

## Diversity Planning Meeting

Date: April 19, 2023  
Next meeting date: May 3, 2023  
Attendance: Zak Lewis (ZL), Head Coach  
Meghan Jolley (MJ), Athlete Representative

### Links:

[London Youth Rowing Diversity Action Plan](#)

[London Youth Rowing Equal Opportunity Statement](#)

### Notes:

- After board approval - engage ORC community to form a JEDI committee (MJ)
- Proposed metrics/goals (will be adapted and added to once committee is formed):
  - ORC board to release statement like the Equal Opportunity Statement (see above)
  - Create and maintain a JEDI committee
  - Committee to create an action plan, approved by the board
  - Provide email update to the ORC board at the end of each month
  - Committee to provide a comprehensive review on JEDI aspects at ORC
  - Run or participate in at least 1 pride event as a club
  - Create/update policy (to be approved by the board) on JEDI and added to the ORC policy manual
  - Maintain a gender-balanced coaching team, staff and board (including non-binary people etc.)
  - All coaches to complete the following modules in The Locker:
    - anti-racism in coaching
    - gender-based violence in sport
    - Coaching people with disabilities
  - Continue to support athletes in need through the Athlete Fund
  - Strive to increase the number of BIPOC rowers (by x%?, by 2026)
  - Strive to increase the number of pararowers (by x%?, by 2026)
  - Continue to run Everybody Rows program
- Is there a document style that needs to be outlined in for the board? (MJ)
- Get # of people who have expressed interest, give # to board
- 1 head of JEDI committee, any number of people after that
- Ask someone to lead
- Provide updates as needed to the board
- Newsletter for interest first, then have meeting, then bring them to the board