

Affirmative Development Committee  
Annual Meeting 2009  
Indianapolis, IN

Submitted by Yvonne Grimes  
Chair Affirmative Development Committee

The Affirmative Development Committee submitted a brochure at the 2008 Annual Meeting to help associations develop a mentoring program for officials. This brochure can be found on the USATF website under the official's section. While mentoring creates a relationship to nurture new officials, it can also be a way to develop equity within each association. The purpose of this brochure was three fold. Primarily, new officials need the guidance experienced officials can provide. Every association is facing an aging official's population. It is of great importance to keep newly interested parties connected and informed within local officiating activities.

Secondly, master officials are needed to mentor association officials so they take the next step toward the national level. This action would provide a larger pool of officials eligible to apply for national level meets, as well as improving the level of officiating within each association. The numbers show great gaps between association level and master level officials. Incentives should be given for association level officials to progress. At times it is a matter of simply handing out the national level review to the "veteran" association level population and, of course, mentoring.

Lastly, there should be equity among the officiating and athlete population within each association. Gender is the weakest link between the two groups. On the athlete level, women are equal or in greater numbers compared to men, but the officiating percentages do not equate. Steps should be taken to promote participation among less equitable groups when offering officials clinics.

At the 2009 Annual Meeting, the committee will provide association specific break downs concerning officials. Each association has individual concerns and goals for their officials. The committee will open discussion and help associations with direction and suggestions. Also to be discussed is the role the committee takes in weighing the equity among officials chosen for national championships.

The new officiating administration has had a year to organize. The Affirmative Development Committee is on the Executive Committee agenda and the AD Committee is awaiting direction for the coming year.