USRowing

DEI Committee

MEETING MINUTES

Date/Time: November 7, 2023 8:00 pm ET/5:00 pm PT

Attendance

Committee Members: Maurice Scott, Jenny Withycombe, Leslie Gross, David Scherzer, Michael Wyman, Myrna Gotrell, Jasper Liu, Nicole Doyle, Tamara Clayton, June Marshall, Malcolm Doldron, Kirsten Feldman (Board Liason)

USRowing Staff: Jennie Trayes, Amanda Kraus, Jess Jackson

Guests: none

Minutes

Agenda Item	***Minutes***
I. **Call to Order:** 8:00-8:05 pm ET A. Welcome & Meeting Overview (Co-Chairs) B. Approval of minutes from the last meeting (Co-Chairs)	I.A See above for attendance
II. **Executive Session**: 8:05-8:30pm ET	
III. **New Business** 8:30 - 9:15pm ET A. USRowing Updates 1. USRowing DEI on the USRowing Website 2. HOCR 2023 3. Q&A on what's ahead B. Full Committee Discussion 1. Gender policy 2. Work Plan Priorities C. Working Group Updates	III.A See slides from Jennie Trayes. Additions here: - USRowing searching for new board candidates, committee members - Ref committee nominations are self-nominating - The Launch - DEI modules one completion ahead of Insurance, only 3 licenses for club now but will expand in the future - Questions about Board committee structures - Board committees are Nominations, compensation, governance, finance, awards - High performance committee is not board-

	affiliated, similar to DEI III.B Time centered around Gender Inclusion Policy - overview from Jenny T, - policy reviewed each summer, this past year was just reviewed by staff and medical committee, in the future DEI comm will be included - review around September, changes recommended by November, implemented for January 1 - two potential alternate policies introduced by David - discussion about proposed policies - note: DEI committee can send a recommendation to the board that might not be accepted - in general, some USRowing policies are set by USOPC so not much wiggle room III.C - working group updates given
IV. **Next Steps** 9:15 - 9:30 pm ET	IV. Committee members asked to review Gender Inclusion policy drafts and provide feedback in google doc, then recommendations will be sent to Jennie then to Board for review
V. **Adjourn:** 9:30 pm ET	

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