

Equity, Diversity and Inclusion Committee

Introductory Meeting January 2025

24th February 2025



Attended:

EDI Members: Pinar Coskuner Genc (TUR), Sylvie Harle (FRA), Caterina Banti (ITA), Jehan Driver (IND), Raynor Haagh (NZL), Spencer May (JAM), Andres Perez (ESP), Smadar Pintov (ISR), Tiril Blue (NOR), Stefanos Chandakas (GRE), Helio Alberto (MOZ), Mona Kuppers (GER), Carmen Felizitas Somm (SUI)

Board Representatives: Josep Pla Maronda (AND)

World Sailing: Director of Sustainability – Alexandra Rickham, Sustainability Executive – Rebecca Videlo

Apologies: Cecilia Carranza Saroli (ARG)

Agenda:

1. Chairperson's Welcome - PCG

A moment of silence was observed in memory of Chantal and all women and people who have worked for equity in sailing.

PCG welcomed members to the committee, confirmed relevant work streams including WhatsApp group, email group and shared OneDrive where relevant files are housed.

PCG highlighted the importance of equity, diversity, and inclusion in all facets of sailing and expressed hope that the committee would find ways to promote these values.

2. Historical background to the committee – SH

PCG asked SH to explain the committee's origins, stemming from the new governance reform and evolving from the previous Women's Forum.

SH outlined the history of the Women's Forum, its evolution over time reaching over 80 members since it represented all women involved in World Sailing's Committees and Commissions. Within the Women's Forum there were working groups on areas of importance such as Race Officials and Transgender.

3. Introductions: Committee Members

- Who are you?
- Why you chose to be a part of the committee?
- What you want to get out of the committee and what does success look like across the term

Members of the committee and WS Staff introduced themselves and outlined their motive to be part of this committee.

4. Terms of reference - PCG and AR

AR shared the terms of reference for the committee. The terms were outlined, and no further comments were made around any further suggestions to be included in the terms. AR stated that this committee will focus more on the governance side of EDI, and the Development Department at World Sailing will work with the Growth of Sailing Committee to implement this.

5. Meeting and committee working structure - PCG

PCG suggested that the committee meets online monthly on the last Monday of every month at 1700 UTC, rather than meeting yearly as required in the Terms of Reference. The next meeting will be 24th March at 1700 UTC via MS Teams.

PCG outlined the four main areas of the committee to work on, Women, Underrepresented Groups, Para Inclusive Sailing and Inter Sex/Difference of Sexual Development. These would be ideal working groups for the committee, with Women potentially being divided further into Race Officials, Coaches, Sailing, Leadership. It was recognised that collaboration with other committees and commissions is needed to achieve these goals.

Members should use the WhatsApp Group to highlight areas they are keen to work further on within this proposed working group structure.

JPM suggested that the working groups should be opened up to other people in the community with relevant experiences to enrich discussions and initiatives.

6. AOB

AR would like to invite Inclusive Employers, World Sailing's EDI consultants to the next meeting, who are experts in EDI in workplaces and sport organisations. Inclusive Employers hosted Conscious Inclusion training for the World Sailing Committees and Commissions in late 2023, early 2024. AR confirmed WS is looking to hold similar training for the new committees by Inclusive Employers but encourages all Committee members to watch the recording of the past training, which can be shared. AR will also investigate getting access for all members to the Inclusive Employers platform.

JPM commented that in the new governance structure committees are required to outline a workplan for the committee's term.

PCG encouraged members to share their ideas and areas they want to be involved in the working groups through the WhatsApp group between meetings.