



DEI Committee

MEETING MINUTES

Date/Time: December 10, 2024 8:00 pm EST/5:00 pm PST

Attendees

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

USRowing Board Member Liaison: Stephen Ciraolo

Guest Attendee: Brett Gorman, Director of High-Performance Pathways, USRowing

I. **Call to Order:** 8:04 PM EST/5:04 PST

A. Approval of Prior Minutes – November

- Motion to approve November 12, 2024 Meeting Minutes made by Mr. Doldron and seconded by Ms. Stawicki. Minutes unanimously approved.

II. **New Business:**

A. Brett Gorman

- Ms. Gorman began by explaining that her position as Director of High-Performance Pathways is a relatively new one and that she has held for one year. Ms. Gorman's purview is U19, U23, Senior Team and Olympic Team
- Ms. Gorman walked through prepared slides that included describing the U19 Athlete Winter ID process. Ms. Gorman also discussed the DEI component and acknowledged that there must be more direct outreach and sensitivity in wording used for outreach.
- Ms. Gorman described the U23 Camps and winter ID process. Mr. Doldron inquired about what happened to a Freshman camp that was previously held. Ms. Gorman explained that was not being held anymore focus is on U19 and U23. Discussion ensued as to how to bridge the gap between U19 and U23, as well as, how summer camps should be run, should camp attendees race. Mr. Doldron noted that he believed everyone should race. Ms. Gorman stated that the goal for next year's winter camp was to have at least two but need buy-in by collegiate coaches.
- Ms. Withycombe requested that U23 athletes who compete in Masters regattas be identified to the regatta directors in order to develop fairer heats and races against other Masters. Ms. Gorman stated she would ask.
- Discussion turned to the coaching pipeline. The qualifications of USRowing coaching certification, at least Level 2. The challenges and perceptions that

need to improve to attract and retain a larger diverse coaching pool. Current coaching needs were also discussed.

- Ms. Gorman also identified open spaces and areas in need of improvement. Discussion ensued regarding how USRowing could make a more proactive and purposeful effort in creating space for coaches of color to engage with current USRowing coaching staff. Including but not limited to, non-camp related networking opportunities and get-togethers, creating space for coach engagement at Youth Nationals, outreach to coaches outside the traditional clubs and schools where coaches are usually chosen.
- Ms. Gotrell discussed the issue in scholastic rowing regarding public and private school opportunities as well as the current tension between scholastic programs and USRowing in the East coast. Ms. Gotrell noted that most of the diverse rowers came from scholastic public programs. Mr. Ciraolo also discussed the scholastic program issues.

III. **Open Issues:** 9:00-9:15 pm EST

- A. OPEN #1: Guest Calendar:
1. January:

IV. **Overflow and Executive Session**

- Due to time constraints, no reports were provided.
- A. Board Committee Updates
1. United We Row - Stephen
 2. Finance - Jenny
 3. NomGov - June
 4. HR / Comp - Malcolm
 5. HP Subcommittee - Cara, June

V. **Adjourned:** 9:55 pm EST/6:55 pm PST