



Inclusion and Community Impact Committee

MEETING MINUTES

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

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

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

II. **New Business:** Committee went into Executive Session.

A. Board Committee Updates

1. USR General – Ms. Withycombe provided an update regarding her conversation with Jenny Traves.
2. Finance - No report
3. Board Meeting/NomGov – Ms. Marshall provided an update regarding Don Reynolds being re-selected for the Independent Director seat on the Board.
4. HR / Comp – No report
5. HP Subcommittee – No report. Committee will be meeting later this month. Ms. Moore and Ms. Stawicki also provided a brief update regarding the conversations they have been having with Grace Latz.
6. Cultural competency – Ms. Gotrell stated that she received a call from Margot Zelkin who works with the safety videos with Tom Rooks. Mr. Rooks had given her the script and she was very excited. Ms. Zelkin informed Ms. Gotrell that she is looking to see how to get the project filmed. Ms. Gotrell is giving Ms. Zelkin potential filming locations. Discussion ensued regarding connecting the video to safety as well as United We Row, throughout the entire USRowing organization and potential timeline.

B. Upcoming Speakers

1. April – The Committee requested that Kirsten Feldman, Chair of the USRowing Board of Directors be the guest at the April meeting. The Committee would like to check in with her regarding the strategic plan and plans for diversity and inclusion going forward in the organization.

III. **Open Issues:**

- A. OPEN #1: Connect with Other NGB DEI Committees – Ms. Withycombe did not hear anything back from USA Swimming. Ms. Stawicki will reach out to her contacts.

IV. **Adjourn:** 9:36 pm EST/6:36 pm PST