DEI Committee

MEETING AGENDA - MINUTES

Committee Members: Ben Carr, Cara Stawicki, Carol Schoenecker, Charlotte Buck, David Scherzer, Esha Bhattacharya, Jasper Liu, Jenn Withycombe, June Marshall, Leslie Gross, Malcom Doldron, Maurice Scott, Michael Wyman, Molly Moore, Myrna Gottrell, Napoleon Griffin III, Nicole Doyle, Richard Butler, Tamara Clayton, Kevin Harris, Kirsten Feldman, Amanda Kraus, Jennie Trayes

USRowing Board DEI Committee Liaisons: Kirsten Feldman, Kevin Harris

Date/Time: June 6th, 2023 8:00 pm EST/5:00 pm PT

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

Guest(s): TBD

USRowing Staff: Jennie Trayes, Jess Jackson

I. **Call to Order:** 8:00-8:10 pm ET
   A. Welcome & Meeting Overview- 8:00-8:05 pm EST (Leslie)
   B. Committee Check-in 8:05-8:10 EST (Everyone)
      1. Celebrations & Challenges: each attendee will share a celebration or challenge since the last meeting
   C. Approval of minutes from the last meeting (Co-Chairs)
      Michael Wyman Motions
      David Scherzer Seconds
      Approved (All)

II. **New Business:** 8:10-8:45 pm EST
   A. Board Liaison Updates- 8:10-8:15 (Kevin, Kirsten, Leslie)
      - New Youth Representative for Youth Performance - Greenwich, Catherine Hall
      - Consider advocating for an additional committee to the committee - will take a charter change
      - USRowing Board meeting this weekend and we will get updates from all of the committees. Three strategic plans are going to be shared. Shout out to Kirsten for helping with the big lift. DEI Strategic Plan, High Performance Strategic Plan, Brand Strategy (Mission, Vision, Positioning, Tone of Voice). Once the plans are shared with the board they will be presented to the DEI committee.
      - Kirsten reaffirming that the DEI and High Performance plans have already been seen by the DEI Committee, Voice and Tone work is new
      - Board is preparing for turnover, Amanda would like us to consider

candidates for open spots

B. Subcommittees & Discussion - 8:15-8:30 (Jenny W., Everyone)

1. Work Groups Activation

a) Working Group Leads

- Programming Group
  - Ben - Help draft a response to the Newsweek article regarding the Gender Inclusion policy
    - Letter of Support with Signatures (Refused to publish it), Podcast - Interview with Both Sides of the Issue
- High Performance Group
  - Wanting to get everyone connected, Jasper in Italy so wants to make sure everyone can come together
  - Volunteer Kirsten to be a part of the first meeting, especially around the high performance pipeline
- Governance
  - Haven't met yet, but will get a meeting going. Hope to get a few more folks to join.
  - Athlete recruitment
- Communications
  - Amplification Slack channel started to give shout outs
  - Make sure that we all have access to materials to share out
  - Haven't met yet, will soon
  - Leslie joined as co-lead
- Finance
  - ODP/Stem to Stern
  - Michael Wyman will join Finance

b) Task/Process Reminders

c) Add usrowingdei@gmail.com to all work group meeting invites (mark as optional)

C. USRowing Presentation 8:30 - 8:45 pm ET (Jenny T.)

- Youth Nationals This Week
  - Sarasota FL
  - Our Presence (Visability, Partners, Pride Day, Toast in Tower)
    - FYI— there continues to be a lot of discussion re: why Florida amongst the Gen Z rowers and not feeling safe going there
  - Developing long term locations to host due to struggles around Florida's policies and bans
- Adaptive Rowing
- Learn to Row Day: June 3
  - 76 clubs participated (that we know of)
  - Activity on Social Media
  - Resources Developed and Shared
    - Posters in various languages
    - Safety Tips
    - Inclusion Tips
    - Know Your Why
    - Giveaways

        - Regatta Central Free Registration
    - Going forward would like to expand to quarterly LTR!
- United We Row
    - Campaign, Brand
    - Pledge update: 38…sign if you haven't
    - Vision: This is our brand for change
        - Fundraising
        - Grant-making
        - Other camps/programs coming out for our strategic plan
        - Volunteers from the DEI Committee+represent and get swag, t-shirts, and help activate across the country
- Adaptive Rowing Camp

1. Recap of gender identity policy rollout and overview

a) Talking points

b) CCES Report

- Transparency and openness, stakeholder input were key to the process
- Launched the listening tour in April 2022
    - 8 zooms
    - Board Meetings
    - Medical Commission
    - Other NGBs
    - Survey to Members
- Diverse Perspectives from Form Olympians
    - ICONS led by Mary O'Connor
    - Former athletes Erin Cafaro and Ann Strayer wrote a letter in response to the Newsweek letter, but Rowing News would not publish it
- Hot Topic politically and culturally
- Survey Details from Fall 2022 (1500 members completed it)
    - Are you aware?
        - 60% not aware
    - What should it be for youth athletes?
        - Mixed results
    - What should it be for master's athletes?
        - Mixed results
- Not seeking to solve a problem that does not exist
    - Leaned on 2016 policy, added the collegiate side per the NCAA, Updated eligibility standards (no documentation required), Created Open Gender category for non-binary athletes, included recommendations for gender inclusion best practices
    - It is not perfect
        - Language issues
        - Review annually
    - Policy and FAQ on Website
    - SteadyState Podcast covering really well
- Amplify
    - A Long Talk next week
    - Trauma-Informed coaching in August

2. STS/ODP review
3. Podium Day

III. **Executive Session**: 8:45-9:00 pm EST (Everyone)

A. Top Priorities

- Florida, Oklahoma, Tennessee, Oklahoma - Youth Nationals, Masters Nationals
  - Kids are upset about it
  - David - Appalled that it is still in Florida after yesterday
  - Jenny - Sharing the travel burden
  - Where and Who?
- June - At what point do we get political?
  - The issue is the legislature
  - When do we start working with the NAACP, lobbying?
    - Frustrating for the people in those states as well who don't agree with the laws and policies - how do we take that into account, think strategically
- Leslie - USRowing should demonstrate that we are working through or towards a solution
- Richard - USOPC has 48 governing bodies dealing with this issue. What is the USOPC doing to protect? That should be a conversation. Contracts have to be born out with these cities. Cannot afford to take financial loss. Advocating to own their own venues. Hasn't happened yet - but we can advocate for that. We are in the events business so we could own our own event venues.
- Jenny - Geographic diversity is necessary
- Kirsten - Feels like owning a venue is out of our reach, but what other ideas might we have - core messages to get to the board
- David - Huge financial component to this, money where its values are
- Ben - The mission and vision trumping the standards (changes in distance, what is the purpose of the event)

- Regatta Access
  - Share venue specs
  - What is the distribution of membership? Perhaps focusing the regattas where the bulk of the membership is?
  - Are they going to decentralize to regional events?
- Lack of USRowing Responsiveness to Concerns
  - Age Handicap Review
    - This gets to a core issue that I am passionate about, about how to make "fair" categories at the Masters level
    - Ageism is an DEI conversion. We need to also advocate to drop the term handicap. And revisit the system.
  - New restrictions to USRowing Master's events?
    - Where would this live in terms of work groups

IV. **Adjourn:** 9:00 pm EST (Adjourned at 9:30 pm)

Facilitator(s): Jenny, Leslie

Minutes submitted by:

Meeting Attendees:

Background Materials: USRowingDEI on Google Drive; Proposed Subcommittees; Strategic Plans; Jamboard for Committee Recommendations & Feedback

In Attendance

- ~~Ben Carr~~
- Cara Stawicki
- Carol Schoenecker
- Charlotte Buck
- ~~David Scherzer~~
- Esha Bhattacharya
- Jasper Liu
- ~~Jenn Withycombe~~
- ~~June Marshall~~
- ~~Leslie Gross~~
- Malcom Doldron
- ~~Maurice Scott~~
- ~~Michael Wyman~~
- ~~Molly Moore~~
- Myrna Gottrell
- ~~Napoleon Griffin III~~
- ~~Nicole Doyle~~
- ~~Richard Butler~~
- ~~Tamara Clayton~~
- ~~Kevin Harris~~
- ~~Kirsten Feldman~~
- ~~Amanda Kraus~~
- ~~Jennie Trayes~~