

**California Assembly Committee on
Arts, Entertainment, Sports, Tourism, & Internet Media**

**Informational Hearing
Honorable Sharon Quirk-Silva, Chair**

Safe and Equitable Reopening of SPORTS

**Wednesday, March 17, 2021 – 2:00 pm to 4:30 pm
State Capitol, Assembly Chambers
Sacramento, California**

Suzette Martinez Valladares, Vice Chair

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Staff: Dana L. Mitchell, Chief Consultant, Sonia R. Valverde-Strong, Committee Secretary**

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California Legislature**
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AND INTERNET MEDIA**
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Safe and Equitable Reopening of Sports**

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Opening Remarks

Honorable Sharon Quirk-Silva, Chair
Members of the Committee

I. Guidelines governing California sports and Title IX consideration

Dr. Erica Pan, MD, MPH, State Epidemiologist, Deputy Director, Center for Infectious Disease,
California Department of Public Health

Elizabeth Kristen, Project Director, Fair Play for Girls in Sports, A Project of Legal Aid at Work

Kim Turner, Project Director, Fair Play for Girls in Sports, A Project of Legal Aid at Work

II. Plans for safe reopening: secondary and post-secondary athletics

Brandon Sosna, Chief of Staff, University of Southern California Athletics

Dr. Kenneth Siegfried, Director of Athletics/AVP for Student Affairs, CSU, Bakersfield

Jennifer Cardone, Interim Executive Director, California Community College Athletic Association

Ron Nocetti, Executive Director, California Interscholastic Federation

III. Professional Sports Outlook: Lessons learned and future plans for Covid-19 safety

Mike Newquist, Senior Vice President, Event Development, Ultimate Fighting Championship

Andy Foster, Executive Director, California State Athletic Commission

Mike McAtee, Executive Director, USA Boxing

**IV. Recreation, youth and niche sports' Outlook: Proposed Covid-19 plans for
returning to competition**

Matt Duarte, Executive Director, California Association of Recreation and Park Districts

Brad Hensley, Co-Founder, Let Them Play

Mike Bone, President, Spectrum Sports Management, Inc. & California Coalition of Endurance Sports

Public Comments

Closing Remarks

Executive Orders and Guidelines

Executive Orders and Guidelines regarding Sports at all levels, including College, Recreation and High School Sports Timeline

[August 3, 2020](#) - COVID-19 INTERIM GUIDANCE: Youth Sports

[August 3, 2020](#) – Updated - COVID-19 INDUSTRY GUIDANCE: Schools and School Based Programs

[September 30, 2020](#) - COVID-19 INDUSTRY GUIDANCE: Institutions of Higher Education

[October 20, 2020](#) - COVID-19 INDUSTRY GUIDANCE: Sporting Events at Outdoor Stadiums and Racetracks

[October 20, 2020](#) - COVID-19 General Checklist for Sporting Events at Outdoor Stadiums and Racetracks

[December 15, 2020](#)- NCAA issues updated [return-to-sport guidelines](#) Newest installment of recommendations sets standard for testing, updates transmission risk classification for each sport.

January 25, 2021- Inter-team competitions (i.e., between two teams) resumed in California.

[Feb 19, 2021](#) State Updates Guidance for Youth and Recreational Adult Sports

[March 5, 2021](#)- CIF Interpretation of Updated Guidance

[March 5, 2021](#) - Blueprint for a Safer Economy Updated Activity and Business Tiers

Guidelines

Covid-19 Industry Guidance: [Institutions of Higher Education](#)

Specific Interim Guidance for Collegiate Athletics

The following guidelines and considerations are intended to help institutions of higher education (IHE) and their communities plan and prepare for resumption of college athletic training, and to resume competition when conditions warrant.

The risk of transmitting the COVID-19 virus depends on several factors germane to sports, including:

- Number of people in a location
- Type of location (indoor versus outdoor)
- Distance or physical contact between people
- Length of time at location
- Touching of shared objects
- Use of face coverings
- Mixing of people from locations with different levels of community transmission

The length of time, proximity of contact and use of shared equipment increases the potential risk for athletes. To help mitigate those risks, colleges who wish to resume competition should provide strong protections for their student athletes, including allowing them the choice to opt-out of the season without the risk of a scholarship being revoked, reduced or cancelled, or any other kind of retaliatory activity. College athletic departments are also expected to vigorously enforce the testing and reporting protocols described below.

As general guidance, smaller groups are safer than larger; outdoor locations are safer than indoor; sports that can ensure distance of six feet or more are safer than close contact; and shorter duration is safer than longer. For most sports activities, this guidance assumes that use of face coverings while playing is not feasible, although they should be worn by players and others while on the side lines. Athletic directors and coaches need to consider all these factors as they plan to resume training and conditioning.

In addition, student-athletes train, study, potentially live off-campus, and travel to compete in other geographies, increasing the risk of transmission. IHEs need to consider these factors as they resume practicing, develop protocols for the use of fitness facilities on campus, and develop guidance for student-athlete housing. Allowing teams to come to the campus from other geographic areas also increases risk of disease transmission.

As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of student-athletes, workers, and the public.

Collegiate athletic teams are permitted to begin a return to practice only if:

- The institution of higher education adopts, and its teams follow, an institution-specific “return to play” safety plan.
- Regular periodic COVID-19 testing of athletes and support staff is established and implemented by the IHE. Both periodic PCR testing as well as daily antigen testing are acceptable. (See Section 3 below for specific requirements for testing.)
- Consistent with requirements imposed by the National Collegiate Athletic Association (NCAA), athletes are not required to waive their legal rights regarding COVID-19 as a condition of athletics participation.
- The institution of higher education adheres to the general guidance for institutions of higher education and state and local public health guidance related to isolation and quarantine of individuals who test positive for COVID-19 and close contacts of those individuals.

Competition between teams without spectators is permitted to begin only if:

- IHE can provide COVID-19 testing and results within a 48 hour period in advance of competition in high contact risk sports.
- Athletics departments have considered how best to secure reasonable assurance that the same risks have been adequately considered and addressed by other teams. This includes consideration of how to share testing results and related safety assurances with opposing teams before the start of an event in a manner consistent with applicable health information and education privacy laws.
- In conjunction with local public health officials and contact tracers, schools must have in place a mechanism for notifying other schools should an athlete from one team test positive within 48 hours after competition with another team.
- Athletics departments, in consultation with institutional leadership, must evaluate the availability of, and accessibility to, local contact tracing resources. Where the availability of local contact tracing resources is inadequate, schools must train on-site personnel or procure contact tracing resources. Staff who complete formal training in contact tracing can be an invaluable resource with respect to institutional risk-management efforts and resources.

This guidance is interim. These guidelines and considerations are based on the best available public health data at this time, international best practices currently employed, and the practical realities of managing operations. As new data and practices emerge, the guidance will be updated. Additionally, the guidelines and considerations do not reflect the full scope of issues that collegiate athletic programs will need to address.

Institutions of higher education and athletic departments are expected to follow standards adopted by the NCAA, including the NCAA’s [guidelines for resocialization of sports](#) and/or their athletic conference, as applicable. To the extent those guidelines or local health department guidelines impose additional restrictions or requirements beyond this guidance, are stricter than these guidelines, institutions of higher education and athletic departments must adhere to the stricter requirements.

Implementation of this guidance as part of a phased reopening will depend on improving or favorable local epidemiologic trends and health care capacity availability of IHE and community testing resources, and adequate IHE preparedness to respond to case and outbreak investigations.

All decisions about IHE-specific plans should be made in collaboration with local public health officials and other authorities. Local public health departments may have more stringent requirements than these guidelines that must be followed.

Implementation of this guidance should be tailored for each setting, including adequate consideration of programs operating at each institution and the needs of student-athletes and workers. Administrators should engage relevant stakeholders—including student-athletes, their families, staff, and labor partners in the school community—to formulate and implement plans.

Even with adherence to physical distancing, convening in a setting that brings people from multiple different communities together to engage in the same activity, particularly indoors or with close contact, carries a higher risk for widespread transmission of the COVID-19 virus, and may result in increased rates of infection, hospitalization, and death, especially among more vulnerable populations.

Athletic facilities must therefore limit occupancy to essential personnel, such as players, coaches, trainers, security, and event staff. The California Department of Public Health, in consultation with local departments of public health, will review and assess the impact of these imposed limits on public health and provide further direction as part of a phased-in restoration of leisure activities.

Required Use of Face Coverings

On June 18, CDPH issued [Guidance on the Use of Face Coverings](#), which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure. All of those involved in collegiate athletics, including coaches, staff, media and players not engaged in play, are subject to these requirements. Details on face coverings can be found on page 3 of this guidance. The following areas have been identified as overarching issues that must be adhered to in planning for the resumption of collegiate athletics.

1. Athletic Facility-Specific Plan

- Establish a written, facility-specific COVID-19 prevention plan at every facility, perform a comprehensive risk assessment of all work and athletic areas, and designate a person at each facility to implement the plan. All decisions about IHE-specific plans should be made in collaboration with local public health officials and other authorities.
- Designate a person responsible for responding to COVID-19 concerns for athletics overall, and for each team or sport. All coaches, staff, and student-athletes should know who their COVID-19 contact person is and how to contact them.
- Incorporate the CDPH Guidance for the Use of Face Coverings into the Athletic Facility-Specific Plan that includes a policy for handling exemptions.
- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or student-athletes.
- Train and communicate with workers, worker representatives, and student-athletes on the plan and make the plan available to workers and their representatives.

- Regularly evaluate the facility for compliance with the plan, document and correct deficiencies identified.
- Investigate any COVID-19 illness and determine if any work-related or athletic-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.
- Implement the processes and protocols when a workplace has an outbreak, in accordance [with CDPH guidelines and orders from the local health department](#).
- Adhere to the guidelines below. Failure to do so could result in illnesses that may cause operations to be temporarily closed or limited.

2. Additional Topics for Student-Athlete and Worker Training

Student-athletes, staff, and coaches should be provided an education session on COVID-19 upon or before return to campus, including additional topics such as:

- Risks COVID-19 poses for athletes
- Proper use of face coverings, including:
 - Face coverings are not personal protective equipment (PPE).
 - Face coverings can help prevent exposure of people near the wearer and the wearer, but do not replace the need for physical distancing and frequent handwashing.
 - Face coverings must cover the nose and mouth.
 - Workers should wash or sanitize hands before and after using or adjusting face coverings.
 - Avoid touching eyes, nose, and mouth.
 - Face coverings must not be shared and should be washed or discarded after each shift.
- Information contained in the CDPH Guidance for the Use of Face Coverings, which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings. Training should also include the IHE's policies on how people who are exempted from wearing a face covering will be handled
- All personnel, staff, coaches and student athletes should be aware of their daily activity and high-risk contacts (within 6 feet for at least 15 minutes).
- Information on employer or government-sponsored leave benefits workers may be entitled to receive that would make it financially easier to stay at home. See additional information on government programs supporting sick leave and worker's compensation for COVID-19, including worker's sick leave rights under the Families First Coronavirus Response Act and worker's rights to workers' compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor's [Executive Order N-62-20](#) while that Order is in effect.
- Importance of physical distancing
- Protocols for reporting any symptoms.
- Any facility specific changes.

3. Individual Control Measures and Screening:

- Establish effective procedures for regular periodic testing of athletes and workers that work with athletes for COVID-19 in accordance with any published CDC & CDPH guidance and in discussion with the local health department.
- Limit building or facility entry points when possible.
- Provide symptom and health screenings for all workers and student athletes entering the facility or event. Make sure the temperature/symptom screener avoids close contact with workers or student-athletes to the extent possible.
 - Screening: athletes and staff should be screened for fever and COVID-19 symptoms or exposure before each conditioning session, team meeting, practice or competition
 - Temperature check for fever ($>100.4^{\circ}\text{F}$)
 - Ask if they have had a new cough, a new sore throat, shortness of breath, new onset of loss of taste or smell, vomiting, or diarrhea
 - Ask whether they have had an exposure to a known or suspected COVID-19 case in the previous 14 days
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving home for their shift and follows CDC guidelines.
- Workers should wear gloves when handling items contaminated by body fluids.
- Coaches or referees moving items used by athletes (e.g., balls) or handling trash bags should use disposable gloves (and wash hands before putting them on and after removing them) or wash hands before and after handling shared items.
- Limit any nonessential visitors, staff, and volunteers as much as possible. No spectators are currently permitted during training or competition.

Testing:

- Regular periodic COVID-19 testing of athletes and support staff must be established and implemented by the IHEs agree to a minimum testing standard that includes frequency of testing, who is subject to testing (all athletes and staff that have close contact with the athletes), and what type of testing is done, prior to return to practice.
 - Based on current evidence and standards, both daily antigen testing and periodic PCR testing are acceptable testing methods for both baseline and ongoing screening testing.
 - If following a daily antigen testing protocol, the protocol must begin with a PCR test followed by daily antigen testing. Any positive antigen test must trigger a PCR test for confirmation. PCR testing is required for symptomatic athletes and staff and should be conducted within 24 hours of symptoms being reported.
- Testing strategies are always contingent on the availability of ample testing supplies, laboratory capacity, efficient turnaround time and convenient access to testing. If PCR testing in a community is prioritized for symptomatic individuals (updated testing priority criteria on CDPH website), if daily antigen testing is not possible, if PCR supplies/turnaround time are compromised, or as testing technology evolves, alternative strategies may need to be considered.

- Note that a positive PCR test result indicates that SARS-CoV-2 RNA is present at that point in time, which can represent current or past infection, and may not indicate current infectiousness. A positive antigen test indicates that SARS-CoV-2 antigen is present at that point in time, and likely indicates current infectiousness. It is possible to test negative on either test if the sample is collected early in an infection. False positive results are also possible with either test.
- Competition between teams without spectators is permitted to begin only if:
 - o The IHE can provide COVID-19 testing and results within 48 hours of competition in high-risk contact sports.

4. Isolation & Quarantine

- In order to engage in contact sports practice or competition, Institutions of Higher Education, athletic team administrators and athletes must commit to adherence with appropriate isolation and quarantine procedures.
- All symptomatic athletes and staff must remain in isolation until test results are available, and repeat testing should be considered if initial testing is negative and symptoms continue and are consistent with COVID-19 symptoms.
- All athletes and staff who test positive or are clinically diagnosed with COVID-19 disease must isolate:
 - o For 10 days after symptoms first appeared (or 10 days after specimen collection for their first positive test), AND
 - o At least 24 hours have passed with no fever (without use of fever reducing medications), AND
 - o other symptoms have improved.
- Individuals who test positive for SARS-CoV-2 **who never develop symptoms**, may return to work or school 10 days after the date of specimen collection for their first positive test for SARS-CoV-2.
- Individuals identified as close contacts (within 6 feet for at least 15 minutes) must follow state and local public health directives or orders for quarantine, regardless of the frequency of testing for those in the cohort or footprint. Close contacts must quarantine for 14 days after the last exposure.

Due to the nature of athletic participation, institutions will take steps to assist with the contact tracing process including, but not limited to, film review of practice, if available, and extended assessment of contact associated with athletic participation so that all athlete contacts can be identified.

5. Cleaning and Disinfecting Protocols

- Perform thorough cleaning and disinfection of surfaces in high-traffic areas, including locker rooms, dugouts, benches, stairwell handrails, chairs, and doors/door handles, as appropriate.
- Use of shared objects and equipment (e.g., balls, bats, gymnastics equipment, and golf flags) should be avoided, or cleaned between uses by each individual if possible. Do not let players share towels, clothing, or other items they use to wipe their faces or hands.

- Avoid sharing equipment or balls as much as possible. For applicable sports, multiple users until disinfected should rotate balls on a regular basis to limit contact. For example, in baseball and softball umpires should limit their contact with the ball unless wearing gloves and catchers should retrieve foul balls and passed balls where possible. Balls used in infield/outfield warm-up should be isolated from a shared ball container.
- Make sure there are adequate supplies of items to minimize sharing of equipment to the extent possible, for example by labeling and assigning them to individuals (e.g., protective gear, balls, bats, water bottles); otherwise, limit use of supplies and equipment to one group of players at a time and clean and disinfect between use.
- Identify a staff member or volunteer to ensure proper cleaning and disinfection of objects and equipment, particularly for any shared equipment and frequently touched surfaces.
- Clean touchable surfaces between shifts or between users, whichever is more frequent, including but not limited to game clocks, scoreboards, rakes, counters, common pens for sign-in sheets, etc.
- Avoid sharing audio equipment, phones, tablets, pens, and other work supplies wherever possible.
- Discontinue shared use of audio headsets and other equipment between workers unless the equipment can be properly disinfected after use. Consult equipment manufacturers to determine appropriate disinfection steps, particularly for soft, porous surfaces such as foam earmuffs.
- Develop and implement a schedule for increased, routine cleaning and disinfection.
- Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the workers' job duties.
- Procure options for third-party cleaning companies to assist with the increased cleaning demand, as needed.
- Ensure sanitary facilities always stay operational and stocked, provide additional soap, paper towels, and hand sanitizer when needed.
- When choosing disinfecting chemicals, athletic departments should use products approved for use against COVID-19 on the Environmental Protection Agency (EPA)-approved list and follow product instructions. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on the chemical hazards, manufacturer's directions, ventilation needed, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants should wear gloves and other protective equipment as required by the product instructions. The California Department of Pesticide Regulation's requirements for safe use of disinfectants must be followed. Follow the asthma-safer cleaning methods recommended by the Department of Public Health.
- Indoor facilities should increase fresh air circulation by opening windows or doors, if possible. Do not open windows and doors if doing so poses a safety or health risk (e.g., risk of falling or triggering asthma symptoms) to players or others using the facility.
- Consider installing portable high-efficiency air cleaners, upgrading the building's air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in all working areas.

- Ensure indoor practice and game spaces are large indoor areas with good ventilation and air exchange.
 - For example, maximize central air filtration for HVAC systems (targeted filter rating of at least MERV 13).
- Install hand sanitizer dispensers, touchless if possible, at entrances and high contact areas.
- Follow CDC guidelines to ensure that all water systems are safe to use after a prolonged facility shutdown to minimize the risk of Legionnaires' disease and other diseases associated with water.

6. Physical Distancing Guidelines:

- Prioritize outdoor practice and play, as much as possible.
- If daily antigen testing is the adopted protocol, teams may train outdoors in groups of no more than 75. It is recommended that the teams, to the extent possible, divide into cohorts of 25.
- Train in Cohorts. IHEs should establish cohorts as a strategy to minimize the potential spread of COVID-19. A cohort may be composed of no more than 25 individuals, all members of the same team including coaches and staff, who consistently work out and participate in activities together. Cohorts should avoid mixing with other groups.
- Keep different cohorts separate to the greatest extent possible. Consider using signs, cones, or tape to make dividing lines clear.
- Particularly for athletes in high contact risk sports as defined previously, IHES are strongly encouraged to provide dedicated on-campus housing separate from the rest of campus to minimize transmission risks to other members of the campus community.
- Athletes and coaches should maintain at least six feet of separation from others when not on the field of play or otherwise engaged in play/activity, where feasible.
 - Create reasonable distance between players when explaining drills, rules of the game, or huddling.
 - Limit the number of players sitting in confined player seating areas (e.g., dugouts) by allowing players to spread out into spectator areas if more space is available.
 - Prohibit unnecessary physical contact such as high fives, handshake lines, and other physical contact with teammates, opposing teams, coaches, umpires, and fans. Coaches should regularly review physical distancing rules with athletes.
 - Consider providing physical guides, such as signs and tape on floors or playing fields, to make sure that coaches and players remain at least six feet apart.
 - Maintain at least six feet of distance between players while participating in the sport whenever possible (e.g., during warm-up, skill-building activities, simulation drills).
- Officials should maintain six feet of separation from others and when interacting with athletes and coaches off the field of play. Officials should avoid exchanging documents or equipment with players and coaches. This may require digital entry of lineups, and other adjustments
- If practice or competition facilities must be shared, consider increasing the amount of time between practices and competitions to allow one group to leave before another group enters the facility. For facilities that may be shared with the broader campus

community, dedicate separate time for team use. If possible, allow time for cleaning and/or disinfecting.

- Physical distancing protocols should be used in any high-density, high traffic areas.
- Meetings and trainings of more than 25 persons should be conducted virtually, and in-person meetings may have a maximum of 25 persons. Meetings should occur outdoors, and in areas that allow for appropriate physical distancing between staff, athletes or other workers.
- Stagger breaks, in compliance with wage and hour regulations where relevant, to maintain physical distancing protocols.
- Consider offering workers who request modified duties options that minimize their contact with athletes, coaches, officials, and other workers.

7. Food and Dining

- All players, coaches, and referees should bring their own individual water or drink bottles. Drink bottles should be labeled with the name of the owner. Do not provide team water coolers or shared drinking stations. Teams may also provide bottled water.
- If food is provided, have pre-packaged boxes or bags for players instead of a buffet or family-style meal.
- Prohibit the use of:
 - Self-service condiment caddies, utensil caddies, napkins, lids, straws, water pitchers, to-go containers, etc.
 - Self-service machines, including ice, soda, frozen yogurt dispensers, etc.
 - Self-service food areas, such as buffets, salsa bars, salad bars, etc.
- Follow the California Department of Public Health and Cal/OSHA safety guidance set out for dine-in restaurants.

8. Travel during Competition

- Travel should be limited to essential personnel (e.g., athletes, coaches, medical staff).
- When possible, teams should drive to events.
 - If using more than one vehicle, travel parties should split according to those already with the closest contact (e.g., cohorts).
 - Face coverings must be worn and removed only minimally for eating or drinking.
 - If traveling by bus, try to keep seats open in front of and behind each person (e.g., using a “checkerboard” pattern).
- When air travel is necessary, it should be on a carrier with robust infection control methods (e.g., required face coverings for all passengers and flight personnel), and handwashing or using hand sanitizer should occur frequently, per CDC guidelines.
- When traveling to away games, teams must remain in a team cohort, with no mixing with the local teams or other members of the host community.

9. Return to Facility or Training after a Positive Test

- Advise sick staff and student-athletes not to return until they have met CDC criteria to discontinue home isolation, including 24 hours with no fever (without fever reducing

medication), symptom improvement, and 10 days since symptoms first appeared or since test conducted.

- Student-athletes should work with their medical provider and any team medical staff member to determine how to be cleared to safely return to training. Return to activity in all cases should allow an acclimatization process.
- Local health departments if more than 10% of athletes on a team test positive within a 14-day period may consider discontinuation of practice with contact and competition for the rest of the season. For teams with less than 20 athletes total, if more than 5 members test positive, discontinuation of practice with contact and competition for the rest of the season may be considered.

10. Communication and Public Outreach

IHEs must commit to developing and implementing a communication plan, or create addendums to existing plans, that address risk reduction among the campus community, alumni, and the broader fan base in regard to safer ways to enjoy the game or competition (physical distancing, masks, and the need to adhere to the local public health orders and directives regarding any gatherings or events both at home and away games) and distribute these messages in multiple modes (social and traditional media) ahead of and during televised viewing of sporting events.

Institutions of higher education and athletic departments are expected to follow standards adopted by the NCAA, including the [NCAA's guidelines for resocialization of sports](#), and/or their athletic conference, as applicable

California Department of Public Health: [Outdoor and Indoor Youth and Recreational Adult Sports Guidelines](#)

Sports Guidelines February 19, 2021

Effective April 1, 2021

Updated on March 4, 2021 to add requirements that go into effect March 5, 2021 that would:

- Require masking for youth and adult sports participants, coaches, and support staff.
- Specify that teams can return to competition only if they adhere to the stricter requirements in place for college teams, which include rigorous testing requirements around each competition, following contact tracing protocols, and coordination with local health authorities.

Summary

COVID-19 continues to pose a severe risk to communities and requires all people in California to follow recommended precautions. This guidance provides direction on outdoor and indoor youth and recreational adult sports activities to support a safe environment for these sports. The guidance applies to all organized youth sports and recreation—including school and community-sponsored programs, and privately-organized clubs and leagues—and adult recreational sports (hereafter youth and adult sports).

This guidance does not apply to collegiate or professional sports.

Additionally, this guidance does not apply to community events, such as marathons, half-marathons, and endurance races.

The status of return-to-competition is subject to change at any time given the level of COVID-19 transmission in California.

Sports Risk Profiles

In general, the more people from outside their household with whom a person interacts, the closer the physical interaction is, the greater the physical exertion is, and the longer the interaction lasts, the higher the risk that a person with COVID-19 infection may spread it to others.

Youth and adult sports include varied activities that have different levels of risk for transmission of COVID-19. Outdoor activities present significantly lower risk of transmission relative to comparative indoor activities, based on current scientific evidence. Competition between different teams also increases mixing across groups and outside of communities, which also contributes to the potential for spread of COVID-19 disease.

Youth and adult sports are classified below by their level of contact and transmission risk. This classification applies to competition or training/practice with others. It does not apply to individual conditioning or exercise.

The Tables below are not exhaustive, but provide examples of sports with different levels of contact so that the level of risk can be assessed for other sports.

Low-Contact Sports

Individual or small group sports where contact within six feet of other participants can be avoided. Some of these sports have relatively low exertion rates that allow for consistent wearing of face coverings when within six feet of other people.

Moderate-Contact Sports

Team sports that can be played with only incidental or intermittent close contact between participants.

High-Contact Sports

Team sports with frequent or sustained close contact (and in many cases, face-to-face contact) between participants and high probability that respiratory particles will be transmitted between participants.

Factors Affecting the Risk of Transmission

- Risk increases when face coverings are not worn, and physical distancing is not maintained.
- Risk increases with increasing levels of contact between participants; closer contact (particularly face-to-face contact), and the frequency and total duration of close contact, increases the risk that respiratory particles will be transmitted between participants.
- Risk increases with greater exertion levels; greater exertion increases the rate of breathing and the quantity of air that is inhaled and exhaled with every breath.
- Risk increases with mixing of cohorts and groups, particularly when from different communities (during or outside of sports play); mixing with more people increases the risk that an infectious person will be present.

General Guidance for Youth and Adult Sports Participants, Coaches, and Support Staff

It should be noted that local health departments and school districts may have stricter rules and should be consulted to confirm what is allowed.

General Requirements for All Sports:

Irrespective of setting (outdoor or indoor) case rate or sport played, the following general guidance requirements must be adhered to at all times:

- Face coverings to be worn when not participating in the activity (e.g., on the sidelines).
- Face coverings to be worn by coaches, support staff and **observers** at all times, and in compliance with the CDPH [Guidance for the Use of Face Coverings](#).
- Observers maintain at least 6 feet from non-household members.
- No sharing of drink bottles and other personal items and equipment.

- Mixing with other households prior to and post any practice or competition must strictly adhere to current gathering guidance.
- Limit indoor sports activities (practice, conditioning) to comply with capacity limits (which shall include all athletes, coaches, and observers) indicated in current CDPH Gym & Fitness Center Guidance Capacity.
- Associated indoor activities for the team (e.g., dinners, film study) are prohibited if engaged in competition given evidence that transmission is more likely to occur in these indoor higher risk settings.
- Teams must not participate in out-of-state games and tournaments; several multistate outbreaks have been reported around the nation, including California residents.

Limitations on Observers

- Limit observation of youth sports (age 18 years and under) to immediate household members, and for the strict purpose of age appropriate supervision. This includes observation of practice and competition. Limit number of observers to ensure physical distance can be maintained, reduce potential crowding, and maintain indoor and outdoor capacity limits.
- Consider Video streaming of games so that they can be watched "live" from home
- For adult sports, spectators are not permitted at this time.

Limitations for Inter-Team Competitions and Tournaments

- Inter-team competitions, meets, races, or similar events are permitted to occur only if (a) both teams are located in the same county and the sport is authorized in the Tables below; or (b) teams are located in immediately bordering counties and the sport is authorized in both counties in the Tables below.
 - The county-based authorizations outlined in the Table below apply to the locations/counties in which the teams, schools, clubs, leagues, and similar organizations are functionally based (e.g., where the players reside, where facilities are located, etc.).
 - Local Health Departments to be notified of any cross county competitions within their jurisdiction and reserve the right under their own discretion to deny the competition at any time in their jurisdiction. Teams participating in cross county competitions will follow the more stringent rules if the participating teams are coming from counties that may be at different case rate thresholds.
- Teams adhere to current CDPH Travel Advisory recommendations when determining travel for competition in neighboring counties.
- No tournaments or events that involve more than two teams to occur. Exceptions may be made, with authorization from the local health department where the event is being held and each of the local health departments where teams originate from, for sports where individual competitors from multiple teams are routine such as: track and field; cross-country; golf; skiing/snowboarding; tennis; swimming/diving/surfing; biking and equestrian events.
- Only one competition, per team, per day maximum to be played.

Permitted Youth and Recreational Adult Sports by Case Rate Threshold

- Physical conditioning, practice, skill-building, and training that can be conducted outdoors, with 6 feet of physical distancing, and within stable cohorts are authorized regardless of case rate or sport. Such activities may be conducted indoors consistent with restrictions by Tier in the Gym & Fitness Center Guidance Capacity.

Face Coverings

- Face coverings worn by participants during practice, conditioning and during competition, even during heavy exertion as tolerated. See the American Academy of Pediatrics Interim Guidance on Return to Sports [1] for specific exceptions where the face covering may become a hazard.

Other General Guidance

Below are other general guidance that are strongly encouraged as part of any participation in sport. Depending on risk level (high or moderate) and county case rates, these general guidance may be required for play of outdoor sports in less restrictive tiers, as specified below.

Physical Distancing

- Maintain at least six feet of distance between sport participants and others to the maximum extent possible, including when on the sidelines.
- Maintain at least 6 feet of distance between coaches and participants and facilitate physical distancing between participants to the maximum extent possible (e.g., staggered starts instead of mass starts for races).

Informed Consent

- Due to the nature and risk of transmission while participating in Outdoor High-Contact and Moderate-Contact sports, provide information regarding risk to all parents/guardians of minors participating in such sports, and have each parent sign an informed consent indicating their understanding and acknowledgement of the risks indicated herein.

Testing

- Unless required as noted below, regular and postseason antigen or PCR testing of sports participants and coaches weekly while participating in Outdoor High-Contact sports is strongly encouraged. If competing, testing performed with test results made available within 24 hours of play.

Hygiene and Equipment Sanitation

- When equipment is shared during an activity, participants perform hand hygiene (wash hands with soap and water or use an alcohol-based hand sanitizer) before play, during breaks, at half time, and after the conclusion of the activity.
 - Balls or other objects or equipment can be touched by multiple players during practice and play if the above hand hygiene practices are followed.

Limitations on Mixing by Participants

- Limit participation by athletes and coaches during practice and competition to one team, and refrain from participating with more than one team over the same season or time period. For larger teams, limit mixing by establishing stable smaller training groups for drills and conditioning.
- Review practice or game footage virtually, to the greatest extent possible. If not feasible, then it should be conducted outdoors, with all participants wearing face coverings and following appropriate physical distancing measures.

Indoor Venue Capacity Limitations

- Ventilation in indoor venues (gyms or other fitness centers) increased to the maximum extent possible.

Travel Considerations

- Bus/van travel for members of a team may pose a greater risk. To mitigate COVID-19 transmission risk during bus/van travel, employ universal masking, physical distancing and windows to remain open the full duration of the trip unless not feasible.
- Plan for proper communication of all travel rules, protocols and expectations to everyone in the travel party. When feasible, teams should aim to travel and play the same day to avoid overnight stays.
- Travel by private car limited to only those within the immediate household.

Returning to Sports after Infection

- No one with symptoms of COVID-19 or who is in isolation or quarantine for COVID-19 is permitted to attend practices or competitions.
- Anyone with symptoms of COVID-19 should consult their physician for testing and notify their coach, athletic trainer and/or school administrator of their symptoms and test results.
- Youths recovering from COVID-19 will have different paths to return to sports based on the severity of their illness. See the [American Academy of Pediatrics Interim Guidance on Return to Sports](#) [1] for additional guidance for more serious infections.

Vaccination of Eligible Households

- Sports participants, including coaches and support staff, are strongly encouraged to be vaccinated once eligible as vaccines will protect residents and reduce the likelihood of transmission from infected persons to others.

Table: Youth and Adult Recreational Sports* Permitted by Current Tier of County

| Widespread Tier (Purple) 1 | Substantial Tier (Red) 2 | Moderate Tier (Orange) 3 | Minimal Tier (Yellow) 4 |
|---|---|--|--|
| Outdoor low-contact sports <ul style="list-style-type: none"> • Archery • Badminton (singles) • Biking • Bocce • Corn hole • Cross country • Dance (no contact) • Disc golf • Equestrian events (including rodeos) that involve only a single rider at a time • Fencing • Golf • Ice and roller skating (no contact) • Lawn bowling • Martial arts (no contact) • Physical training programs (e.g., yoga, Zumba, Tai chi) • Pickleball (singles) • Rowing/crew (with 1 person) • Running • Shuffleboard • Skeet shooting • Skiing and snowboarding • Snowshoeing • Swimming and diving • Tennis (singles) • Track and field • Walking and hiking | Outdoor moderate-contact sports <ul style="list-style-type: none"> • Badminton (doubles) • Baseball • Cheerleading • Dodgeball • Field hockey • Gymnastics • Kickball • Lacrosse (girls/women) • Pickleball (doubles) • Softball • Tennis (doubles) • Volleyball | Outdoor high-contact sports <ul style="list-style-type: none"> • Basketball • Football • Ice hockey • Lacrosse (boys/men) • Rugby • Rowing/crew (with 2 or more people) • Soccer • Water polo Indoor low-contact sports <ul style="list-style-type: none"> • Badminton (singles) • Bowling • Curling • Dance (no contact) • Gymnastics • Ice skating (individual) • Physical training • Pickleball (singles) • Swimming and diving • Tennis (singles) • Track and field | Indoor moderate-contact sports <ul style="list-style-type: none"> • Badminton (doubles) • Cheerleading • Dance (intermittent contact) • Dodgeball • Kickball • Pickleball (doubles) • Racquetball • Squash • Tennis (doubles) • Volleyball Indoor high-contact sports <ul style="list-style-type: none"> • Basketball • Boxing • Ice hockey • Ice skating (pairs) • Martial arts • Roller derby • Soccer • Water polo • Wrestling |

***Play in Less Restrictive Tiers: Outdoor High-Contact Sports**

Outdoor high-contact sports (orange tier) can be played in the purple or red tier with an adjusted case rate equal to or less than 14 per 100,000 under the following conditions:

Implement and strictly adhere to the following additional general guidance:

- Informed Consent
- Testing – antigen or PCR (regular and postseason antigen or PCR testing of sports participants and coaches weekly. If competing, testing performed with test results made available within 24 hours of play)

Note: The testing requirement above shall only apply in the following situations:

- For football, rugby and water polo as these are high contact sports that are likely to be played unmasked, with close, face to face contact exceeding 15 minutes.
- When adjusted case rates for the county are between 14-7 per 100,000.
- For sport participants 13 years of age or above as evidence shows that younger children do not seem to be major sources of transmission—either to each other or to adults.
- *If more than 50% of a team's participants are less than the age of 13 (and are not required to test per the above), then the entire team is exempted from the testing requirement. Coaches, however, will still be required to meet the testing requirement.

Additional general guidance that should be implemented to the greatest extent possible and are strongly encouraged

- Face Coverings (during play)
- Physical Distancing (during play)
- Testing – antigen or PCR
- Hygiene and Sanitation
- Limitations on mixing by participants
- Travel Considerations

***Play in Less Restrictive Tiers: Outdoor Moderate-Contact Sports**

Outdoor moderate-contact sports (red tier) can be played in the purple tier with an adjusted case rate equal to or less than 14 per 100,000 under the following conditions:

Implement and strictly adhere to the following additional general guidance:

- Informed Consent

Additional general guidance that should be implemented to the greatest extent possible and are strongly encouraged

- Face Coverings (during play)
- Physical Distancing (during play)

- Hygiene and Sanitation
- Limitations on mixing by participants
- Travel Considerations

If competition for high- and moderate-contact sports is permitted to resume in a county pursuant to this updated guidance, competition is not required to cease if the county's adjusted case rate exceeds the 14 per 100,000 threshold.

****Conditions for Return to Play if Not Otherwise Authorized**

A team in any sport, including indoor sports, may return to competition and contact practice at any time (**i.e., earlier than otherwise authorized by this Guidance**), if the team adheres [the additional requirements](#) imposed on collegiate sports, as specified in the Institutions of Higher Education Guidance, dated September 30, 2020. For ease of reference, the requirements from that Guidance, as applicable to this sector, are summarized below.

Testing

- Regular periodic COVID-19 testing of athletes and support staff must be established and implemented prior to return to practice (other than the “physical conditioning, practice, skill-building, and training that can be conducted outdoors, with 6 feet of physical distancing, and within stable cohorts” that is currently authorized in all tiers).
- This includes baseline testing and ongoing screening testing. Based on current evidence and standards, both daily antigen testing and periodic PCR testing are acceptable testing methods for both baseline and ongoing screening testing.
- If following a daily antigen testing protocol, the protocol must begin with a PCR test followed by daily antigen testing. Any positive antigen test must trigger a PCR test for confirmation. PCR testing is required for symptomatic athletes and staff and should be conducted within 24 hours of symptoms being reported.
- For high-risk contact sports (basketball, field hockey, football, ice hockey, lacrosse, rowing, rugby, soccer, squash, volleyball, water polo, and wrestling), competition between teams is permitted only if the team can provide COVID-19 testing and results of all athletes and support staff within 48 hours of each competition.

Return to Play Safety Plan

- A school must adopt, and its teams follow (or if a team operates independent from a school, the team must adopt and follow) a school-specific (or team-specific, as applicable) ‘return to play’ safety plan.
- Consistent with requirements imposed by the National Collegiate Athletic Association (NCAA), athletes are not required to waive their legal rights regarding COVID-19 as a condition of athletics participation.
- In conjunction with local public health officials and contact tracers, schools (or teams, as applicable) must have in place a mechanism for notifying other schools (or teams, as applicable) should an athlete from one team test positive within 48 hours after competition with another team.
- A school (or team, as applicable) must evaluate the availability of, and accessibility to, local contact tracing resources. Where the availability of local contact tracing resources is

inadequate, schools (or a team, as applicable) must train on-site personnel or procure contact tracing resources.

Site Specific Plan

- A school (or if a team operates independent from a school, the team) must establish a written, facility-specific COVID-19 prevention plan at every facility, perform a comprehensive risk assessment of all work and athletic areas, and designate a person at each facility to implement the plan.
- A school (or if a team, operates independent from a school, the team) must designate a person responsible for responding to COVID-19 concerns for athletics overall, and for each team or sport, as applicable.
- A school (or if a team operates independent from a school, the team) must train and communicate with workers, worker representatives (as applicable), and athletes on the plan and make the plan available to workers and their representatives. A school (or if a team operates independent from a school, the team) must regularly evaluate the facility for compliance with the plan and document and correct deficiencies identified.

Other Individual Control and Screening

- A school (or if a team operates independent from a school, the team) must provide symptom and health screenings for all workers and athletes entering the facility or event. Make sure the temperature/symptom screener avoids close contact with workers or athletes to the extent possible.
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, the school (or team, as appropriate) must ensure that screening was performed prior to the worker or athlete leaving home and follows CDC guidelines.

Isolation and Quarantine

- To participate in moderate- and high-contact sports practice or competition, a school (or if a team operates independent from a school, the team), athletes must commit to adherence with appropriate isolation and quarantine procedures.
- All symptomatic athletes and staff must remain in isolation until test results are available, and repeat testing should be considered if initial testing is negative and symptoms continue and are consistent with COVID-19 symptoms.
- All athletes and staff who test positive or are clinically diagnosed with COVID-19 disease must isolate:
- For 10 days after symptoms first appeared (or 10 days after specimen collection for their first positive test), AND
- At least 24 hours have passed with no fever (without use of fever-reducing - medications), AND other symptoms have improved.
- Individuals who test positive for SARS-CoV-2 but never develop symptoms, may return to work or school 10 days after the date of specimen collection for their first positive test for SARS-CoV-2.
- Individuals identified as close contacts (within 6 feet for at least 15 minutes) must follow state and local public health directives or orders for quarantine, regardless of the

frequency of testing for those in the cohort or footprint. Close contacts must quarantine for 14 days after the last exposure.

- Due to the nature of athletic participation, schools (or teams, as applicable) must take steps to assist with the contact tracing process including, but not limited to, film review of practice, if available, and extended assessment of contact associated with athletic participation so that all athlete contacts can be identified.

Travel for Competition

When traveling to away games, teams must remain in a team cohort, with no mixing with the local teams or other members of the host community.

Professional Sports: [California Industry Guidance: Professional Sports](#)

Updated March 5, 2021

Effective April 1, 2021

Additional activities will be permitted starting April 1, 2021. The guidance is in the process of being updated. See [Activity and business tiers table](#) for information about the upcoming changes.

Tier limits currently in effect

Widespread (purple):

Current:

- Open with modifications
- No live audiences

Effective April 1, 2021:

- 100 people or fewer
- Regional visitors (120 miles)
- Advanced reservations only
- No concessions or concourse sales

Substantial (red):

Current:

- Open with modifications
- No live audiences

Effective April 1, 2021:

- Max 20%, includes suites with 25% occupancy per suite and suites no more than 3 households
- Weekly worker testing program
- In-state visitors only, check for current CDPH Travel Advisory in effect
- Weekly worker testing program
- In-state visitors only, check for current CDPH Travel Advisory in effect
- Advanced reservations only
- Primarily in-seat concessions (no concourse sales)

Moderate (orange):

Current:

- Open with modifications
- Permanent venues with live audiences outdoors only
- Capacity must be limited to 20%
- Reservations required
- Assigned seating only

- In-seat concessions only (no concourse sales)
- Regional attendees only (within 120 miles)

Effective April 1, 2021:

- Max 33%, includes suites with 25% occupancy per suite
- Weekly worker testing program
- In-state visitors only, check for current CDPH Travel Advisory in effect
- Primarily in-seat concessions (no concourse sales)
- Max 67% if all guests are tested or show proof of full vaccination

Minimal (yellow):

Current:

- Open with modifications
- Permanent venues with live audiences outdoors only
- Capacity must be limited to 25%
- Reservations required
- Assigned seating only
- In-seat concessions only (no concourse sales)
- Regional attendees only (within 120 miles)

Effective April 1, 2021:

- Max 67%, includes suites with 25% occupancy per suite
- In-state visitors only, check for current CDPH Travel Advisory in effect
- Primarily in-seat concessions (no concourse sales)

Follow this [guidance for professional sports](#). Outdoors with live audiences to support a safe, clean environment for workers and guests. This guidance applies to outdoor operations of sporting event venues like stadiums and racetracks.

This guidance includes additional considerations for:

- Entry and security
- Venue support operations, like sound and lighting

Review the guidance, prepare a plan, and post the [checklist for professional sports PDF](#) in your workplace to show players, coaches, spectators, and workers that you've reduced the risk and are open for business.

Athletes, coaching staff, medical staff, broadcasting staff and others at sporting facilities or events should refer to COVID-19 protocols agreed to by labor and management. Local health departments may further enhance these protocols. Back office staff and management should follow the [guidance for office workspaces](#).

Professional sports may resume training and competition without live audiences, subject to approval by county public health officers. This guidance does not apply to semi-professional, amateur, or recreational sports.

News Articles

March 7, 2021 – The Sacramento Bee - [Is it worth it? Odd spring high school football season brings plenty of questions with it](#)

March 4, 2021 – The Mercury News - [Coronavirus: California settles with prep athletes, allowing indoor sports statewide](#)

February 19, 2021 – The New York Times - [N.C.A.A. Basketball Tournaments Will Welcome Fans After All](#)

February 19, 2021 – The Sacramento Bee - [Youth sports can soon resume in California counties with low COVID-19 case rates](#)

February 3, 2021 – KGET.Com - [Cal State Bakersfield softball opts out of 2021 season](#)

February 3, 2021 – The Sacramento Bee - [Newsom on return of youth and high school sports: ‘We want to see this happen’](#)

February 3, 2021 – Yahoo Sports - [NCAA cancels Division III winter championships for a 2nd time amid COVID-19 pandemic](#)

February 2, 2021 – The Mercury News - [California prep sports on pause: Coaches advocacy group meets with governor’s office](#)

February 2, 2021 - The Mercury News - [National high school sports federation removes tiers from COVID-19 guidelines](#)

January 24, 2021 – The Burlington Free Press - [UVM women's basketball team decides not to finish 2020-21 season amid COVID](#)

January 24, 2021 - The Grant Island Independent - [Omaha could-host entire NCAA volleyball tournament](#)

December 3, 2020 – Office of Governor Newsom - [California Adopts Stay at Home order](#), unless they qualify as critical infrastructure, live audience sports must close.

August 25, 2020 - Deadline.com - [Governor Gavin Newsom Issues New Reopening Guidance; Kids at Schools, Day Care, Youth Sports and Colleges Told to Operate in Small Groups of “Cohorts”](#)

USA Cheer Response to NFHS Sports Risk [Guidance Update](#)

Blue Print for a Safer Economy - [Outdoor sports and live performances \(with fans/attendees\) are eligible to begin April 1, 2021](#). In the Purple tier, capacity will be limited to 100 people or fewer. Advanced reservations will be required and no concession or concourse sales will be allowed. In the Red tier, capacity will be limited to 20 percent. Concession sales will be primarily in-seat (no concourse sales).

Hearing Participants' Biographies

- Dr. Erica Pan, MD, MPH, State Epidemiologist, Deputy Director, Center for Infectious Disease, California Department of Public Health
- Elizabeth Kristen, Project Director, Fair Play for Girls in Sports, A Project of Legal Aid at Work
- Kim Turner, Project Director, Fair Play for Girls in Sports, A Project of Legal Aid at Work
- Brandon Sosna, Chief of Staff, University of Southern California Athletics
- Dr. Kenneth Siegfried, Director of Athletics/AVP for Student Affairs, California State University, Bakersfield
- Jennifer Cardone, Interim Executive Director, California Community College Athletic Association
- Ron Nocetti, Executive Director, California Interscholastic Federation
- Mike Newquist, Senior Vice President, Event Development, Ultimate Fighting Championship
- Andy Foster, Executive Director, California State Athletic Commission
- Mike McAtee, Executive Director, USA Boxing
- Matt Duarte, Executive Director, California Association of Recreation and Park Districts
- Brad Hensley, President and Co-Founder, Let Them Play
- Mike Bone, President, Spectrum Sports Management, Inc. & California Coalition of Endurance Sports

Dr. Erica Pan, MD, MPH
State Epidemiologist
Deputy Director, Center for Infectious Disease
California Department of Public Health

Erica Pan, MD, MPH, FAAP is the Deputy Director of the Center for Infectious Diseases and State Epidemiologist, was sworn in July 13, 2020. She also served as the Acting State Public Health Officer from August 10, 2020 through January 3, 2021. Prior to joining CDPH, Pan served as the Health Officer since July 2018, and the Director of the Division of Communicable Disease Control and Prevention, and Deputy Health Officer at the Alameda County Public Health Department since 2011.

Pan served in several positions, at the San Francisco Department of Public Health (SFPDH) from 2004 - 2011, including Director of the Public Health Emergency Preparedness and Response Section, Deputy Health Officer, and Director of the Bioterrorism and Infectious Disease Emergencies Unit in the Communicable Disease Control and Prevention Section.

She is also a Clinical Professor in the Department of Pediatrics, Division of Pediatric Infectious Diseases at the University of California, San Francisco. She maintained her clinical work at San Francisco General Hospital and at UCSF Benioff Children's Hospitals in San Francisco and Oakland in Infectious Diseases until 2019.

In 2012, Dr. Pan was chosen to be one of 30 California Health Care Foundation (CHCF) Leadership Fellows, and she completed her fellowship in 2014. As a Fellowship alumni, she continues to leverage opportunities within the CHCF network to collaborate with leaders from multiple healthcare sectors across California.

Her previous training includes completion of a Pediatric residency, chief residency, and Pediatric Infectious Disease, and Traineeship in AIDS Prevention Studies Fellowships at the University of California, San Francisco. She also completed a Medical Epidemiologist Trainee year at the SFPDH. She is board certified in both Pediatric Infectious Diseases and Pediatrics. She received her MD and MPH degrees from Tufts University School of Medicine, and completed her undergraduate education at Stanford University.

Elizabeth Kristen
Project Director/Senior Staff Attorney
Fair Play for Girls in Sports/A Project of Legal Aid at Work

Elizabeth Kristen (she/her) is the director of our Gender Equity & LGBT Rights Program, where she represents low-wage workers facing employment discrimination and harassment based on sex, sexual orientation, gender identity, pregnancy, military, or veteran status. As director of our Fair Play for Girls in Sports project, she engages in community education, negotiations, litigation, and policy work on behalf of female students who have not been afforded equal athletic opportunities under Title IX. She won a ground breaking Ninth Circuit ruling, with her co-counsel, that enforces Title IX of the Education Amendments in a Southern California high school (*Ollier v. Sweetwater*).

Elizabeth graduated from Berkeley Law in 2001. She was selected for the Order of the Coif and served as an editor for the California Law Review. Prior to joining Legal Aid at Work in 2002 as a Skadden Fellow, she clerked for the Honorable James R. Browning on the Ninth U.S. Circuit Court of Appeals in San Francisco.

In 2015, California Lawyer selected Elizabeth as one of its California Lawyers of the Year in the field of Civil Rights. Elizabeth is a Northern California Super Lawyer. She was the recipient of Protect our Defenders' Justice Award. In 2012-2013, Elizabeth served as a Harvard law School Wasserstein Public Interest Fellow. She was a lecturer at Berkeley Law School from 2008-2013.

Kim Turner
Project Director/Senior Staff Attorney
Fair Play for Girls in Sports/A Project of Legal Aid at Work

Kim works with our Gender Equity & LGBT Rights Program and our Fair Play for Girls in Sports Project. Through litigation, education and policy work, Kim advocates for equality, with a specific focus on athletic opportunities for female youth — particularly in low-income communities.

Kim has practiced a mixture of Title IX, employment and housing law, including as a staff attorney with Bay Area Legal Aid. Before law school, Kim worked for Senator Dianne Feinstein and the National League of Cities in Washington, D.C.

She graduated from Cardozo Law School in New York City in 2008. And she received a B.A. from Brown University in 2002, double concentrating in public policy and sociology. At Brown, Kim also played for the varsity women's volleyball team.

Brandon Sosna
Chief of Staff
University of Southern California Athletic

Brandon Sosna came to USC Athletics in December of 2019 as senior associate athletic director and chief of staff.

In 2020, he was named to the Forbes' "30 Under 30 Sports" list and made the Sports Business Journal's "New Voices Under 30" ranking in 2019.

He was Cincinnati's chief revenue officer in 2019, overseeing all aspects of the department's external operation.

Sosna spent the 2017 and 2018 seasons with the Cleveland Browns, where he was promoted to be the club's salary cap and contract analyst in May of 2018 after first serving in the football administration department. He assisted in the negotiation and execution of player contracts and participated in the club's NFL draft and free agency processes. He also developed innovative systems for performing player valuations, market analyses, multi-year roster scenario modeling, and trade value calculations.

Previously, he was a member of Cincinnati's athletic department for two years (2015-17), the first as director of strategic relations/associate director of marketing and the next as the Bearcats' chief of staff.

Born and raised in Cincinnati, Ohio, Sosna earned a bachelor's degree in political science from the University of Pennsylvania in 2015. In the summers of 2013 and 2014, he interned in the Cincinnati athletic director's office.

In 2017, Sosna was named to the Front Office Sports "Rising 25 Presented by TeamWork Online," recognizing the top 25 sports business professionals 25 and younger. Cincinnati Refined named Sosna "One of 14 Who Will Totally Rock Cincy in 2016."

Dr. Kenneth “Ziggy” Siegfried
Director of Athletics/AVP for Student Affairs
California State University, Bakersfield

CSU Bakersfield named Kenneth “Ziggy” Siegfried it’s third-ever Director of Athletics on Aug. 20, 2015. He wasted no time making an impact in the seat and has spearheaded the most successful years in the history of the athletics program at the NCAA Division I level. Siegfried had previously served in the roles of Interim Director of Athletics and Senior Associate Athletics Director at CSUB since 2012.

As Director of Athletics, Siegfried oversees a successful NCAA Division I Athletics Department comprised of 16 varsity sports programs, including 300+ student-athletes, 90 employees, and an \$18 million operational budget.

Siegfried’s top goal for the department when he was hired as the Director of Athletics was to secure a long-awaited invitation to the Big West Conference. In order to achieve this goal, Siegfried created and executed a plan alongside university leadership that resulted in membership to the Big West Conference, effective July 1, 2020.

Siegfried has proven to be a strategic recruiter when it comes to hiring and retaining successful head coaches. During his time at CSUB, he has led eight head coach searches. He has also retained key head coaches, including former Naismith National Coach of the Year Rod Barnes. Due to Siegfried’s commitment to men’s basketball and the leadership of Barnes, the program has seen unprecedented success, including postseason participation in three of the last four years. This includes the program’s first trip to the NCAA Tournament in 2016 followed up by a run to the semifinals of the National Invitational Tournament (NIT) in 2017. The program also finished with an RPI of 59 in 2017 compared to 301 in 2015 and finished the season in the top 10 of the Mid-Major Top 25.

During Siegfried’s tenure, the department unveiled a new strategic plan, developed a \$40+ million master facilities plan, launched construction projects totaling more than \$15 million, completed a reorganization of athletics staff, and negotiated a lucrative contract for multi-media rights. Siegfried also established and created the “Four Pillars of Success”, which include promoting academic excellence, providing a positive student-athlete experience, engaging the community, and pursuing competitive success.

Under Siegfried’s leadership, a championship culture has been built across the department resulting in a significant turnaround in competition, with CSUB teams participating in 10 WAC Tournament Championships. Since Siegfried became the Director of Athletics, seven CSUB teams have won Conference Championships, including Baseball (2015), Men’s Basketball (2016), Wrestling (2016), Softball (2016), and Volleyball (2014 and 2017). Additionally, the men’s basketball team won the program’s first regular-season WAC Championship in 2017. Individually, Roadrunners have won 19 WAC titles, three Pac-12 titles, and nine major WAC awards since Siegfried took over as the Interim Director of Athletics.

CSUB has reached new heights in the classroom during Siegfried's tenure, posting Graduation Success Rate (GSR) records, department GPA records, and the highest-ever Academic Progress Rates (APR).

Engaging the community has been a major focus during Siegfried's time at CSUB. He has helped generate the largest amount of revenue the athletics department has ever seen. Under Siegfried's leadership, ticket sales, donations and corporate sponsorships have reached record highs.

Siegfried arrived in Bakersfield from the University of Memphis where he worked for eight years. During his time in Memphis, he held various positions including serving on the Senior Staff in the Athletics Department and also serving on the University fundraising leadership team during a successful \$250 million campaign. As a member of the athletics senior staff, Siegfried was part of the leadership team that raised \$16 million to transform athletics facilities at the U of M. During his time at the University of Memphis Siegfried successfully solicited four gifts of \$1 million or more. While in Memphis, he was nominated for the Distinguished Administrator of the Year Award and the Harriet R. Montgomery Customer Service Excellence Award, both of which are University-wide, highly-prestigious honors.

Siegfried attended the University of Memphis where he earned a bachelor's degree in education and sports management in 2003. He earned his Master of Science in sports administration from Middle Tennessee State University in 2004. Siegfried completed his Doctor of Education from the University of Memphis in 2019.

A native of Memphis, Tenn., Siegfried and his wife, Karen, have five children: William, Samuel, Caroline, Miriam, and their late sister Delilah.

Jennifer Cardone
Interim Executive Director
California Community College Athletic Association

Jennifer became the Interim Executive Director of the CCCAA on January 1, 2020 after serving nearly six years as the organization's Director of Membership Services. As the Director of Membership Services, she was extensively involved with the annual legislative process, editing the Constitution & Bylaws and the annual compliance examination, among other areas. Prior to the CCCAA, Jennifer spent 16 years at UC Davis, most recently as the Associate Athletics Director for Compliance Services while also supervising IT and the sports of men's soccer and field hockey. Jennifer helped to implement the inaugural athletic aid program at UC Davis and assisted with the institution's four-year move from Division II to Division I. Ms. Cardone also spent three years at the University of Nebraska-Lincoln, working as a Compliance Assistant.

Jennifer received her undergraduate degree in physical education from Adelphi University, where she was the starting shortstop (and three-year starter) for its softball team that advanced to the Women's College World Series in 1988. Her career in athletic administration started at Adelphi where she served in various roles for the athletic department including the equipment room, game management and sports information. Ms. Cardone received her master's in educational administration from the University of Nebraska-Lincoln.

Ron Nocetti
Executive Director
California Interscholastic Federation

Ron Nocetti is currently the Executive Director for the California Interscholastic Federation. Prior to assuming this role in 2019, Ron served the CIF as the Associate Executive Director, Senior Director and Director of Championship Events since joining the organization in 2008. He is also a former high school teacher, coach, assistant principal and athletic director. As an athletic director, Ron sat on the board of California State Athletic Directors Association. He is a graduate of the University of San Francisco where he received a bachelor's in economics, a master's in sport management, and a doctorate in educational leadership. Ron also played baseball while attending USF.

Ron and his wife Deanne, a former high school and college volleyball coach who played volleyball at the University of San Francisco, have been married 29 years. They have four children: Keira, who was on the rowing team at the University of San Diego; Mikaela, a high school biology teacher and volleyball coach who played volleyball at Sacramento State University; Gianna, a senior in high school who is on the water polo and swim teams and will play water polo at UC Davis next year; and Dante, a freshman in high school who is on the water polo and swim teams.

Mike Newquist
Senior Vice President, Event Development
Ultimate Fighting Championship

Mike Newquist serves as Senior Vice President of Event Development for UFC, the world's premier mixed martial arts organization. Newquist is responsible for growing UFC's global live event business and maximizing event revenue by overseeing event marketing, ticketing, hospitality, travel operations, and COVID-19 testing.

Newquist joined UFC in 2017 and was an integral member of the team that championed legislation in Nevada that protects consumers from deceptive ticket reselling practices involving the secondary market. In 2020, Newquist was instrumental in the development and management of UFC's live event COVID-19 testing program, which has become the gold standard among professional sports.

Prior to joining UFC, Newquist held roles with Ticketmaster/Live Nation Entertainment in both Los Angeles and Chicago. In addition, Newquist spent eight years at the National Football League with the Tampa Bay Buccaneers, where he oversaw all business operations reporting directly to team ownership. In this role, Newquist led all business operations departments including Sales, Marketing, Finance, Ticket Operations, Legal, Human Resources, Communications, Community Relations, and Event Operations.

A native of Elgin, Illinois, Newquist holds a Bachelor's of Business Administration from Lake Forest College in Lake Forrest, Illinois.

Andy Foster
Executive Director
California State Athletic Commission

Andy Foster serves the California State Athletic Commission as Executive Officer. Previously, Mr. Foster served as Executive Director of the Georgia Athletic and Entertainment Commission and as Regional Director of the Southeastern United States for the Association of Boxing Commissions.

Before his appointment as a regulator, Mr. Foster served as the head mixed martial arts (MMA) referee for the Georgia Commission, officiating hundreds of bouts in both professional and amateur rule sets. Mr. Foster also competed in professional mixed martial arts, amateur mixed martial arts, amateur boxing, amateur kickboxing, and amateur sport grappling. In addition, Mr. Foster instructed martial arts between 2002-2008 and trained many martial artists. Mr. Foster currently serves in the Association of Boxing Commissions as Chair of the Medical Committee, Chair of the Boxing Registry Committee, and member of the Professional Mixed Martial Arts Rules Committee, MMA Judging Committee, and MMA Training Committee.

Mr. Foster attended the Andrew Young School of Policy Studies at Georgia State University and graduated with a Bachelor of Science in Public Policy.

Mike McAtee
Executive Director
USA Boxing

Mike McAtee joined USA Boxing's national office staff in June 2016 as the Director of Boxing Operations before being promoted to Executive Director in January 2017.

Mike has been involved in amateur Olympic-style boxing for the past 43 years. His involvement with boxing has been as a youth boxer, amateur and professional boxing trainer, and gym owner.

Mike is responsible for overseeing the day to day operations of USA Boxing's, a National Governing Body certified by the United States Olympic and Paralympic Committee (USOPC), 56 Local Boxing Committees (LBCs), 1,800 boxing gyms, 36,000 boxers ages 8-79, 13,000 volunteer coaches, officials and physicians and over 1,700 boxing events annually.

USA Boxing's High-Performance Team participates in international boxing events including the Pan American and Olympic Games.

Matt Duarte
Executive Director
California Association of Recreation and Park Districts

Matthew Duarte is the Executive Director of the California Association for Park & Recreation Indemnity (“CAPRI”), the joint powers authority for recreation and park districts in California that administers their self-insurance pools. The pool is comprised of over sixty recreation and park districts in California including tens of thousands of hard-working park employees and recreation properties with combined values exceeding \$1 billion. In this role, Mr. Duarte works closely with district administrators, staff, and elected officials throughout the State, developing risk mitigation strategies, addressing emerging legal issues, and helping to facilitate recreation activities in local communities.

At the same time, Mr. Duarte also serves as Executive Director of the California Association of Recreation & Park Districts (“CARPD”) which supports and provides educational opportunities for park professionals and elected park board members throughout the State. The service area of CARPD members touches almost every county and includes millions of California residents.

Mr. Duarte is a graduate of Arizona State University where he earned his Bachelor’s Degree in Political Science. Thereafter, he attended law school at California Western School of Law in San Diego and obtained his juris doctorate. Mr. Duarte then practiced law for ten years specializing in a variety of different areas of litigation including banking, business, healthcare, real estate, and employment/labor matters.

Mr. Duarte has also been an active participant in local government issues, having served as a School Board Trustee in Menifee as well as an elected Board Member for the Valley-Wide Recreation and Park District based in San Jacinto. Mr. Duarte is a native of Southern California, but now resides in the Sacramento region.

Brad Hensley
President and Co-Founder
Let Them Play

Brad, along with his wife Kristin and friend Ken Elliott, are passionate about kids and sports. Because of this, they founded the Let Them Play CA organization so that the youth of California could have a voice amongst adults making decisions for them. What started as a 3 member Facebook page, became a 62k member movement and is now a 501c(3) organization and foundation, dedicated to helping California youth.

Brad lives in Carlsbad, CA with his wife and LTPCA co-founder Kristin. He is a parent of three kids (Gunnar 17, Kendall 14 and Hudson 8). Originally from Cleveland, OH, Brad has been a CA resident since 2002. Brad's son Gunnar is a junior QB at Mission Hills High School in San Diego, CA. Brad has coached youth sports his entire adult life and is an active part of his college's mentor program.

Brad is currently employed by Empower Retirement and is a Regional Sales Director and has been for the past 5 years. He's responsible for acquiring new financial services (401k plans) from mega sized companies across the country. Brad graduated college in 1995 and has a Bachelor's degree from Kenyon College in Gambier, OH. He was an economics major and graduated cum laude. He played football for Kenyon and was a four-year starter at QB. His athletic/academic awards include All-American and induction into the Kenyon Athletic Hall of Fame.

Mike Bone, President
Spectrum Sports Management, Inc.
California Coalition of Endurance Sports

Mike Bone is the President and owner of Spectrum Sports Management, Inc., and Spectrum Timing Services, Inc. Mike has been involved in owning and operating sports marketing/management companies in Southern California for over thirty years and is an acknowledged leader in event management and seasoned professional in sponsorship packaging and sales.

Spectrum Sports Management has been in business for 19 years and has realized steady and consistent growth over these years while growing into one of the leaders in the endurance market and the sports industry in Southern California. This growth and development have been led by a roster of prestigious sporting events in the market, including the management of the runDisney events at the Disneyland® Resort; management of the Run Catalina brand on Catalina Island; Executive Director of the PGA TOUR's Northern Trust Open at Riviera Country Club; General Manager of the 2015 Special Olympics World Games in Los Angeles; establishing a new running platform for Universal Studios Hollywood and a variety of events in the Southern California market.

Spectrum Sports manages events that generate over \$2.5 million dollars annually for non-profit organizations in running, walking, bike rides, and golf tournaments. These events also generate tens of millions of dollars of economic activity annually in their respective communities.

Last fall, Mike was part of the original companies who pulled together peers and competitors alike to create the California Coalition of Endurance Sports. The Coalition was built to aggregate the resources of the endurance industry and to demonstrate the impact our businesses have on our local economies, non-profit partners, and the importance these events hold to our participants across the state. The California Coalition of Endurance Sports quickly assumed the leadership role in our industry and in trying to protect our livelihood.