



**Board of Directors | Special Meeting | July 24, 2025  
Meeting Minutes**

**Location:** Held Remotely via Zoom

**Present:** Mike Choi (Chair), Tayler Harris (Vice Chair), Meredith Alwine, Andy Coggins, Mario Dispenza, Elizabeth Grossman, Adam Kleinfeld, John McGovern, Sara Soto, Joe Triolo, Sean Waxman.

**Absent:** Morgan McCullough

**Guests:** Steve Smith (Bryan Cave Leighton Paisner)

**Staff Present:** Matt Sicchio (CEO)

1. **Call to Order.** MC called the meeting to order at 5:00pm MT and determined that a quorum exists.

2. **Declarations of Conflicts of Interest.**

- a. Meredith Alwine: none on agenda
- b. Mike Choi: none on agenda
- c. Andy Coggins: none on agenda
- d. Mario Dispenza: none on agenda
- e. Elizabeth Grossman: none on agenda
- f. Adam Kleinfeld: none on agenda
- g. Tayler Harris: none on agenda
- h. John McGovern: none on agenda
- i. Sara Soto: none on agenda
- j. Joe Triolo: none on agenda
- k. Sean Waxman: none on agenda

3. **Athlete Safety Policies and Transgender Athlete Participation Policies.** Matt and Steve Smith briefed the Board on material changes in the landscape on this issue. Matt and Steve have both participated in briefings by the USOPC and individual conversations with members of the USOPC's legal team.

The Trump administration has asserted significant pressure on the USOPC to mandate changes to NGB policies regarding the participation of transgender women in sport. The USOPC has updated its own Athlete Safety Policy and its requirements of NGB Athlete Safety Policies – with both now requiring compliance with the Trump Administration's Executive Order 14201 (issued in February 2025). NGBs are required to update our relevant policies ASAP and such policies must (1) not provide a pathway for transgender women to participate in the female category and (2) apply to local competitions in addition to national competitions.

In anticipation of the changing landscape, the Board approved a contingent policy update on May 19, 2025 to be deployed only when required. Unfortunately, that contingent policy is not sufficient to meet the new USOPC mandate and will not be deployed. Instead, USAW will develop a new policy for

Board consideration that is in alignment with the USOPC mandate. The Board discussed a range of risks related to this issue, including potential decertification as the NGB for our sport and potential withholding of financial support by the USOPC.

As a next step, USAW will release a public statement tomorrow to our members in which we acknowledge the new mandate from the USOPC, communicate that we are targeting September 1 to present the Board with a new policy for consideration and approval, and express our ongoing commitment to keep a meaningful place in our sport for everyone who wants to lift a barbell – including our transgender athletes.

4. **Adjournment.** The meeting was adjourned at 6:00pm MT.