DEI Committee

MEETING MINUTES

Date/Time: April 8, 2025 8:00 pm EST/5:00 pm PST

Attendees

DEI Committee Members: Jenny Withycombe, Malcolm Doldron, Cara Stawicki, Myrna Gotrell, 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 – March 11, 2025

- Motion to approve meeting minutes made by Mr. Doldron and seconded by Ms. Gotrell. Minutes approved by Mr. Doldron, Ms. Gotrell, Ms. Stawicki and Ms. Marshall with Ms. Moore abstaining.

II. New Business:

A. Board Committee Updates

1. United We Row - Myrna (grants) – Ms. Gotrell reported that she attended a Zoom meeting regarding the grants process. Approximately 80 interested parties participated in the meeting. Will Bott explained the expectations and requirements for the grant applications. Applications will be reviewed in two phases this year. 100 in Phase 1 and reduced to 80 in Phase 2 based on review criteria.
    - Ms. Moore mentioned that she participated in the grant review process last year and there was only one phase. Ms. Moore stated that she met with Will Bott the prior week to discuss the scoring criteria.

2. USR Main, Finance, NW Master's Regional Racing Council, Gender Sub-Committee.
    - Ms. Withycombe reported that she met with Jennie Trayes and discussed who would replace Rich Cacioppo. Ms. Trayes stated that he may stay on as a consultant but will leave by the end of April. They discussed the hire of Peter Choi as a Director on Mr. Cacioppo's team who will focus on indoor and coastal rowing and growing the sport. Ms. Withycombe discussed the status of OKR's. Ms. Trayes stated that everyone has their own OKR but there is not cohesion.
    - Ms. Withycombe discussed stakeholder engagement around
    - USRowing (scholastic, club, etc.), regional councils. Discussion ensued.

3. USR Board Meeting/NomGov – Ms. Marshall reported that the committee would like feedback on current climate of DEI. Discussion ensued.

4. HR / Comp – Mr. Doldron did not have anything to report because the committee had not met.

5. HP Subcommittee -
    a) Project Gold – Ms. Marshall reported that the first meeting of the Council had been held. The focus of the committee is to identify athletes that are ready for the National Team pipeline.
        - Ms. Marshall explained the discussion concerning whether a press release should be released about Project Gold. Discussion ensued including athlete perspectives provided by Ms. Stawicki and Ms. Moore. Ms. Marshall made a motion with respect to USRowing not put out a press release about the project and focus on doing the work of athlete development. Ms. Gotrell seconded the motion and the motion was unanimously approved.

III. Adjourned: 9:36 pm EST/6:36 pm PST