



DEI Committee

MEETING MINUTES

Date/Time: January 14, 2025 8:00 pm EST/5:00 pm PT

Attendees

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

USRowing Board Member Liaison: Stephen Ciraolo

Guest Attendee: Kirsten Feldman, Board Chair, USRowing Board of Directors

I. **Call to Order:** 8:05 pm EST

A. Approval of Prior Minutes – December

- Motion to approve December 10, 2024 Meeting Minutes made by Mr. Doldron and Ms. Marshall. Minutes unanimously approved.

B. Discussion regarding the fact that Ms. Withycombe will be in Micronesia February 2-15, 2025. Committee members agreed that the February 11, 2025 will continue as scheduled.

II. **New Business:**

A. 2024 Reflection – Feedback from Board Chair

- Ms. Withycombe began the discussion by posing the question as to how the Committee could help Ms. Feldman. Ms. Withycombe provided the examples of areas the Committee felt they could help USRowing with a DEI lens such as the hiring process for the organization.
- Ms. Feldman stated that the Committee was having a positive impact on USRowing. Ms. Feldman provided an overview of the challenges faced in 2024 and strategic opportunities for 2025. Discussion ensued with Committee members as to areas in which the Committee could continue to support the organization.

B. [Project Gold](#) – Ms. Withycombe provided an update of Project Gold and discussions she has had with Jenny Traves about the project. Ms. Withycombe stated that there was a request for a member of the Committee to participate in Project Gold. Ms. Marshall volunteered to participate. Ms. Withycombe stated that she would inform Ms. Traves.

- C. [DEI Choice Award](#) – Ms. Withycombe acknowledged that USRowing received the United States Olympic & Paralympic Committee's NGB Diversity, Equity & Inclusion Choice Award for the "United We Row" grants program.

III. **Executive Session**

- The Committee went into Executive Session and discussed what's working well for committee, lessons learned, what's not working well and changes that need to be made.

IV. **Adjourned:** 9:38 pm EST/6:38 pm PST