



Inclusion and Community Impact Committee

MEETING MINUTES

Date/Time: December 9, 2025 8:00 pm EST/5:00 pm PT

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

- I. **Call to Order:** 8:05 pm EST/5:05 pm PT
- II. **Executive Session:** The Committee transitioned into Executive Session.
- III. **New Business:**
 - A. Committee Membership
 1. Committee discussed transition timing that will be in June 2026. Discussion regarding the selection of athletes from the Athlete Council. Ms. Marshall suggested that Ms. Moore and Ms. Stawicki be allowed to interview the potential new athlete committee members if either or both transition off the Committee. Ms. Moore and Ms. Stawicki agreed and stated they would discuss with Grace Latz.
 - B. Board Committee Updates
 1. USR General – Ms. Withycombe discussed that she and Ms. Marshall would be attending the upcoming US Rowing Board Meeting on Friday, December 12, 2025. A report will be provided during the January 2026 Committee meeting.
 2. [Finance](#) – Ms. Withycombe and Ms. Stawicki provided an update regarding the budget to be past during the December 2025 Board of Directors meeting. Of note, a couple of the coastal regattas were removed from the budget and there was a discussion of membership fees.
 - More breakout of line items
 - a) [Budget Update](#)
 3. Board Meeting/NomGov – Ms. Marshall provided an update regarding the upcoming US Board of Directors elections and selection of the Independent Board of Director during Executive Session.
 4. HR / Comp – No report
 5. HP Subcommittee – No report
- IV. **Open Issues:**
 - A. OPEN #1: Lizzie Seedhouse, Chief Marketing Officer, USRowing, Email - Inclusion and Community Impact Committee, to provide feedback on new online store for Fan Gear for the USRowing National Team through an inclusion and belonging lens. Committee watched the video on the online store platform. Comments included that the video did

not appear inclusive. The music was old and it was not geared toward the fans or USRowing members who USRowing wants to purchase gear. Additional comments included that there was no coastal or para athlete representation and it was suggested that the video show the athlete pipeline that includes diverse athletes. A question was posed as to who produced the video. Ms. Withycombe will provide the Committee's feedback to Ms. Seedhouse.

V. **Adjourned:** 9:32 pm EST/6:32 pm PST