



DEI Committee

MEETING MINUTES

Date/Time: March 11, 2025 8:00 pm EST/5:00 pm PT

Attendees

DEI Committee Members: Jenny Withycombe, Malcolm Doldron, Cara Stawicki, Myrna Gotrell and June Marshall

I. **Call to Order:** 8:10 pm EST/5:10 PM PT

A. Approval of Prior Minutes – February

- Approval of February 11, 2025 was tabled until the April 8, 2025 meeting.

II. **New Business:**

A. Board Committee Updates

1. United We Row – Ms. Marshall made an announcement that Sharon Wienbar will be the new Board liaison to the program. Ms. Gotrell Myrna is the new committee member.
2. Finance, NW Master's Council, Gender Sub-Committee -
 - Finance -Ms. Withycombe did not have any additional updates other than what was provided for the March Committee meeting.
 - NW Master's Update – Ms. Withycombe discussed an issue regarding ageism in rowing with respect to older rowers (70+) and the perceived lack of attention given to them by USRowing. Handicaps imposed at regattas. An issue was also raised regarding the lower number of older female categories (70+) at the Head of the Charles versus races for male categories (70+). Ms. Withycombe will bring this up to Kirsten Feldman. Ms. Withycombe also discussed the need for the USRowing Fantasy Camps to become more inclusive to all Masters' rowers.
3. NomGov – Ms. Marshall discussed issue that come up regarding her inclusion on the NomGov Committee and the need to receive clarity on what the role of the DEI liaison will be in the future. Ms. Marshall will report back to the DEI Committee.

4. HR / Comp – Mr. Doldron stated that there was no updated because the committee had not meet recently.
5. HP Subcommittee – Ms. Stawicki discussed the issue regarding a decline in attendance from last year's Winter ID Camp participants. Last year there was a total of 1029 attendees, this year there were only 600 nationwide. A couple of the camps had to be rescheduled and this is the second year they were not on the water. Ms. Stawicki addressed the concern that the model is very muddy, with no clear way to understand how to get into the pathway and the need to package the camp differently to attract more kids.
 - Mr. Doldron confirmed there were weather issues that caused cancellation of some of the camps and the issues with the scholastic programs in the Fall did not help.
 - Ms. Gotrell added that the time of the year the camps are held is not good because of Senior year activities.
 - Discussion ensued as to what changes could be made regarding being more transparent with the process, holding the camps year round and how to maintain the integrity of the process.
6. Project Gold – Ms. Marshall reported that the kick-off meeting was held that discussed big picture mission and ways to identify athletes that were going to be reached out to in order to introduce them into the pipeline and starting early entry into the pipeline, e.g. middle schoolers. The next meeting will take place in May.

III. **Open Issues:**

- A. Ms. Withycombe will discuss with Kirsten Feldman how to navigate the term of the DEI Committee Chair and its members rolling off and coming onto the Committee.

IV. **Adjourned:** 9:48 pm EST/6:48 pm PT