

## **ORC DEI Meeting**

Date: August 15, 2023  
Attendees: Meghan Jolley (MJ)  
Brendan Edge (BE)

Next Meeting Date: **September 19, 2023**

Previous meeting update:

- [Terms of Reference](#) feedback from Board (Craig Law)

General notes:

Accessibility:

- Started 3-year plan document para and accessibility
- Started researching fees
- Started researching equipment needed for PR1, PR2 and PR3

LGBTQIA2S+ community:

- Relay members and volunteers needed for Drag Show and ride event

Strategic plan:

- 1, 3-5 year plan
- Goals:
  - maintain/improve experience each rower has in respective programs
  - Increase membership overall
- Will distil partially from RACI chart to build out plans
- Budget/fund for Pride related events and supporting LGBTQ+ issues (couple hundred to thousand dollars per year)
- Outreach to lower income, diverse and newcomer communities (increase ERO)
- Better distribute communications outreach to DEI communities and their publications
- Equity training for all rowers (anti-racism, coaching para rowing)
- Coach intro day for training
- Put committee existence in newsletter
- Website accessibility (visually impaired, french translation)