DEI Committee

MEETING MINUTES

Date/Time: July 11th, 2023 8:00 pm ET/5:00 pm PT

Zoom Link: https://us02web.zoom.us/j/83356581846 Meeting ID: 833 5658 1846

Attendance: Leslie Gross, Napoleon Griffin, Cara Stawicki, Michael Wyman, David Scherzer, Jenny Withycombe, Carol Schoenecker, Molly Moore, Tamara Clayton, June Marshall, Malcolm Doldron, Maurice Scott, Jasper Liu, Myrna Gottrell, Nicole Doyle

Guest(s): n/a

USRowing Staff: Amanda Kraus, Jennie Trayes, Jess Jackson, Chris Furlow [Director of Special Projects]

USRowing Board DEI Committee Liaisons: Kirsten Feldman, Kevin Harris

I. **Call to Order:** 8:00-8:10 pm EST
   A. Welcome & Check-In- Co-Chairs
      1. Challenges/opportunities: shared by committee members
   B. Approval of minutes from the last meeting - Co-Chairs
      1. Motion to approve by David
      2. Seconded by Jasper
      3. Approved unanimously

II. **New Business:** 8:10-8:30 pm EST
   A. Updates & Overview - Working Group Leads
      1. Working Group Revisions & Challenges
         a) Finance & Governance consolidation
            (1) Due to overlap of responsibilities, this idea is being considered – Leslie will follow up with members
         b) Athlete responsiveness
            (1) Small group meetings were better – all athlete reps were able to attend
         c) Meetings & work plans
            (1) Make sure to outline goals, record work plans, and assign tasks
            (2) 3 things that each working group can do: 1) request and share information; 2) collect and share best practices; 3) coordinate with USRowing and Jenny T for any introductions that may help you with your work

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d) Revisit of Working Group Norms

2. Working Group Updates-Working Group Leads
    a) Communications & Membership
        (1) Focus on difference between Scholastic/College/Masters
        (2) Social media: can make our own DEI Instagram page to celebrate and share clubs and athletes
        (3) Schools – can create a video to get people interested
        (4) Communications – find a better way to share news of existing programs than email
    b) Finance & Governance
        (1) Governance: has not met yet due to scheduling
            (a) Need more direction for that working group
            (b) Ideas: data collection, safeguarding
            (c) Review all USRowing policies with DEI lens
        (2) Finance: has not met yet, but one planned for early August
            (a)
    c) High-Performance
        (1) Discussed High Performance Partner Clubs and setting standards for those
    d) Program
        (1) Discussed Stem to Stern/ODP – goal is to get data on each program
            (a) ODP follow up surveys – quantitative and qualitative data

III. **USRowing Update:** 8:30-8:40 - Jenny T.

1. Youth Nationals
2. United We Row
3. Mentorship
4. HP Equity
5. Club in a Box
6. Upcoming USRowing Calendar

B. Not enough time to go through slides – please read on your own for updates

C. Club in a Box – update from Chris Furlow
    1. Over time, all new materials (training and development) will be posted to new learning management system

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2. Multi-modal – start with 3 users per org, expand to all members by 2025
3. Roadmap – Different modules will be developed in 2023/24/25 to build out programming, merge all education/training onto same platform
4. Will need help getting the word out about this!
5. Feedback: should have a way to obtain certifications without repeating training for existing clubs/coaches/etc
6. Feedback: should communicate with high school parents, add modules about recruiting, connect with high school coaches

D. Update from Amanda
   1. Toast in the Tower (youth nationals) was a great success – thanks Jennie and Jess
   2. Heads up about upcoming news report

IV. **Open Issues:** 8:40-8:50 pm EST
   A. Committee Feedback and Recommendations- Full Committee
   B. Skipped – no time

V. **Executive Session**: 8:50-9:00pm ET
   A. Skipped – no time

VI. **Adjourn:** 9:15 pm EST
   A. Consider 90 minute meetings in the future

Facilitator(s): Leslie G. Jenny W.
Minutes submitted by: Jasper L.
Background Materials: USRowingDEI on Google Drive