

WORLD SAILING **EQUITY, DIVERSITY AND INCLUSION COMMITTEE** **ANNUAL WORK PLAN 2024-2028**

2. Committee Members

Pinar Coskuner Genc – Chair	Smadar Pintov	Kay Rawbone – PWSC Rep
Sylvie Harle – Vice-Chair	Helio Alberto	Spencer May
Carmen Felizitas Somm	Jehan Driver	Tiril Bue
Caterina Banti	Mona Kupperts	Stefanos Chandakas
Cecila Carranza Saroli	Raynor Haagh	Hui Wen Yeh

3. Working Groups

<u>Working Group</u>	<u>Lead</u>	<u>Members</u>
Women	Raynor Haagh	Andres Perez Tiril Bue Lara Poljsak Jennifer Hall Nicolene Henkeman Elena Papazoglou
Underrepresented Groups	Jehan Driver	Mona Küppers Spencer May Hui Wen Yeh Emma Humphries
Para Inclusive	Stefanos Chandakas	Caterina Banti Cecilia Carranza Saroli Tiril Bue Kay Rawbone Sofia Papadopoulou Carlos Garcia Motta
Inter Sex/Difference of Sexual Development	Smadar Pintov	Carmen Felizitas Somm Cecilia Carranza Saroli Helio Alberto Teo Wee Lee Mina Stanikic

4. Remit and Strategic Alignment 2w3es

[“Ready for the Future 2025-2029”](#)

[“Olympic Vision”](#)

[“Sustainability Agenda 2030”](#)

[“Steering the Course: Women in Sailing”](#)

[“Para Inclusive Strategy”](#)

<u>Mission/Remit</u>	<p>Mission Statement/Remit:</p> <p>Reaffirm the committee’s mission</p> <p>The remit of the Committee is to advise and report to Council on:</p> <p>(a) promoting diversity within the sport of Sailing and World Sailing;</p> <p>(b) discussing and promoting non-discrimination within the sport of Sailing under clause 1.3(c) of the Constitution;</p> <p>(c) encouraging and increasing participation by women and underrepresented groups in all aspects of sailing and sailing administration; and</p>
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	<p>(d) monitoring Proposals made to World Sailing and advise on any aspects which may affect equity, diversity and inclusion</p> <p>(e) to recommend appropriate strategies and policies to improve equity, diversity and inclusion within the governance of the sport.</p> <p>(f) Monitoring and evaluating the implementation and effectiveness of the federation's equality and diversity strategies, policies and programmes.</p>
Alignment to WS Strategies	
Eg. Ready for the Future	PLEASE SEE ATTACHED SPREADSHEET

5. Objectives for the Year

List 3–5 specific, measurable, achievable, relevant, and time-bound (SMART) objectives for the year.

Objective 1	Measure and Communicate Impact: Develop metrics to assess the impact of ED&I initiatives and efforts.
Objective 2	Promote Inclusive Training, Development and Engagement: Develop and implement inclusive training modules that address barriers faced by underrepresented groups.
Objective 3	Advance Inclusive Governance: Implement governance reforms to position World Sailing at the forefront of sports governance, emphasizing transparency and inclusivity

6. Key Activities

- Break down the objectives into actionable tasks with deadlines and responsible parties.
- Define key performance indicators (KPIs) to measure progress and success.
- Outline the resources required to achieve the objectives.

OBJECTIVE 1		Measure and Communicate Impact: Develop metrics to assess the impact of ED&I initiatives and efforts.		
TASKS	DEADLINE	RESPONSIBLE PARTY	KPI	Resources Required
Design and implement a framework for collecting and analysing data related to ED&I efforts over time. Establish key metrics at both the international, continental, MNA and class level.	Q2-3	Chair and Working Group leads.		World Sailing staff time and members from each working group. Software to support data collection in the form of surveys and reporting from World Sailing membership.
Share findings through annual publications and presentations to relevant committees and commissions and at international events including the annual conference.	Q3-Q1 26	WS Sustainability	Inclusion in impact report, relevant events and seek engagement opportunities with committees and commissions	
Use data insights to inform future strategies and initiatives, ensuring continuous improvement.	Q3-Q1 26	Committee	Outcome: Ensure current targets are appropriate and set new requirements/targets where necessary including for members.	Time requirements from both WS staff and committee membership. Additional external capacity may be required to advise on strategic imperatives e.g. IOC GEDI
Collaborate with the Magenta Project to deliver an updated Strategic Review of Women in Sailing.	Q2-Q1 26	Women's Working Group, WS Sustainability and Magenta Project	Outcome: a clear set of quantitative and qualitative indicators for regular	WS staff time, Representation on MP advisory board and Software to enable data collection.

OBJECTIVE 2		Promote Inclusive Training, Development and Engagement: Develop and implement inclusive training modules that address barriers faced by gender and underrepresented groups including those with protected characteristics.		
TASKS	DEADLINE	RESPONSIBLE PARTY	KPI	RESOURCE REQUIRED
Review and update existing training materials to incorporate inclusive practices and cultural competencies, both organisationally and for WS membership. Guidance to ensure future materials meet minimum requirements.	Q3	Chair and Vice Chair	Outcome: updated and provision of new materials. Including digital materials on the new learning platform. All materials outputted by WS should have met the requirements set by the committee.	WS Staff time Budget for external educational support.
Organise workshops and seminars focusing on inclusivity for MNAs, Classes, coaches, officials, and athletes. e.g. <ul style="list-style-type: none"> - Male Allyship - Trans Inclusion - Bias and Inclusion and WS 	Q3- Onwards	WS Sustainability and Working Group reps	Number of workshops and seminars for identified groups. Percentage of groups. Number of people engaged in training.	WS Staff time Budget for external training providers
Partner with international organisations to share best practices and resources on inclusive training methodologies.	Q4 - Onwards	WS Sustainability	Outcome: Create 2 or 3 collaborative opportunities to work with other international entities.	WS Staff time
Engage communications from the membership to ensure portrayal imperatives.	Q2-Q4	WS Sustainability and Comms	Outcome: Deliver clear guidance and training on portrayal for membership. KPI is number of members that join and show indication of change.	WS Staff time IOC support time

Engage communications across the membership to make 'heros' within the sport across relevant activation days with a focus on International Women's Day.	Q3-Q4		Number of MNAs and Classes that create 'Hero' content in their local markets, regions and operational areas.	
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OBJECTIVE 3		Advance Inclusive Governance: Implement governance reforms to position World Sailing at the forefront of sports governance, emphasizing transparency and inclusivity.		
TASKS	DEADLINE	RESPONSIBLE PARTY	KPI	RESOURCE REQUIRED
Establish a task force to review and recommend updates to governance policies, ensuring they promote diversity and inclusion. Recommend new policies that will ensure delivery of EDI practices.	Q3-4	Chair and Vice Chair	Outcome: update of governance policies	Time: staff and volunteers IOC engagement and Inclusive employers.
Facilitate regular forums and discussions with stakeholders (MNAs, classes, continental associations etc) to gather input on governance practices.	Q3-4	Chair and WS Sustainability	Outcome: Gather clear feedback with outcomes gained at set regular intervals.	Software for feedback Time: Staff and committee volunteers
Publish annual reports detailing progress on governance reforms and their impact on inclusivity.	Q1 26	WS Sustainability	Outcome: Updates within the annual impact report and IOC.	Time for data collection and copywriting budget for report.
WS Committee & commission cross-representation				

7. Reporting and Review

The committee will submit quarterly progress reports to the World Sailing Board and present findings at the annual general meeting.

8. Continuous Improvement

Include a section for lessons learned and recommendations for the next year.