



DEI Committee

MEETING MINUTES

Date/Time: June 10, 2025 8:00 pm EST/5:00 pm PT

Attendees

DEI Committee Members: Jenny Withycombe, Malcolm Doldron, Cara Stawicki, Molly Moore and June Marshall

USRowing Board Member Liaison: Stephen Ciraolo

I. Call to Order: 8:05 pm EST/5:05 pm PT

A. Approval of Prior Minutes – April 8, 2025

- Motion to approve April 2025 minutes made by Ms. Moore. Ms. Marshall seconded. Minutes were approved unanimously.
- Minutes were not taken at the May 2025 meeting.

II. New Business:

A. Board Committee Updates

1. Finance – Ms. Stawicki discussed that she attended her second Finance Committee meeting where the audit was presented to the Committee by an independent auditor. Ms. Withycombe added that financial money that it was presented that money had been either allocated or paid out as the organization had planned. Discussion ensued regarding the budget and how the committee could be better informed prior to the final budget being presented to the Board. Committee members agreed that Ms. Withycombe should reach out to Sarah May, Chief Financial Officer to the next Committee meeting.
2. Board Meeting/NomGov – Ms. Marshall provided an overview of meeting with USRowing outside counsel recommendations specifically as they related to the Committee. Discussion ensued. Ms. Marshall also provided an update regarding the Casperson agreement. Mr. Ciraolo provided input as well regarding Casperson and next steps.
3. HR / Comp – Mr. Doldron discussed that the focus was finding a replacement for Rich Cacioppo, Chief Program Officer and promotions of current USRowing staff members. Discussion ensued.
4. HP Subcommittee – Ms. Stawicki provided update from Brett Gorman regarding upcoming events and championships.

USRowing DEI Lens

- A. Reflecting BEFORE we make decisions**

B. Recent Issues – General discussion occurred concerning the following topics

1. Commentators
 2. Masters Regional Regatta's Cancelled
 3. Masters Regional Regatta Fees
 4. Youth Nationals - Spectators are only able to purchase a four-day pass versus having a single day option. The pass is not a small lift... is it possible for USRowing to offer a prorated single-day option?
 - a) General Admission 4-Day Pass: \$89 (+7.75% processing fee) plus parking fee.
- Committee members agreed that Ms. Withycombe should reach out to Jenny Traves, Chief Community Engagement Officer, to bring up the issue of access as a result of the cost to watch Youth Nationals.

III. **Adjourned:** 9:50 PM EST/6:50 PM PST