USRowing DEI Committee Meeting

1-5-21

Apologies for Absence

None

Highlights and Actions

Welcome and Approval of Documents

- The group approved the prior meeting minutes pending minor revisions.

USRowing Board

- Meghan O'Leary provided an update on the process of engaging and seating potential candidates affiliated with the DEI Committee on USRowing board committees.
- The co-chairs reported on their progress with scheduling and conducting conversations with Board members to introduce the DEI Committee and discuss the upcoming elections.

Task Force on Statement Regarding DEI Commitment and Goals

- The group discussed the progress of a recently convened task force within the DEI Committee that will lead the drafting of recommendations from the Committee to USRowing to inform a statement by USRowing leadership regarding the organization's commitment to DEI and planned actions.
- The group clarified the goals of this initiative and discussed how best to coordinate with USRowing staff.

Work Group Readouts

Group leaders provided succinct readouts with a focus on their action items and questions for the full committee.

- Group A (Internal to USRowing) - hiring, DEI training for staff and board, junior programs and events, SafeSport policy, and strategic planning
- Group B (External) - membership survey, development of resources for member organizations, data gathering
- Group C (Transparency and Accountability) - development of resources to support case for change, coordination with co-chairs regarding messaging

Committee Discussion

- The group discussed how to support organizational members who are reaching out to USRowing and DEI Committee members for support regarding their own DEI initiatives. The group discussed available resources as well as the possibility of USRowing facilitating group discussions to help build a community of practice for members and organizations engaged in this work.
- The group discussed how to engage USRowing staff and integrate the work of the DEI committee into USRowing operations more broadly.

Closing and Next Steps

- Richard reminded Committee members that at this stage all work groups should be focused on actions and delivery of work product.

Summary drafted by Catherine Reddick, 1-6-2020