Voting **AGAINST** the motion

*(in support of the Board & Ratio O for summer 2020)*

- Potential for 8-10 teams to fold; estimated loss of \$10k to the association
- Some struggle for summer 2020 finding subs

RISKS

## Voting **FOR** the motion

*(against the implementation of Ratio O for summer 2020)*

- Potential that Executive Director resigns due to changes in work environment (ex: constructive dismissal)
- High turnover of Board of Directors
- Indefinite delay of Ratio O

- Improved player experience and long-term growth/retention

BENEFITS

- Status quo for this year; more time to adjust to change



Thank  
You





# APPENDIX A: OVERVIEW OF RATIO ○



# Ratio 0 in League Games

## A Step-by-Step Guide



**Flip for Pull**  
Flip to determine who is pulling, from which endzone



**Flip for Minimum Women**  
Flip to determine whether teams will start with a minimum of 3 or 4 women on the field



**Point 1**

Play the first point with the minimum determined by the flip (3 or 4 women)



**Point 2**

Play the second point with the other minimum (3 or 4 women) and then swap every point



**First Point After Half**

Continue to alternate gender minimum after half, alternating from whatever the minimum was the last point before half





## APPENDIX B: ADDRESSING CONCERNS BY INITIATIVE

# ADDRESSING CONCERNS



## Finding Women



Marketing Campaign



Pre-Season Events  
(Trivia)



Women's Competitive  
Development Clinics



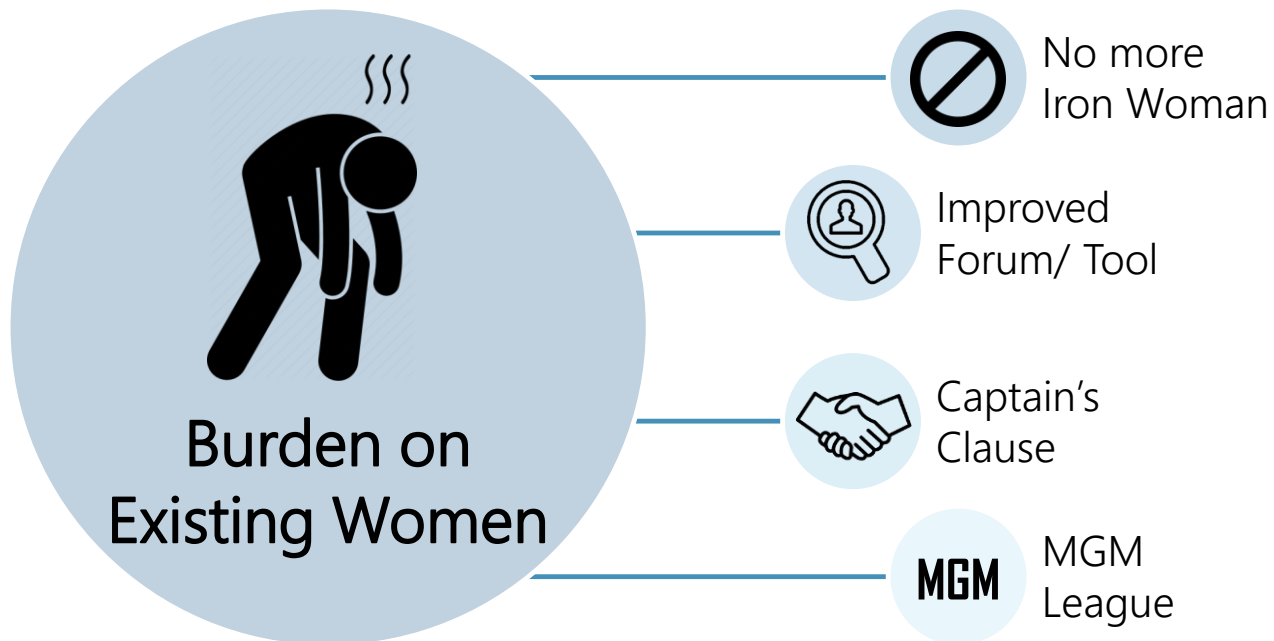
Pre-Season Pick Up



Improved Forum/Tool  
for Subs



# ADDRESSING CONCERNS



# ADDRESSING CONCERNS



Displacement of Men



Retain current open roster



Reintroduction of Hat Teams



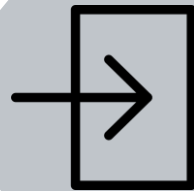
Open League



Pre-Season Pick Up



# ADDRESSING CONCERNS



## Folding Teams



Reintroduction  
of Hat Teams

**MGM**

MGM League



Planning

