

ORC DEI Meeting

Date: July 18th, 2023
Attendees: Meghan Jolley (MJ)
Fred Knox (FK)
Brendan Edge (BE)
Absent: Mattias Mark-George (MMG)
Guest: Craig Law (CL), ORC Board Treasurer
Next Meeting Date: August 15, 2023 at 6:15pm

Previous meeting update:

- Zak has been in contact with Celine Whiteduck of Kitigan Zibi Anishinabeg
 - Celine would like to see a more inviting space for indigenous peoples
 - Discussed having a group of young people in her community join for ERO
 - No update on their conversations

General notes:

- Board requires a [Terms of Reference](#) document
- Strategic Plan (CL - absent)
 - DEI is an operational issue - we have to turn away potential events/event attendees because of our accessibility issues (BE)
 - Should have some sort of outreach committee to reach out to cultural organizations for recruitment events (try rowing/erging, etc) (BE)
- Action Plan
 - Need to see strategic plan first to build off of and make it operational (MJ)
- MJ has started a document to keep track of our contacts or potential contacts. Please send new ones to her
- Continuing goal ideas from previous meeting:
 - making the website more accessible (french version, etc)

Accessibility

- MJ currently working on a Para Rowing program outline
 - Would like to create a 3 to 5 year plan
 - MJ and FK will work together here
- Accessibility priorities: (**reorganize high to low**) (FK)
 - Entrance
 - Elevator
 - Washrooms
 - Reopen doors to back of boathouse and include ramp
 - Concrete floors in boathouse
 - Ramps to dock
 - Ramp to the ramp
 - Dock maintenance (gaps, unevenness)

- [ESDC YIC volunteer position](#)
 - Who will apply? MJ, Marley Mullan?, could encourage Juniors
 - What project would we like to prioritize? (must be budgeted below \$10,000)

LGBTQIA2S+ community:

- Pride and Drag Race at end of August
 - BE to bring stuff from Gay Games
 - Brochures needed?
 - Early recruitment for university teams
 - Stickers (ORC with pride flag)
 - Erg (try rowing)
 - Need help for athlete volunteers