

## Diversity Planning Meeting

Date: March 22, 2023  
Next meeting date: April 12, 2023  
Attendance: Zak Lewis (ZL), Head Coach  
Meghan Jolley (MJ), Athlete Representative

### Links:

[World Rowing Women in Coaching Toolkit](#)

[RCA Annual Report 2022](#)

[10 Step JEDI Journey](#)

### Notes:

- RCA reports 55% female, 45% men, 0% non-binary and 0% prefer not to disclose at ORC (RCA Annual Report 2022, p 23)
- In 2022 and many years prior (ZL)
  - there were more women than men coaches at the club, but mostly men lead
  - Staff is 50/50 men and women
  - ORC Board is 5 men, 2 women (in 2022 and 2023)
  - Junior team is seeing increase in diverse backgrounds due to Everybody Rows initiative
- Suggestion (MJ): Form a Justice, Equity, Diversity and Inclusion (JEDI) committee to promote diversity and equity through the club and hold ORC board, staff and community accountable for promoting the same
  - They can help guide/lead the initiative at ORC
  - Will need measurable/actionable metrics to keep us accountable and on track (ZL)
  - Metrics must also be malleable (ZL)
  - Stagnant (/severe deficiency) or decreasing diversity is a sign that we need a better strategy (ZL)

### Conclusions:

- ORC membership and coaching team has more women than men, but lead coaches are mostly men as of 2022
- Diversity of other types is lacking at ORC and a strategy is needed to improve
- Need more diversity in other areas, not just better male to female representation (different social and ethnic backgrounds, LGBTQ+, etc.)
- Need to find a way to reach more diverse adults