USRowing

DEI Committee

MEETING MINUTES

Date/Time: August 1, 2023 8:00 pm ET/5:00 pm PT

Attendance

Committee Members: Kirsten Feldman (Board Liaison), Leslie M. Gross, Jenny Withycombe, Kevin Harris (Board Liaison), Jasper Liu, Esha Bhattacharya, Tamara Clayton, Napoleon Griffin, Carol Schoenecker, Michael Wyman, Myrna Gotrell, Erin Cafaro, Kendall Chase

USRowing Staff: Jennie Trayes, Jess Jackson

Guests: none

Minutes

Agenda Item	***Minutes***
I. **Call to Order:** 8:00-8:05 pm EST A. Welcome & Meeting Overview - Leslie B. New member introduction C. Approval of minutes from the last meeting	I.A See above for attendance I.B Erin Cafaro and Kendall Chase introduced themselves I.C Minutes from July 2023 meeting approved unanimously. Motion to approve by Michael W., seconded by Jenny W.
II. **New Business:** A. Board Liaison Updates - Kevin Harris and Kirsten Feldman B. USRowing Presentation - Jess Jackson and Jennie Trayes C. Working Group Updates D. Overview: DEI Committee Charter - Jenny W	II.A Board work currently includes reviewing contracts and USRA Code of Conduct. Strategic Plans were just posted online — Kirsten and others will be interviewed on a podcast this week to discuss further. September Board meeting is upcoming, will be in Seattle. Idea: town halls for board members to talk about strategic plans with their respective regions/constituents. Concerns about possible backlash from strategic plans is “why spend so much money on DEI and not National Team” — responses discussed.

	Finally, announcement that Richard Butler is retiring from the committee. II.B See slides. Coaching Level 2 scholarships available. Coaching mentorship program will start outreach in Fall 2023, programming aims to start January 2024. Youth Nationals — Toast in the Tower (event for BIPOC athletes/coaches/staff/etc.) was very well received. TitT was documented but not posted — didn't want it to seem performative. Anecdotal reports that kids felt safe at the regatta despite fears about event being held in Florida. Club/Masters' Nationals — USRA tried to connect with every Para athlete before regatta. One error was that podium was not wheelchair accessible on Friday (was fixed by Saturday thanks to staff). United We Row — launching this fall, will encompass all inclusion efforts. Committee Members encouraged to take the pledge online now and share. HP Equity Review — Jennie has conducted 8 interviews so far, a few more scheduled. Aiming for submitting report in September. SafeSport session — USRowing staff could come to a meeting to answer questions about safeguarding. II.C Programming (Carol): getting survey data now from ODP, Youth Development camps, CanAmMex camps, just had meeting with Will Bott Communications/Membership (Esha): have plans for actions moving forward — looking to meet with Chris Chase. Governance/Finance: still no meeting HP: no meeting II.D Discussion about Committee Charter. Encouraging Committee Members to be both Reactive and Proactive in their working groups. I.e. can review programs and respond to existing issues, but also think about "If nothing existed here, what would we design?"

III.	**Executive Session**: 8:55-9:30pm EST	
IV.	**Adjourn:** 9:30 pm EST	

Facilitator(s): Jenny, Leslie
Minutes submitted by: Jasper Liu