

Equity, Diversity and Inclusion Committee

March Meeting 2025

24th March 2025 via MS Teams at 1700 UTC



EDI COMMITTEE

Attended:

EDI Members: Pinar Coskuner Genc (TUR), Sylvie Harle (FRA), Caterina Banti (ITA), Jehan Driver (IND), Raynor Haagh (NZL), Spencer May (JAM), Andres Perez (ESP), Smadar Pintov (ISR), Tiril Blue (NOR), Mona Kuppers (GER), Carmen Felizitas Somm (SUI), Cecilia Carranza Saroli (ARG)

Board Representative: Josep Pla Maronda (AND)

World Sailing: Director of Sustainability – Alexandra Rickham, Sustainability Executive – Rebecca Videlo

Inclusive Employers Representative – Olivia Banton

Agenda:

1. Opening of the Meeting – PCG
 - a) Chair's opening remarks

PCG welcomed members to the committee meeting. PCG reconfirmed that meetings are recorded for minuting purpose and checked with the committee if anyone had objections to the meeting being recorded.

A minute of silence was observed in memory of Line Markert, one of the committee's VP, who passed away suddenly last week.

JP welcomed members to the meeting and thanked PCG for observing this remembrance of Line Markert. It was noted this was a shock to the board, but

he wishes for the committee to continue ahead with their work whilst remembering Line.

b) Apologies for absence

No apologies for absence were received.

c) Minutes of the meetings on the previous meeting

No objections to the minutes of the previous meetings were raised.

d) Matters arising

No matters were raised by members.

2. Introduction from Inclusive Employers – AR and OB

AR outlined that Inclusive Employers are a membership organisation specialising in inclusion environment in the work place. At the end of 2023 Inclusive Employers provided Conscious Inclusion training to many committee and commission members. This is something that WS are keen to roll out again this year for the new committees and commissions.

OB introduced herself as the WS account manager from Inclusive Employers. OB works in the sport team with national governing bodies, charities, leisure centres with the goal of making a more inclusive environment. OB noted that so far work has included the evaluation of internal policies at WS such as the family policy and employee handbook, along with a piece of work around the tranSHender policy.

OB confirmed that members are welcome to email her with any questions in relation to EDI. Members will also be able to access their monthly sport webinars, and their website which has a wealth of resources members can access. More information on the sport webinars can be found here:

<https://www.inclusiveemployers.co.uk/sport/inclusive-sport-events/>

AR confirms that WS and Inclusive Employers have monthly calls to cover any topics on the table in relation to EDI. It was highlighted that this could be an opportunity for working groups to get advice on specific areas of concern. AR will give members access to the Inclusive Employers site, so they can explore and potentially join webinars.

Members can reach out to OB via email on any concerns:

OBanton@inclusiveemployers.co.uk. More information about Inclusive Employers can be found here: <https://www.inclusiveemployers.co.uk/>

PCG thanked OB and encouraged the details of the website and email address to be shared on the WhatsApp group for members.

PCG asked for an overview on the Sustainability Sessions that some members have had the chance to attend over the last month or so.

RV provided an update on the Sustainability Sessions. Two sessions were held in March, one on Female Coaching in Sailing hosted by CBVela, the Brazilian Sailing Federation, celebrating International Women's Day. Another was held last week by Clean Water Sport Alliance UK, a group of UK national governing bodies for water sports, lobbying for improved water quality in the UK. The next session looks at the impact of sport on biodiversity with the BENCHES project a ERASMUS+ project that WS is a part of. A couple weeks later we've got a session hosted by a sustainable sailing club in Spain. The season will end with the Emirates GBR SailGP team with Hannah Mills and the team talking around their campaign to win the Impact League last year. Details to register for the session are here and will be posted in the WhatsApp chat.

- Impact of Sport on Biodiversity by the BENCHES project, 2nd April at 0900 UK time. Register here: <https://bit.ly/3XyjHSj>
- Sustainable Sailing Club by Ballena Alegre, 16th April at 0900 UK time. Register here: <https://bit.ly/4eaRNTb>

- Emirates GBR SailGP Team, 14th May at 0900 UK time. Register here:
<https://bit.ly/4iFGwwW>

RV outlined that each season has ran from October to April, with numbers growing each season. RV encouraged members to put forward ideas for projects that would be ideal candidates to host the session or key topic areas members would like to see highlighted. It was noted that the sessions are gaining momentum and connections between WS and the classes and MNAs are being fostered.

3. Working Group Proposals - PCG and AR

PCG confirmed that members were asked via WhatsApp which working group they would like to be a member of. These working groups will go to the board for approval. Members were reminded that the committee will still receive updates and discuss projects from the working groups in the monthly meetings. If members believe working groups need to be split further, thoughts are welcome and can be discussed via WhatsApp or email. These working groups are open for other members to join and in the future potentially non-committee members can join to add in their expertise.

Members of each group can be found below:

	Women	Underrepresented Groups	Para Inclusive	Inter Sex/Difference of Sexual Development
Chair	Raynor Haagh	Jehan Driver	Stefanos Chandakas	Smadar Pintov
Members	Andres Perez	Mona Küppers	Caterina Banti	Carmen Felizitas Somm
	Carmen Felizitas Somm	Spencer May	Cecilia Carranza Saroli	Cecilia Carranza Saroli
	Mona Küppers		Tiril Blue	Helio Alberto
	Sylvie Harle			
	Tiril Blue			

AR confirmed that some of these working groups will need to collaborate with other committees, such as the Medical Commission for Inter Sex/Difference of Sexual Development group and the Para World Sailing Committee for the Para Inclusive Working group. PCG noted that there is also a link with the Race Officials Committee, Coaches Commission for the Women's Working Group too.

CCS asked is there is a place for shared documents. RV responded yes and added the link to the OneDrive folder to the chat which will be circulated after the meeting.

SP asked to confirm the process moving forward with the working groups. PCG confirmed that she will write to the board for approval of the working groups. PCG noted that Sylvie and herself will undergo some governance training to understand the changes in the constitution rules. Once approved the working groups can commence. In terms of contacting other committees or commissions PCG and AR will go away and find out the correct procedure to navigate this.

4. Annual Work Plan – PCG and AR

AR showed the work plan template the office has produced. The plan details committee members, working groups, remit and strategic alignment along with 3 to 5 yearly objectives that are time bound. Key activities are also drawn out along with reporting review process that needs to be decided such as having quarterly reviews. Continual improvement is also outlined.

For this committee it was noted the key WS strategies are Ready for the Future, the Olympic Vision, Agenda 2030, Steering the Course and Para Inclusive Sailing Strategy. These strategies are the key ones which have time bound commitments already set out in areas of EDI.

AR confirmed that work on this will mainly sit with PCG and SH along with AR and RV, but members input are welcomed. Before submission to the plan will be

circulated with the committee, and members can also look at it on the OneDrive folder.

PCG asked for clarification on when the work plan has to be completed by. AR responded that she will gain a better understanding of this soon but suggests completion by the mid-year meeting.

PCG asked if we can have the work plan uploaded on the shared folder. AR confirmed that this will be added.

PCG suggested that the working groups should begin to meet unofficially to brainstorm ideas for the objectives of the committee within the next two weeks in preparation for the next meeting.

AR confirmed that she and RV will look at the alignment to WS strategies and pull out key targets and areas that relate to EDI.

5. AOB – PCG

It was noted the next meeting will be April 28th at 1800 UTC time. No objections were brought up for this time.

PCG reminded members that the committee holds a chair at the WS Council, who have their first meeting on Wednesday 26th March. PCG provided an overview of what will be discussed, with the main items being approval of the commission and the appointment process of the independent bodies of WS. PCG asked the committee members if they have any objections to the proposed commission members. No objections were raised.

RH asked if how we as a committee will work across the organisation since many areas overlap such as race officials gender equity. RH suggested that the committee's expertise should be guiding and informing where we need to go but other committees should be taking full responsibility. RH wondered if this message is going out to all committees. AR responded that since it's a new

committee we will have to target other committees to ensure they understand it is cross cutting. Working out the lines of communication will be needed as this has not yet been clarified. PCG agreed that the committee is a think tank taking projects and ideas to other committees to enact. JPM added that it will be a matter of structure and making the committee and it's work visible to stakeholders, so those key individuals and committees need to be identified and targeted.

SH stated that the committee needs to be optimistic. Four years ago there was no talk about women's presence in committees or as race officials but in Singapore it was mentioned in every meeting. So progress is being made and now we need to set more precise goals to achieve.

JMP echoed this and alluded to the board's struggle to fulfil the 30% gender requirement for committees and commissions, along with geographical representation to ensure sailing is represented in all areas. But with three years of work and practical proposals the next board can have a wider slate of candidates to choose from all groups.