

**From:** Ben Owen <ben.owen@igrugby.org>  
**Sent:** Wednesday, February 5, 2020 8:01:18 AM  
**To:** Gus Ventura <Gus.Ventura@igrugby.org>; adam wide <adamwide@icloud.com>  
**Cc:** IGR Trustees <trustees@igrugby.org>; Mark Jordan <mark.jordan@igrugby.org>; Megan Goettsches <megan.goettsches@igrugby.org>  
**Subject:** Re: Requested documentation regarding Neil

Dear Gus,

Many thanks for your email and sending over the requested info. I am sorry to hear about the health issues and hope you are ok.

I'll be compiling this dossier about Neil's resignation for the board hopefully this weekend, I have a 3hour train journey which should give me time to . After spending nearly the whole of January on it I think we can all agree that there are other priorities higher up on the pile in the meantime. If I have any questions when I'm putting it together Ill give you a shout, and then of course will be sending it internally to make everyone is in agreement before sending out to the Board.

Thanks also to Megan for your email over the weekend, was a huge help to refocus on the important work we need to crack on with like our efforts on racism, transgender, Bingham, Development Fund, constitution (and the rest!).

On that, I sent out to all in this email chain, a message on Monday about what we have all discussed we should do about racism. Your feedback would be much appreciated so we can get cracking and moving forward.

Thanks again for sending all this through, lets get moving forward together!

Best,

Ben

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**From:** Gus Ventura <Gus.Ventura@igrugby.org>  
**Sent:** 04 February 2020 22:28  
**To:** adam wide <adamwide@icloud.com>  
**Cc:** IGR Trustees <trustees@igrugby.org>; Mark Jordan <mark.jordan@igrugby.org>; Megan Goettsches <megan.goettsches@igrugby.org>  
**Subject:** Requested documentation regarding Neil

Dear Adam,

Let me first apologize for earlier responses to you and Ben. On Friday, I was given some unfortunate news regarding a complication with a current health issue and I was not in the right frame of mind to deal with IGR.

The request for proof to support my statements is not just reasonable but necessary to understand how we as a body came to this plangent situation.

First, as to the claim that Neil singled out Charm City Knights I provide the following:

CCK recognized as an affiliate member in August 2018

In addition to group credential checks (three group checks between 2018-2020) which included CCK, the following took place solely focused on CCK:

March 2019 NPH requests a credential check from RR Ray Fritz  
March 2019. Ray responds with affirmative sharing message from CCK (Screenshots from Ray).

July 2019 NPH requests another credential check during our call, Ray and I reported that they were active and participated in the 10s tournament in Philadelphia (Screenshot of response to inquiry).

January 2020 NPH declares CCK as defunct based on third party email (Executive Committee Messenger Board).

Since August of 2018, CCK experienced 6 verified credential checks, a highly unusual amount that neither Ray nor I have been asked to do for any other club in North America.

Secondly, as to the claim that we as a body were aware of Neil's misconduct during the pride flag debate on our social media platform IGRC I provide the attached 10 screenshots of our executive committee discussion regarding the flag posts.

As I review this information, I realize that Megan was right when she said we "fucked up" as an organization. We all witnessed Neil's comments and the backlash it caused within our constituency and we failed to act. On screenshot #9, Ben even acknowledges that he ignored a message from Phillip Vinson regarding the flag debate comments.

We missed key moments to not only recognize that racism was prevalent in IGR, but that our own comments and actions were exacerbating the problem. By ignoring Phillip Vinson, we may have avoided an uncomfortable exchange, but we perpetuated the perception that we were indifferent to latent racism made manifest by our actions, inactions, official statements, and worst of all, our silence.

With Neil's resignation, we as trustees may have avoided the awkward discussion of how to deal with Neil and his conduct on social media that many perceived to be racist, but we are still left with the perception that we don't care about how others saw those comments. Our silence, Neil's continued role among the trustees for months after the debate, and no mention about the issues of racism to our constituency after the debate have damaged our credibility with members of colors and their allies.

We were all aware and we were all complicit.

Megan, Mark, and I are moving forward with the survey on racism. This will not be an easy process nor will it be fast. Legitimate surveys take time to build, questions drafted must be tied to key objectives so the data collected will provide definitive guidance or generate a clear message, and we must determine what we want to accomplish with this survey. Do we want to see what folks are angry about? Do we want to see what they want changed? Are we prepared for the

results of the survey? Are we committed to seeing the results of the survey shared with our constituency? Even if it makes us look bad?

I'm glad that we're finally putting racism on the front burner, but understand that to many we are doing too little too late.

Rugger Regards,

Gus Ventura

IGR Trustee – North America

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