DEI Committee Meeting Minutes

December 6, 2022

Jess and Jennie

USRowing Updates

- Level 2 DEI instructor ask
- Convention and offerings
- Trans policy feedback
- New membership levels – who, value, process
    - Bridge (youth athletes)
    - Community (STS and Freedom Rows)
    - Open Doors (Organizations)

Lorena (Truclusion)

What was used to sell the DEI strategic plan and initiatives to USRowing Senior Leadership and Board

- Mission and vision of DEI Committee
- Strategic plan from 2023-2028
    - Enhance high-performance pipeline
        - Invest in athlete development
        - Support HP athletes
    - Cultivate a welcoming environment
        - Communicate a culture of welcome
        - Recruit and retain at regattas
        - Leverage our best
    - Invest in leadership and coaching
        - Cultivate representative leadership
        - Elevate the profession of rowing
        - Collect meaningful data
    - Support clubs and athletes
        - Reach new rowers
        - Support clubs in DEI work
        - Connect rowers with resources
    - Celebrate successes directly and indirectly connected with DEI efforts