DEI Committee

MEETING MINUTES

Date/Time: September 5, 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, Myrna Gottrell, Nicole Doyle, Kendall Chase, Erin Cafaro & Esha Bhattacharya.

Guest(s): N/A

USRowing Staff: Jennie Trayes & Jess Jackson.

USRowing Board DEI Committee Liaisons: Kirsten Feldman.

I. **Call to Order:** 8:00-8:05 pm EST
   A. Approval of minutes from the last meeting - Co-Chairs
      1. Motion to approve Leslie.
      2. Seconded by Kirsten.
      3. Approved unanimously.

II. **Executive Session I**: 8:05-8:30pm ET
   A. Jenny presented our "Working Plan". Discussion centered around what our working groups can be doing, USR's implementation of its Strategic Plan, and both where does USR lead and where does the DEI Committee lead as it relates to the DEI Strategic Plan.
   B. Our tasks—what are they and who is responsible for driving them. Leslie advised we should follow our individual passions given our day jobs and limited time we may have to commit to the Comm.
   C. Jenny focused on the Internal Management & Organization ("IMO") tab, row 11.
   D. Cara mentioned that it seems like several different working groups are tackling the same tasks—how do we collaborate on these?
   E. Michael mentioned Safe Sport and his conversations with Cara about how we could help broaden membership awareness and access to it; Cara added we could help determine clear pathways for incident reporting.

III. **USRowing Update:** 8:30-8:45 – Jess & Jennie.
   A. Both presented USR's "Updates and Areas for Collaboration".
      1. Jess cited differences between Chris Furlough's broader mentorship program vs. the DEI Comm's.

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2. The Trauma-informed Coaching sessions held to dare were well-attended and plans are being made to offer more. 140 had registered and 93 attended.
3. "United We Row" will be further unveiled at the HOCR next month.
4. There was considerable discussion and excitement around the "Survivors Celebration: Triumph Over Cancer" to be held at the HOCR.
5. "Coming Down the Pike":
    a) S2S & ODP camp programs to be reviewed. Carol & Jess to spearhead.
    b) Safeguarding: Jennie, Leslie, Cara & Michael meeting with Tom Rooks on 9/19 to discuss
    c) Leslie & Michael volunteered to assist with the United We Row Grant Design.
    d) Leslie asked the Comm to think about businesses we can approach to bring corporate DEI practices/best procedures to our work.

IV. **Executive Session II**: 9:00-9:30pm ET
    A. Michael inquired when and if the Comm should be reviewing USR's transgender policy. The consensus was clearly yes, and Leslie noted that the old/"former" DEI Comm had not been a part of formulating that policy (made public late '22).
    B. Broad discussion around what is said in our sessions should stay in them. Confidences should be maintained for Comm members to feel comfortable and safe to share opinions and experiences.

V. **Adjourn:** 9:35 pm EST

Facilitator(s): Leslie & Jenny.
Minutes submitted by: Michael.

Background Materials: USRowing DEI Strategy**;** USRowing Strategic Plan**;** Committee Charter; Unofficial USRowingDEI Committee Member Resource Page; USRowing DEI Committee Orientation Guide; USRowingDEI on Google Drive.