DEI Committee Meeting Minutes

Date/Time: February 7th, 2023 8:00 pm-9:30 pm EST

Location: Virtual (Zoom)

Attendance

Committee Members: Richard Butler, Kirsten Feldman, Leslie M. Gross, Kevin Harris, Malcolm Doldron, Jasper Liu. Marnie Stahl, Kevin Harris, Molly Moore, Esha Bhattacharya, June Marshall

Guests: Dane Wolfram, Lorena Najarro

USRowing Staff: Jennie Trayes, Amanda Kraus

Minutes

I. Call to Order: Richard
II. Approval of minutes from the last meeting
    a. No minutes submitted from last meeting
III. Truclusion: summary of the DEI Assessment
    a. Document is still in draft form, will be posted cor comments by members of the committee from 2/16 through 2/25, estimated
    b. Dane presented a high-level overview of Truclusion's recommendations
    c. Dane presented the major findings in the data collected through September's DEI survey
    d. Summary for the March board meeting is still a work in progress
IV. Jennie: Report to DEI
    a. Strategic plan final draft was submitted to USRA on Friday, 2/3, and will get to DEI committee for review in the next few weeks
    b. "Club in a box" launches in August, Jenny requests help with coordinating materials for that
    c. Continuing to try to "elevate stories" of individuals, not necessarily diverse, to help promote the sport
    d. Staff has been receiving increased feedback on gender identity policy after recent articles in Newsweek, Rowing News
V. Kirsten: DEI Charter update
    a. Major updates: DEI committee will nominate one person for each of the three main board committees (Nominating, Finance, Governance)
        i. June Marshall is on Nominating
        ii. Malcolm Doldron is on Governance
        iii. Leslie Gross accepted a spot on the Finance Committee

b. Board liaisons will have more of a defined role for actions in both DEI committee and board activities

VI. Kevin: DEI Committee Members Nomination update
   a. Four self-nominations have been received and are under review by the nominations committee in partnership with USRA staff

VII. New business
   a. No new business

VIII. Richard Butler adjourned the meeting

Minutes submitted by: Jasper Liu