

## CREATING A SAFE, SUPPORTIVE & ENGAGING CULTURE & CLIMATE

### CREATE SAFE SPACES FOR REFLECTION AND CONVERSATION DURING ALL EVENTS

- Assign a trained individual to act as Ombudsperson or culture and climate lead at events, this needs to be their only role at the tournament.
- Invite conversations between rounds about how students and judges are dealing with this topic but provide guidance.
- Volunteers can serve as tournament logistics and operations. These volunteers can also serve a role in training others to serve these roles.
- Pay attention to volunteer connectedness—high participation rates could lead to a bigger logistics/admin role within the event.
- End every tournament with an anonymous survey of students, volunteers, and coaches

### ENSURE VOLUNTEER TRAINING EXPLICITLY INCLUDES CULTURE AND CLIMATE GUIDELINES

- Provide implicit bias training. Ask community organizations to put their stated values into action and get trained and judge.
- Partner with community organizations that share a similar mission.
- Judge training should be both asynchronous and synchronous.
- Develop cross-league collaboration for asynchronous elements.
- Expectation settings for judges during training/orientation is crucial (arguments are the focus, not appearance, for example.)
- Make space to process what criminal justice means to different people. Different people have different responses and experiences with this topic. People are bringing their full identities and selves into the debate rounds.

### ENGAGE A COMMUNITY OF SUPPORTERS

- Think of things to balance the gravity/weight of this topic. Provide fun activities that create decompression spaces.
- Partner with community organizations that share a similar mission

## COACH TRAINING MUST OPENLY ADDRESS POTENTIAL ISSUES

- Facilitate a coach meeting at every tournament.
- Call coaches directly and reaching out on an individual level.
- Create a Coach Council — smaller group of coaches – to propose ways to improve culture and support.
- Pair schools that do not have strong debate teams with schools with strong debate teams.
- Give more experienced coaches leadership roles at coach meetings and as a mentor role.
- Coach visit/mentorship programs where a less experienced coach shadows a more experienced coach.

## HAVE AN SEL "FIRST AID" PLAN

- First responders at tournaments with people able to respond with SEL trained staff.
- Have staff take trauma first response or Mental Health First Aid training.
- Provide an overview of how the league will respond to incidents to the entire community.

## INFORM SCHOOLS, DISTRICTS & FAMILIES ABOUT THE TOPIC & THE LEAGUE'S PLANS

- Provide an overview of how the league will respond to incidents to the entire community.
- Host a parent night and introduce them to the topic.
- Be clear about roles of league staff and who responds to incidents and inquiries.
- Welcome sheet / Orientation can be a method of delivery of that information.

## MONITOR STUDENTS AND TEACHERS

- Actively engage students in conversations about culture and climate.
- Anonymously survey students about culture and climate.
- Solicit parental feedback through surveys and focus groups.
- Have teams elect team captains to represent students.
- Facilitate open conversations between coaches about culture and climate.

### ***Special thanks to the members of this working group:***

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