



MINUTES

USATT Board of Directors Teleconference Meeting

August 12, 2019

Dial-In Number: 888-289-4573 - Participant Code: 1572487

Chair Anne Cribbs called the meeting to order at 7:00 p.m. EST.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Ed Hogshead, Bruce Liu, Deepak Somarapu, Carlyne Savini, Gary Schlager, Rajul Sheth, Erica Wu and Tara Profitt

Also attending:

Dennis Taylor (General Counsel and Secretary), Virginia Sung (CEO), Carl Danner (Representative of USTTA Foundation), Tammy Kuypers (Assistant Secretary), Jörg Bitzigeio (High Performance Director), Jasna Rather (Para High Performance Director), Mark Thompson (COO), Sheri Pittman (Guest and former President).

A quorum was declared; no conflicts were disclosed.

Ms. Cribbs has requested that the mission of USATT be placed at the top of meeting agendas as a reminder to the board.

“The mission of USATT is to support, grow, and inspire the table tennis community, and to provide resources that enable athletes to achieve sustained competitive excellence and pursue Olympic and Paralympic success.”

1. Administrative Matters

Due to the full agenda and brevity of board meeting time, she plans to be done at 8:30 EST Unless the Chair is recognizing a guest, comments from guests will not entertained at this board meeting.

Ms. Cribbs wants to address the discrimination issue. This is a very difficult topic. The email sent by Ms. Savini to Ms. Profitt was direct and clear. It was an email communication from one board member to another. However, Ms. Cribbs doesn't consider it to be discriminatory. Ms. Cribbs believes the email is not cause for removal from the



board, and she is not asking for Ms. Savini's resignation. Ms. Cribbs doesn't know what it means to be a Para Olympian or to be disabled. She doesn't know if the comments in the email are offensive. Ms. Cribbs would like the Board to be educated about comments that can be offensive, and why they are offensive to the Para community. The Para and Able-Bodied athlete are joined as one team- Team USA- going forward.

Ms. Cribbs asked for Ms. Savini's comments about this matter.

2. **Announcement from Carlyne Savini**

Ms. Savini read a statement to all, responding to Ms. Profitt. It is added below for the record.

Ms. Cribbs noted that the Para Community is very disturbed. She is concerned that things have become bigger than what everyone wants. She would say the same that if she has offended anyone, that is not her intent. Ms. Cribbs asked the Board to suggest a remedy so that we can all become educated on the importance of language that can be offensive.

Ms. Cribbs has asked that the statement from Ms. Savini below be added to the minutes:

Statement from Ms. Savini responding to Tara Profitt

- On August 4, I replied to an email to Tara, and copied Anne, which was sent in response to her desire to serve on an oversight committee that would work with the High Performance Committee to administer grant funds.
- [Addressing Tara] Tara, after reading your response to my email and how you perceived it, I now understand how you were offended and I apologize. It was not the intent of my email to offend you and I regret the offence my communication caused. I cannot relate to the challenges of people with disabilities and did not anticipate how references of prior events would come across to you.

In response Ms. Profitt replied that she does not want to let her fellow athletes down. She is requesting a Motion to remove Ms. Savini from the Board.

MOTION 1. MOVED to remove Carlyne Savini from the Board.

Movant: Tara Profitt

Second: Bruce Liu

Discussion:

- Ms. Wu feels the board should not make a Motion before receipt of the General Counsel's guidance.
- Ms. Profitt still wants to make the Motion.
- Ms. Cribbs acknowledges the Para Community and the issues. She is not in favor asking a board member to resign without the facts. We do need to become more educated about Para issues.



- Mr. Schlager thinks Ms. Wu said it perfectly, it appears to be more of a one on one thing. Ms. Savini has good character, and he does not believe she intentionally would harm anyone.
- Ms. Rather thinks Ms. Wu should stand up for athletes. This is awful situation and feel it is disrespectful.
- Ms. Wu is not saying the complaint is not valid, but she doesn't feel in position to make the call on whether this is discriminatory. She would want to be more confident in the decision made on a Motion.
- Ms. Wu does not think Ms. Profitt would be letting her team down by not calling for Ms. Savini's removal. Just bringing up the issue is a major change to improve the culture.
- Mr. Somaparu believes Board members all need education on this topic. Most members have not worked with Para. The Board would need to know if the complained of actions are sufficient discrimination for removal. Many emotions are involved, and it feels like the Board would need legal advice to make any decision. He doesn't feel educated to make a decision.
- Ms. Cribbs would like to have legal advice as to whether Ms. Savini's words are discriminatory. Also, input is needed from Ms. Profitt and/or someone in the Para community.
- Ms. Cribbs asked Mr. Taylor what is his prerogative on the discussion? Mr. Taylor responded in a brief Executive Session.
- Ms. Cribbs is asking since we have a Motion and a Second. Does the Board have to take a vote, or can consideration of the Motion be tabled?

Ms. Cribbs asked if there is a Motion to table the Motion on the floor?

The subject switched to Board sensitivity training. Ms. Cribbs suggested we include this for the October in-person Board meeting.

- Mr. Liu asked who should have to take the training?
- Ms. Cribbs noted it is for education for all – Board and applicable committees.
- Ms. Rather asked if Board members had taken SafeSport training?
- Ms. Cribbs noted this would be different training, taken in addition to SafeSport.
- Ms. Profitt is very disappointed in what she is hearing as responses on the matter. She has heard a lot of this discussion before, and she figured this was the way it would go.
- Mr. Liu agrees training is good and there also needs to be a legal understanding.
- Ms. Wu says that is why we table the motion.
- Ms. Cribbs would defer to find out if it was discriminatory and also to set up training.
- Mr. Taylor is willing to review and setup an education program that would be included so that it would cover all the detail and asked if Ms. Cribbs would help.
- Ms. Cribbs has agreed to work with Mr. Taylor closely to put together the education



and training and review all legal aspects.

- Mr. Somaparu thinks we need to do both.
- Mr. Taylor asked whether he is to restate the motion and turn it into a number of paragraphs or that all trust him and Ms. Cribbs to work together to pull together what is needed
- Ms. Cribbs asked if we can we move ahead with the motion now?
- Ms. Cribbs, if approved, will work with Mr. Taylor, the USOPC, and outside council. There is a commitment to make it work.
- Mr. Schlager asked Mr. Taylor to reread first motion that passed.

MOTION 2. MOVED to table Motion 1 until either the Board gets more information regarding Board training and a legal opinion, or the Motion is withdrawn.

Movant: Gary Schlager

Second: Erica Wu

Motion passed by voice vote, 8-0-1 (Ms. Profitt abstaining)

The Board went into Executive Session at 8:02. (Note: Minutes are not kept during Executive Session.)

The Board returned to General Session at 8:11. Rejoining the call were Joerg Bitzigeio, Sheri Pitman, Carl Danner, Mark Thompson, and Virginia Sung.

3. Vote to approve agreement on 2021 World Championships in Houston (agreement attached)

MOTION 3. To MOVED to approve the draft ITTF/USATT agreement regarding the 2021 World Championships.

Movant: Carolyne Savini

Second: Ed Hogshead

Motion passed by individual voice vote, 9-0-0.

Ms. Cribbs requested a consensus to extend the meeting to 9:00pm.

4. Review and Approval of Minutes from the April 15 and May 13 Board Meeting Teleconference Calls



MOTION 4. MOVED to approve Minutes from the April 15 and May 13 Board meetings, as amended.

Movant: Ed Hogshead
Second: Gary Schlager

Motion passed by individual voice vote, 8-0-1 (Ms. Savini abstained; she was not at the May meeting).

Due to time constraints – the following will be provided in a written report by end of day Tuesday, August 13.

Chair Announcements

- Selection Criteria Seminar
- Plans for in-person Board meetings – October 4 – 6 Rockford, IL and December 13 - 16 Ft. Worth, TX
- Committee to review bylaws
- Agenda for in-person Board Meeting in October
- Conflict of Interest Training for Board and Committees

HPC upcoming events – written report, to be distributed post Pan Am Games
Para upcoming events -written report

CEO Status Report

- Chinese Training Visit-LA
- Implementation Plan for Strategic Priorities
- Open update

Due to time constraints – the following will be addressed in the September meeting.

Bruce Liu - response
Rajul Sheth - conflict of interest question
Discussion-potential discriminatory emails and accusations-recommend to E&G Committee

Future Board Meetings and Conference Calls

September 9 – 7:00pm EST

October 4 – 6 In Person, Rockford

November 18 – 7pm EDT (11/11 is Veterans Day and a federal holiday) December

14 – 15 in-person. Ft. Worth

The meeting adjourned at 9:33 p.m. EDT.



Respectfully submitted,

Tammy Kuypers
USATT Assistant Secretary

DRAFT