USRowing

DEI Committee

MEETING MINUTES

Date/Time: October 3, 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, Tamara Clayton, Carol Schoenecker, Michael Wyman, Myrna Gotrell, Kendall Chase, June Marshall

USRowing Staff: Jennie Trayes

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) C. Motion re: Development Staff/DEI Committee	I.A See above for attendance I.B Minutes from September 2023 meeting approved unanimously. Motion to approve by Michael W., seconded by June M. I.C Motion to allow Jasper to stay in Executive Session even though he is USRowing staff now also. Motion to approve by Kirsten, seconded by Michael, approved unanimously
II. **Executive Session**: 8:05-8:30pm ET	
III. **New Business** 8:30 - 9:15pm ET A. USRowing Updates 8:20 - 8:35 pm ET B. Full Committee Q &A 8:35 - 8:45 pm ET C. Working Group Updates 8:45-8:55 pm ET	III.A See slides from Jennie Trayes. Summarized here: - Membership portal updates - staff is adding more questions with benefit of collecting more data. E.g. question about Trans status for first time (optional). Also updating language, making it easier for new members to donate to DEI causes (United We Row (UWR)) - The Launch is live! (fka Club in a Box). One module now is a basic DEI education. "Opening the Boathouse Doors" coming next - HOCR - already over capacity for Rowing Through Cancer event - Napoleon will be one

	of three speakers - United we row breakfast - for closest supporters - hopefully can replicate this event! - Brett Gorman starting to work on HP pipeline (Chris Furlough taking over Learning and Development) - Women Coaching Leadership Pilot - idea from CRCA - launching early 2024, number of coaches TBD - focused on individuals, but also research will be done so we can have data/info to share to future program - not just college coaches (50% collegiate) - free for coaches - Safeguarding project in the works (was in the works before Conal Groom article) - USRowing hiring case manager position soon - Other - UWR offering 6 scholarships to Women's Coaching Conference (11/30-12/2) - Gender Inclusion Policy - has been reviewed by USRA for the year, recommended that 2- is added to open gender event (to have a sweep and scull option) - United we row - need help with defining and explaining it - Listening tours - will try to start again/continue - Rowing DEI leadership meet up - similar to Brick City event? We would need to have a more concrete plan for what we need from those leaders - How about DEI committee coming together? Jennie T trying to get it into budget - UWR breakfast - can print out strat plan as a brochure - Budgets due for USRA Friday (first version), Jennie T will send to Michael and Leslie for feedback - Indoor champs - next year will be more regional, make it more "participatory" not just racing - Screening for Boys in the Boat - available to Clubs for $2500/5000 (money goes to Amazon/MGM) - potential bad optics Distributor is the one to get in contact with for clubs

	III.B Q&A was conducted throughout staff presentation III.C No updates from working group
IV. **Next Steps** 9:15 - 9:30 pm ET A. Amplification request: the Launch	- Can committee members get USRowing emails? or just one email - DEI committee should have a way to keep an eye on progress on strategic plan - Committee members should go into work plan and add SMART goals
V. **Adjourn:** 9:30 pm ET	

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