

The Equity, Diversity and Inclusion Committee met virtually at 1200 UTC on 28th April 2025.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 5. Application of Equity, Diversity and Inclusion committee members to relevant other WS Working Groups |
| 2. Annual Workplan | |
| 3. Women's Day Project | |
| 4. Working Group Terms of Reference | 5. AOB |

Members Present:

Pinar Coskuner Genc	Stefanos Chandakas	Smadar Pintov
Sylvie Harle	Cecilia Carranza Saroli	Tiril Blue
Josep M Pla	Spencer May	Helio Alberto

1. Opening of the Meeting

a. Chair's Opening Remarks

JMP asked for all future documents to have Equity, Diversity and Inclusion in full, since Equity, Diversity and Inclusion does not always carry across meaning.

PCG welcomed members to the meeting and announced that she has been elected the first female president of the European Sailing Federation, an important step in the sport's Equity, Diversity and Inclusion journey. PCG noted it was the second time a woman has been the president of a continental association and hopes this can be a great symbol to encourage increased women's participation within the administration side of our sport.

JMP congratulated PCG and hopes that this appointment along with the work of the committee to increase women's participation and will strengthen the sport with women in key role throughout the sport.

b. Apologies for Absence

It was noted that Andres Perez, Caterina Banti, Mona Küppers and Jehan Driver sent their apologies for the meeting.

c. Minutes of the meetings on 24th March 2025

No comments were made on the minutes of the previous meeting.

d. Matters Arising

PCG mentioned that there will likely be a new committee member joining us in the next meeting.

JMP confirmed that the board has reassigned vice presidents' liaisons to committees following the departure of two members. JPA will confirm the new vice president for the Equity, Diversity and Inclusion Committee.

2. Annual Workplan

PCG thanked AR and RV for putting together the [workplan](#) for the committee. AR ran through the workplan, stating that the plan takes a high-level approach which can be taken on by relevant working groups. There are three main objectives, one is measuring and communicating impact centred around developing metrics to assess the impact of Equity, Diversity and Inclusion initiatives and efforts, then looking at how this can be best shared with the wider community along with informing future strategies. One specific target within this objective is collaboration with The Magenta Project to conduct an updated strategic review of women in sailing. The Magenta Project already has funds secured for this project and it is key World Sailing is involved since we have the connection with our membership.

The second objective is to promote inclusive training development, including developing and implementing inclusive training modules that address barriers faced by underrepresented groups. A full review into the existing training materials will be needed to align with guidance to ensure future materials meet minimum requirements. Alongside this, engaging the community in organised workshops and seminars on inclusivity is key, which can be done virtually through the online learning platform and live events. Engagement around communications and with international organisations is also key to achieve this objective.

The third objective is centred around advance governance, looking at the systems in place to ensure World Sailing is at the forefront of sports governance with an emphasis on transparency and inclusivity. This is based on the learning from the IOC GEDI report. So, this will also involve regular forums and discussion

with stakeholders, especially membership, to gather input on governance practices.

PCG asked members to look over the plan and discuss what's feasible within working groups.

SP asked how we plan to approach each subject since the objectives are large and very wide rather than focused.

AR responded that the tasks provide more clarity on what is needed and how to gather data and spend time looking at what is already done by World Sailing such as the 30% gender requirements for committee. So, the committee can set recommendations with clear KPIs that other committees can submit each year and allow us to measure over time, taking our MNAs on the same journey.

3. Women's Day Project

PCG outlined the need to activate around International Women's Day and start to plan in conjunction with the work World Sailing is already doing in these areas such as the Steering the Course weeks. Activity around March 8th is a great way to promote the heroes of our sport to the forefront of the media. PCG asked especially members of the Women's Working Group to think about this before the next meeting and come with suggestions on how we can activate around International Women's Day.

PCG also encouraged members to put forward other dates that are relevant to celebrate for Equity, Diversity and Inclusion.

4. Working Groups Terms of References

PCG outlined that the four working groups will be open to the community to apply to join. This will be posted on the [website](#) and sign-ups will be through a form to register their interest.

PCG asked if working group leads wanted to expand on recent meetings.

SP from the Intersex/Difference of Sexual Development Working Group ran through the three objectives the group had come up with for the committee. One being an AI generated learning system for race officials and coaches,

second around transgender regulation with a focus on youth athletes and the third around increasing percentage of female race officials.

PCG raised concern over the AI learning system primarily around budget and overlap with the online learning platform currently being developed by the office. For the Transgender suggestion, PCG reminded the committee that World Sailing already have a [Transgender policy](#), and encourages members to read this. A member of the medical commission will be encouraged to join this working group to help provide medical advice on this matter.

PCG outlined the only other working group in other World Sailing Committees or Commission relevant to Equity, Diversity and Inclusion is the International Umpires (IU) Sub Committee [IU Equity, Diversity and Inclusion Working Group](#). PCG will talk to other chairs of committees and commissions to ensure inclusion of Equity, Diversity and Inclusion into working groups, notably the overall Race Officials Committee.

PCG urged members to check if the requirements for the IU working group and apply if members are interested, along with checking other working groups.

5. AOB

PCG raised that the committee should start to think about plans for the World Sailing Annual Conference in Ireland in November.

AR confirmed that since this is a committee a traditional committee meeting will be held. AR recognised it would be a shame to lose the community created through the forum, so ideally this would still remain dependent on time and space.

JMP confirmed that it would be a shame to lose the forum and supports its continuation. Also echoed that it is key to have members in other committees working groups to lead the path on Equity, Diversity and Inclusion.

JMP also suggest the link to relevant committees or subcommittees is made more specific in the workplan. Since it is important that in World Sailing Equity, Diversity and Inclusion is not limited to the committee but spread across all committees and commissions.

PCG suggested that this forum could focus on the work of the committee and the working groups.

Our next meeting is 27th May at 1600 UTC.