

First ORC EDI Planning Meeting

Date: June 20, 2023
Attendees: Meghan Jolley (MJ)
Fred Knox (FK)
Brendan Edge (BE)
Mattias Mark-George (MMG)

Next Meeting Date: July 18th, 2023

Links:

[10 Step JEDI Journey](#)

Expectations:

- As a committee, we must take the perspective of what is beneficial for the entire club, not personal preferences (MJ)
- Any action must go through ORC board approval before acted upon and must align with the ORC strategic plan (MJ)
- EDI committee will provide the board with their meeting minutes after each meeting (MJ)

Goals/ideas brainstorming:

- See MJ's [meeting document](#) with Zak
- There needs to be an EDI component in the new ORC Strategic Plan (BE)
- There continues to be an active EDI committee
 - Could incorporate a representative from other programs and universities (BE)
- EDI training sessions for athletes and coaches (BE)
- May be able to ask RCA for ORC statistics from the sign up form (FK)
- Reach out to local indigenous communities regarding bringing interested people here or going to their communities for free (BE)
- ORC needs to be accessible for people with disabilities (FK)
- Scholarships or try-rowing discounts
 - LGBTQIA2+ (BE)
 - BIPOC (MMG)
- Create an LGBTQIA2+ "team" within the ORC
 - Could compete at Gay Games 2026
- Reach more cultural groups
 - Advertise in local cultural magazine, mosques, churches, synagogues, etc. (BE)

Misc. Notes:

- ORC should expect more volunteerism out of its members
 - Programs should be required to volunteer for outreach (MMG)

- Could add it to the bylaws, understanding that nothing can take effect until the next AGM (BE)
 - Ex. each member is requires to do a minimum of 2 hours of volunteering per year
 - Would need a volunteer coordinator to track
- Each program should run 1 event per year like last year with the senior programs running Chaos Regatta and Canada Day BBQ (BE)

Potential Contacts:

- Lakehead University has a para program (BE)
- Ottawa Canoe and Paddling near Kanata does adaptive programming (FK)
- Adam Jones and David Blair for para rowing (BE, MJ)
- Celine Whiteduck from Kitigan Zibi Anishinaabeg for indigenous community outreach (MJ)