The Equity, Diversity and Inclusion Committee met virtually at 1200 UTC on 27th May 2025.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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

Members:

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

1. Opening of the Meeting

a. Chair's Opening Remarks

PCG welcomed members and JMP to the meeting. PCG welcomed BGL as our second WS VP to the meeting for the first time. PCG informed the committee that a new member has joined the Committee, Hui Wen Yeh from Taiwan, she was invited to the meeting but did not attend or send apologies.

JMP welcomed members to the meeting and provided insight into the last board meeting surrounding the committee's workplan. All workplan for WS Committees were not approved by the board at their last meeting due to inconsistencies throughout the committees and the need to only seek board approval for working groups when the groups are formed from members outside the committee. Therefore, the decision was made to extend the process to allow more time for the committees to fulfil the work plan. General points noted within the workplans surrounding undefined KPIs, and a lack of feedback and reporting system described along with only encompassing work for 2025 which should now be extended into 2026 and beyond since we are already half way through the year. In terms of working groups these were mainly comprised on people within the committee which do not need board approval, only once members from outside the committee are invited into these working groups is board approval required. JMP encouraged the committee to check the workplan to ensure that for the next board meeting, at the end of June, it is ready for approval.

BGL greeted the committee for the first time, thanked them for their work and encouraged them to continue working in line with the workplan.

b. Apologies for Absence

PCG noted that Caterina Banti sends her apologies along with Tiril Bue.

c. Minutes of the meetings on 28th April 2025

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

d. Matters Arising

No matters were noted.

2. Annual Workplan

PCG clarified that the annual work plan had not been confirmed at the last board meeting and would be confirmed at a later date.

JMP reiterated the board's directives: to continue working, to adopt a longer-term perspective rather than just reporting, and that internal committee groups do not require approval, whereas groups with external members do.

BGL stressed the critical importance of communication with the Member National Authorities (MNAs) regarding the impact of the work each committee aims to establish. AR confirmed that 6 people had so far applied for the working groups and this link will remain open until the end of the month. This will be circulated within the WhatsApp group for members to encourage others to register their interest. This has been shared specifically with Vicky Low at The Magenta Project in case they had suitable candidates for the Women's Group. AR ran through the work plan noting that there are targets that reach into early 2026 as well as for the whole quad cycle. There are four main areas: measure and communicate impact, inclusive training, development and engagement and advance inclusive governance. AR noted that it is key to develop metrics that can be recorded over time to track progress. SH elaborated on the complexities of gathering data on race official appointments at events, highlighting the necessity of streamlining data collection and merging existing databases of race officials and events. AR proposed that the committee could assist in identifying areas where data access is challenging and contribute to improving data collection systems. PCG thanked RV for sharing race officials data from 2024 which provides a summary of roles by gender and geography. PCG proposed exploring ways for World Sailing to modify the information requested in race official reporting forms, or to conduct surveys to gather more useful statistics on International Umpires, International Race Officials, International Judges and International Measurers. PCG confirmed that AP is the representative for the Equity, Diversity and Inclusion Committee on the Classes Committee, allowing us to ask for specific areas such as data from the classes to help us understand the current picture better. AR ran through the rest of the work plan for the committee, highlighting the need for data in order to report on the committee's work. AR also confirmed that Vicky Low, from the Magenta Project, will join us next meeting to give us an overview of

plans for the Strategic Review into Sailing and how the committee can help with the process.

PCG suggested organising workshops and seminars, with a face-to-face seminar planned in Constanta, Romania, from 16 to 19 October within the European Sailing Federation Conference. This will also include a European Union Erasmus project presentation, AHOD (All Hands On Deck) project on volunteering. Online workshops are also anticipated, drawing inspiration from the successful sustainability sessions.

RV highlighted the importance of partnering with international organisations like the IOC to share best practices and encourage community members to contribute case studies. She also highlighted the need for engaging communications and increased visibility of sailors, working with MNAs to ensure people feel represented. The committee was tasked with assisting in identifying appropriate Equity, Diversity and Inclusion contacts within MNAs to facilitate information exchange.

Please find list to complete here: MNA Contact List.xlsx

JMP advised that the KPIs in the work plan should be more specific and quantifiable. He also recommended removing instructions within the document and being more explicit about continuous improvement.

3. Working Group Updates

PCG noted that either herself, SH, AR and/or RV will be present in future working group meetings at least once preferably at the first meeting to guide the work in the right direction.

PCG confirmed that the deadline for working group applications from those outside the committee is the end of May.

Women's Working Group: RH apologised for not having coordinated a meeting yet due to being busy and offered to contribute but suggested someone else take the lead in coordination. PCG suggested that after the May 30 deadline for working group inclusions, they would discuss the lead.

Underrepresented Groups Working Group: MK reported that their first discussions focused on underrepresented groups with no or limited access to sailing due to

social situation, financial resources, language barriers, and educational opportunities, aiming to avoid overlap with other working groups. **Para Inclusive Working Group**: CCS stated that they had not yet organized a meeting and asked for guidance on how to start. **Intersex/Difference of Sexual Development Working Group**: SP mentioned they met last month but she hadn't had time to arrange a meeting this month. She requested guidance on how to align their ideas with the committee's working plans and asked for more specific expectations. PCG assured support for the next meeting.
4. Other World Sailing Working Groups AP is a member of the IU subcommittee's equity, diversity, and inclusion working group, reported that there had been no meetings or information about it.
5. Summary of World Sailing's Mid-Year Meeting PCG moved item to agenda of next meeting. PCG urged all committee members to read the minutes of the World Sailing Mid-Year Meeting, especially regarding the current status of Russian and Belarusian participants, as a vote will be held on this matter at the next EDI Committee meeting in June, before the next council meeting in July
6. Women's Day Project PCG moved item to agenda of next meeting. PCG highlighted the importance of planning for International Women's Day on March 8. She encouraged the committee to lead and show the importance of women within and outside the community, proposing one or more projects.
7. AOB PCG reminded the committee about the forum that used to be held alongside the annual general meeting and suggested exploring having it again to discuss EDI points. JMP urged the committee to organise this forum, emphasising its importance for spreading awareness and gaining support for the committee's projects. BGL also stressed the necessity of the forum for enriching World Sailing and its committees.

The Race Officials Data 2024 is now on the shared folder. 2024 RO appointments gender.xlsx Members should note there is a module on Equity, Diversity and Inclusion on the new WS Learning Platform, put together by RV and the development department. This module has been reviewed by PCG and RH, through her role on the Growth of Sailing Committee. The platform will be open to the public soon. Our next meeting is 23rd June at 1600 UTC.