USRowing DEI Committee
July 2022 Board Meeting

Location: Virtual (Zoom)
Date: July 5, 2022
Time: 7:00pm - 8:00pm

Minutes

I. Attendance
   A. Committee: Molly, Jasper, Jenny, June, Malcom, Richard, Leslie, Raphi
   B. Non-committee: Amanda Kraus, Rich Cacioppo, Jess Jackson
II. Updates from Rich and Amanda
   A. Statement on master's nationals location
      1. Responses have been varied, some on both extremes, some appreciating the response
      2. Boycotts may not be most effective solution to changing policies
   B. Rich - Goal: lock down venues for 2023, 2024 by end of Q3 this year, 2025 early next year
      1. Many factors being considered, including climate change
      2. Long term goal: each region has one class-A venue
   C. Vendor and venue policy is still in draft form
      1. Amanda will send to DEI committee
   D. Can plan for decrease in willingness to travel for many reasons — an issue to keep in mind moving forward, can plan for more regional events
   E. Leslie: youth didn't have a chance to boycott, but can be "silent boycotts" by dropping out of the sport
   F. Grievance and code of conduct policy — huge project to span entire organization
      1. Grievance panel to be established
         a) Legal vs moral/ethical misconduct
         b) Members of panel will serve as investigators, should not be employees of USRA
      2. Updates should help clubs solve their own governance issues

G. Updates on strategic plan
    1. Jan Kaderly (USRA strategic plan) and Truclusion (DEI s.p.) have met, will be able to work together
        a) Will meet every 2 weeks
    2. Processes will kick off imminently
    3. Jan will be done end of Sept, written in October, TruClusion likely in November
    4. Richard and Kirsten will discuss how to best give opportunity for DEI committee feedback
H. Discussion - “keep politics out of sports”
    1. How to influence people who don’t care?