

The Equity, Diversity and Inclusion Committee met virtually at 1200 UTC on 23rd May 2025.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 5. Summary of World Sailing's Mid Year Meeting |
| 2. Annual Workplan | 6. Women's Day Preparation |
| 3. Working Group Updates | 7. AOB |
| 4. Other World Sailing Working Groups | |

Members:

Members	Present?	Member	Present?
Pinar Coskuner Genc	Present	Jehan Driver	Apologies
Sylvie Harle	Present	Mona Kupperts	Apologies
Andres Perez	Present	Smadar Pintov	Present
Carmen Somm	Absent	Spencer May	Absent
Caterina Banti	Apologies	Stefanos Chandakas	Apologies
Cecila Carranza Saroli	Absent	Tiril Bue	Apologies
Helio Alberto	Present	Kay Rawbone	Present
Hui Wen Yeh	Absent	Josep M Pla	Present
Raynor Haagh	Present	Beatriz Gonzalez Luna	Present

1. Opening of the Meeting

a. Chair's Opening Remarks

PCG welcomed everyone to the meeting, highlighting its coincidence with Olympic Day. She noted that Olympic Day was first celebrated on July 18, 1894, and this year's theme is "Let's Move."

JMP welcomed everyone, noting the meeting's timing on the longest day of the year, which allowed for timely celebration afterwards. He wished everyone a productive meeting.

BGL expressed her gladness to be present and emphasized the exciting nature of the committee, with a collective aim to put initiatives into action everywhere.

b. Apologies for Absence

Apologies for absence were received from Caterina, Jehan, Stefanos, Mona, and Tiril.

c. Minutes of the meetings on 28th April 2025

The minutes from the May Meeting were approved.

d. Matters Arising

No specific matters were raised.

2. Office Update

The MNA contact list, specifically for Equity, Diversity, and Inclusion communication, was highlighted as a living document. Members are encouraged to update this list to ensure the correct people are reached within national federations. [MNA Contact List.xlsx](#)

Members are encouraged to look at the 2024 Race Official Appointments by Gender the file before their next working group meeting. [2024 RO appointments gender.xlsx](#)

The [World Sailing Academy is now live](#). RV explained that by visiting the website, users can sign up through Learning Suite. It currently offers courses on Equity, Diversity, and Inclusion, and Race Officials for MNAs without a national pathway. The development team was commended for their work. PCG encouraged feedback on the Equity, Diversity and Inclusion module and any missing content for future inclusion.

AR mentioned that more documents are in the work such as a language guidance document and a social inclusion handbook, which will be shared with the committee soon for feedback.

3. Annual Workplan

JMP and BGL, Vice Presidents, confirmed that the Board would review all committee proposals at their meeting next Monday. JMP emphasised the importance of the annual plan fitting into the quadrennial view, setting goals and KPIs, and ensuring effective dissemination of committee accomplishments throughout World Sailing and beyond. PCG acknowledged this was the first such plan and that the committee would continue to learn and adapt its implementation.

4. Women in Sailing Strategic Review with The Magenta Project

Victoria Low (VL), the new CEO of The Magenta Project, presented an update on the Women in Sailing Strategic Review.

- VL briefly explained the Magenta Project's origin 10 years ago from Team SCA (an all-female Volvo Ocean Race entry) and its successful mentoring program, which has placed over 300 women into the industry and elite sport over the last five years.
- VL recalled the initial strategic review and its nine recommendations presented at the 2019 AGM. She noted that while progress has been made, the pace could be faster. Acknowledging the importance of data, The Magenta Project, upon her joining, is conducting two key pieces of research this year.
- The first research piece is a new strategic review, building on the previous one conducted by World Sailing Trust. It has secured funding and will expand its scope to include ableism, racism, and ageism. The research relies on good data from good questions, developed with a working group of mentees, including data analysts.
- The new research will be collaborative, including focus groups and interviews alongside questionnaires, to ensure depth and breadth of reach. It aims to highlight stories of real change and success. The review is set to go live on July 1st. Initial results will be presented at the AGM in Dun Laoghaire in early November, followed by global publication. Distribution will leverage World Sailing's MNAs, other sailing events, and global organisations targeting underrepresented communities.
- VL also mentioned a separate, but aligned, research piece on "equal pay equal play." This research, in collaboration with the University of Stirling and an

economist's perspective, aims to address the lack of data on funding equity across the sport, from prize money to salaries.

PCG offered the committee's assistance in disseminating the questionnaire and supporting the review.

KR shared Hong Kong's diversity successes, with ages ranging from 7 to 92. She expressed concern about the lack of awareness for the Women's Sailing Festival, noting 153 women participated in Sailability across eight days, including two sailors aged 82 and 89. She offered to share ideas for underrepresented groups.

BGL inquired about the research and questions undertaken by the advisory panel for the strategic review. VL clarified the advisory panel's role is to oversee the methodology and ensure tangible results. She mentioned current panel members include AR, Amy Sinclair (Magenta Project board), with approaches to Raynor and Mona, and Duncan Trusswell (UK Sport, former World Sailing Trust board). AR emphasised the critical role of the MNA lists and contacts to ensure deep dissemination to club levels and individuals for a robust dataset.

5. Working Group Updates

PCG provided updates on the four working groups. The applications period for external members to join the working groups has closed. A good number of applications were received from the wider community.

PCG provided an overview on those new members from outside the community joining the working groups. List can be found on the workplan here: [WS CC - Work Plan Template EDI Committee.docx](#)

PCG outlined that the maximum number of people in a working group is eight so the proposed Women's Working Group is currently above this requirement so PCG will contact those members who are also members of other working groups to see if adjustments can be made. Final working groups will be decided by Thursday night ahead of the next board meeting.

Going forward PCG encouraged working groups to meet and start work. At the first meeting PCG, SH, AR and RV will try to attend in order to ensure work is going

in the right direction. Working groups are expected to provide monthly updates on their progress and projects during the main committee meetings.

6. Other World Sailing Working Groups

AP reported on the Equity, Diversity and Inclusion representation in other committees. His first meeting with the Umpire's Working Group is tomorrow, and with the Classes Committee on July 16th, so no significant updates were available yet. PCG advised him to review the 2024 Race Official Appointments by Gender document before his meeting.

7. Summary of World Sailing's Mid-Year Meeting

PCG briefly introduced this item. There will be more details including minutes from the MYM available on the website soon.

PCG mentioned the upcoming vote around Russian and Belarussian participation within the sport at the next council meeting. A vote will be held on NemoVote with communication on this via WhatsApp once the relevant supporting papers are published, likely around mid-July.

A test vote using NemoVote was successfully conducted during the meeting.

8. Equity, Diversity & Inclusion Forum

The upcoming Equity, Diversity & Inclusion Forum at the WS Annual Conference was discussed, with suggestions on how to make its content impactful and reflective of the committee's expanding focus.

AR proposed the forum adopt an intersectionality approach. Focusing on intersectionality would involve examining gender in conjunction with other underrepresented groups, sexual differences, and various facets of equity, diversity, and inclusion. This has the potential to identify and showcase "heroes" who embody these diverse intersections within the sport. This approach is expected to resonate broadly and highlight diverse success stories.

SH is happy to present on Race Officials Gender balance again. She suggested a comparative analysis for presentation at the forum: presenting data from World Sailing appointments, which demonstrate a slow but positive increase in women's representation, against data from events where World Sailing does not directly

manage appointments. These non-World Sailing managed events, have significantly lower numbers of women. By presenting this , the forum could show the power of proactive policies.

PCG emphasised the critical role for AP to advocate for these perspectives and data-driven insights within the Classes Committee meetings. She specifically highlighted instances from the 2024 data where certain class events showed 100% representation by men, reiterating the need for active intervention to address these imbalances.

9. Women's Day Preparations

PCG highlighted the power of showcasing "heroes"—individuals who exemplify success and diversity within sailing. By adopting an intersectionality approach for Women's Day, which considers how different aspects of a person's identity (gender, race, ability, etc.) combine to create unique experiences, the committee aims to amplify the visibility and value of women in the sport. This approach is expected to contribute significantly to the perception of sailing as a truly inclusive community that appropriately recognises and supports women at all levels.

PCG also stressed the importance of being prepared for Women's Day to ensure the initiative is a success.

10. AOB

AR raised a couple of points from the office:

- The Sustainability award, sponsored by 11th Hour, is changing its focus to an "Impact Award." The nomination period is planned to open on July 8th. The aim is to encourage more diverse applicants by requiring entries to be submitted in collaboration with or through an MNA or class. The winning MNA or class will also receive a portion of the prize money. Engagement initiatives will follow the launch to explain these changes.
- The 2024 Impact Report is completed and has been submitted to the Board for their meeting on Monday. Its release is tentatively scheduled for the week of July 14th. This report aligns with the "ready for the future" strategy,

viewing impact as a key currency for World Sailing. This year, it will focus on environmental and social impact. Future plans include developing KPIs to demonstrate economic impact throughout the year.

PCG stated that Working Groups would be finalised by Thursday evening.

Next meeting on 28th July at 1100 UTC.