DEI Committee

MEETING AGENDA

Date/Time: May 7th, 2024 8:00 pm EST/5:00 pm PT / **Calendar Invite** / **Video Link**:

I. **Call to Order:** 8:00-8:10 pm EST- Jenny W.
   A. Welcome & Thank Yous
   B. Meeting Overview
   C. Approval of minutes from the last meeting

II. **New Business:** 8:10-8:40 pm EST
   A. USRowing DEI Committee Update - Kirsten, Steve
      1. Message pasted below - shared with DEI committee at large
   B. USRowing Update - Jenny T.
      1. Jennie T. provides an overview of completed projects and upcoming activities for engagement.

III. **Open Issues:** 8:40-8:50 pm EST
   A. Committee Feedback and Recommendations - Full Committee
      1. Kirsten answers a few logistical questions related to when the DEI Committee shift will occur (May 2024). Participants are encouraged to reach out to Jennie T. if they are interested in staying connected with USR and be involved in DEI projects and inclusion efforts.
      2. Participants each take a turn to thank USR, the committee chairs, and the membership for the work of the last year.

IV. **Executive Session**: 8:50-9:00 pm EST

V. **Adjourn:** 9:00 pm EST

Transition Resources-Leslie: Systems Change: Making the Aspirational Actionable; Successful Succession Planning; Advisory Boards

To the DEI Committee,

As we enter the fourth year since the inception of the DEI Committee of the Board, USRowing's Board of directors will be restructuring the DEI Committee effective June 2024. The new DEI Committee, to be headed by Jenny Withycombe, will work closely with the Board of Directors to bring a DEI lens to our overall governance and operations. The Committee will also include the following individuals: Malcolm Doldron, June Marshall, Myrna Gottrell, Molly Moore and Cara Stawicki. This group has been selected based on a combination of factors, including 1) current active involvement in the rowing community (focus on active coaches and rowers), 2) tenure with the DEI Committee, 3) Ted Stevens

Act athlete representation requirements, and 4) recommendations from the staff and Nominations Committee of the Board. Thank you all for being willing to serve in this capacity.

An updated Charter reflecting this change is currently in process. It will get finalized by the new group in conjunction with Steve Ciraolo (NomGov Committee and Board liaison to the DEI Committee) with the goal of being approved by the Board at our June meeting. Three of the representatives (Malcolm, June and Jenny) will serve as liaisons to standing board committees and the full new group will be invited to attend a portion of our regular board meetings and asked to provide ongoing advice to the USRowing Board and management. Our United We Row program under Jennie Trayes will be the structure for individuals with a continuing interest in our DEI initiatives to continue to volunteer. The High-Performance Working Group and Grants Committee will continue to operate, and a number of you will be asked to serve on the Associate Foundation (Young Professionals). We sincerely hope that others will reach out to Jenny regarding additional volunteer opportunities. As an example, Carol Schoenecker is working closely with the Community Engagement Team to train coaches on DEI for the USRowing ODP Camps this summer. While the specific ongoing working groups listed above will continue to meet as the work requires, future meetings of this broader group will be determined by Jennie Trayes, as appropriate.

Although the work of diversifying the sport of rowing will continue long after our own individual involvement, we all have much to be proud of so far. Since the Summer of 2020, the USRowing DEI Committee has led the establishment of a full-time Community Engagement Team, designed a six-year strategic plan for inclusion efforts, and helped created a host of DEI-related programs under the “United We Row” umbrella.
As the founding co-chair of the DEI Committee in 2020 and current Board Chair of USRowing, on behalf of the entire Board of Directors, I want to express my deep personal appreciation to this group for your passion and engagement, as well as the insights and experience you’ve brought to USRowing.

Thank you.
Kirsten Feldman