



Inclusion and Community Impact Committee

MEETING MINUTES

Date/Time: January 13, 2026 8:00 pm EST/5:00 pm PT

Attendees: Jenny Withycombe, Malcolm Doldron, Myrna Gottrell, Molly Moore and June Marshall

USRowing Board Member Liaison: Stephen Ciraolo

- I. **Call to Order:** 8:11 PM EST/5:00 PM PT
- II. **Executive Session:** The Committee transitioned into Executive Session.
- III. **New Business:**
 - A. Committee Membership
 - Ms. Moore and Ms. Stawicki met in early January to draft a job description for the ICI's Athlete Rep position. They were to meet again to discuss specifics of what the advertisement to the Athlete Rep would be. Ms. Moore described the current feelings of some of the athlete representatives and their voice on the Board and in Board Committees. Discussion ensued regarding the terms of Athlete Reps and impact of additional members to the ICIC and need for additional Athlete Reps.
 - B. Board Committee Updates
 1. USR General – General discussion of the committee regarding the need for cultural competency training of coaches and the pushback received.
 - Ms. Withycombe reported that there had only been a handful of opposition to the transgender policy issued by the organization. Tara Morgan, Steady State Network, reached out to Jenny Traves. Coffee talks Tara held were neutral about the subject. Ideas to support LGBTQ athletes with partnerships from the organization.
 - Supporting LGBTQ athletes with partnerships; take Tara up on the partnerships
 - Discussion among the members about the need for inclusion to be important throughout the organization and not just at the Senior Management level.
 2. Finance – Budget was passed at the December 2025 USRowing Board of Directors meeting.
 3. Board Meeting/NomGov – Ms. Marshall discussed the upcoming Board nominations process and next steps.
 4. HR / Comp – Ms. Doldrum discussed the attempted focus on Senior Management obtaining corporate sponsors for the organization.

5. HP Subcommittee – Ms. Marshall provided an update provided by Brett Gorman regarding athletes that were identified in Project Gold, participating in the U23 Camps and the discussion of the retention of diverse coaches in the identification camps.

C. Upcoming Speakers

1. February – Still attempting to get Tracy Brown, USRowing Foundation to speak.

IV. **Open Issues:**

A. OPEN #1: ICIC Charter Updates –

- Mr. Ciraolo indicated that this evening he sent Amanda Krause’s re-writes of the ICIC Charter. Mr. Ciraolo explained the version sent this evening was different from the version sent in November 2025. Committee members stated they would review and provide comments.

V. **Adjourned:** 9:36 PM EST/ 6:36 PM PT