



## Inclusion and Community Impact Committee

### MEETING MINUTES

**Date/Time:** February 10, 2026 8:00 pm EST/5:00 pm PT

**Attendees:** Jenny Withycombe, Malcolm Doldron, Myrna Gotrell, Molly Moore, Cara Stawicki and June Marshall.

**USRowing Board Member Liaison:** Stephen Ciraolo

**Guest:** Tracy R. Brown, OLY, Executive Director, USRowing Foundation

I. **Call to Order:** 8:06 pm EST/ 5:06 pm PT

II. **New Business:** 8:00-9:00 pm EST

A. USR Foundation

1. Ms. Brown began by providing her background as National Team Rower in 1992 and began working with the Foundation.

- Ms. Brown provided an overview and genesis of the Foundation, that started in 2022, through Amanda Kraus and its relation to the National Rowing Foundation. Bill McNabb is the current Chair. There are 50 Trustees that must commit to participate for 3 years. The minimum contribution amount to become a Trustee is \$25,000 per year.
- Trustees are nominated through the Nominating Committee – Andy McLean. The Foundation is modeled after the US Ski and Snowboard.
- Ms. Brown then explained the Foundation's goals for 2026 – including targets for members they have cultivated through existing Trustees; large number of women; geographic diversity – Miami, Texas, Bay area, and Mid-West/Chicago. Ms. Brown did discuss that the Foundation has made exceptions for certain people who could not fulfill the financial commitment such as athletes, members from certain geographic areas and a member who provides a donation in kind.
- Discussion ensued regarding the tasks of the Foundation, how the Foundation chooses to spend its funds. Ms. Gotrell asked if the donation minimum limited the racial diversity and the percentage of racial and ethnic diversity were on the Foundation. Ms. Brown acknowledged that it is tough to find diverse candidates and a few have declined. Ms. Brown stated that she would love getting help from the Committee in identifying diverse candidates.
- Ms. Moore asked how the candidate pipeline is being developed with respect to finding people with experience with the sport. Ms. Brown explained that they are reaching out to collegiate athletes and their parents. Ms. Gotrell suggested Ms. Brown explore the possibility of

non-rowing entities but sports related interests to help with diversity. Ms. Brown stated that had engaged with someone in the Boston development community and others. It was discussed that the National Rowing Foundation is a competitor to getting Trustees for the Foundation because it is a lower threshold for entry.

- Ms. Withycombe brought up a question regarding potential conflicts of interest with Foundation members becoming USRowing Board members. Discussion ensued.
- Ms. Stawicki asked how to pitch membership to the Foundation to a non-rower. Ms. Brown discussed the excitement around LA28, the business connection, social connections that can be made as a result of participation with the Foundation.
- Ms. Gotrell asked what accountability USRowing had to maintain its stated mission of diversity and inclusion if a large donor disagreed with the concepts. Ms. Brown stated that the Board can decide whether to turn down a donation based on viewpoints that do not align with USRowing.

B. [ICIC Charter Updates - Stephen](#) – Committee members will review the proposed Charter updates and provide comments.

C. Due to time constraints, Board Committee Updates were not provided.

D. Upcoming Speaker

1. March – Ms. Stawicki suggested US Swimming DEI director to speak to get another organization's perspective on diversity.

### III. Open Issues:

A. OPEN #1: [Video Script - Jennie T feedback](#). – Ms. Withycombe spoke with Jenny Traves and asked her to follow up with Tom Rooks.

- Mr. Ciraolo stated that he would reach out to Kirsten Feldman and Don Reynolds to discuss onboarding with respect to diversity.

IV. **Adjourned:** 9:44 pm EST/6:44 pm PST