

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

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 7. Overview of July Council Meeting Agenda |
| 2. Gender Eligibility | 8. Equity, Diversity & Inclusion Forum |
| 3. Office Update | 9. Women's Day Preparation |
| 4. Annual Workplan | 10. AOB |
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| 6. Other World Sailing Working Groups | |

Members:

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

1. Opening of the Meeting

a) Chair's Opening Remarks

PCG opened the meeting, welcoming everyone and apologised for the delayed start. JMP welcomed the committee members and wished them a fruitful session.

b) Apologies for Absence

Apologies for absence were noted for Mona and Stefanos. Smadar also sent her apologies.

c) Minutes of them previous meeting.

The minutes from the June Meeting were approved.

d) Matters Arising

No specific matters were raised.

2. Gender Eligibility

AR introduced the topic, and Dr. Neb Nikolic provided a detailed update from the recent meetings with the Association of Summer Olympic Games Doctors in Lausanne. This group implements actions from the IOC's medical Commission. Key points from the discussion included:

- The primary topic was DSD, which was the focus of a full-day meeting with world experts and lawyers.
- Transgender issues remain a high priority, with ongoing work at the IOC to find a practical and operational approach, as universal guidelines for all sports are considered medically unfeasible.
- The IOC is aware of legal changes in the UK and US and the new president's statement on protecting women in sport, but no concrete recipe has been provided yet. Dr. Nikolic also noted that Jane Thornton, the new medical director of the IOC, was not present at the meeting, which was seen as a "bad sign" of the IOC's firm position on the matter.
- Several things are proposed, including practical case-based training for federations, a database of medical facts and court cases, and a mentorship program.
- It was emphasised that World Sailing needs to define what it wants in terms of DSD inclusion because they recognised that it is not possible to create universal guidelines to apply to all sports. Therefore, the IOC guidance is likely to be more generic on the subject matter of DSD.

3. Office Update

a) Social inclusion Guidebook

Larisa Zejen, the Development Assistant, gave a presentation on the new Social Inclusion Guidebook for building socially inclusive sailing programs, which is a part of the Sustainability Agenda 2030. Key points included:

- The guidebook is designed to help sailing clubs and organisations create programs that are welcoming to everyone, including those with disabilities or from underrepresented backgrounds.
- It provides practical steps for planning, recruiting, training staff, and measuring success.
- The guidebook includes four case studies: Make Them Sailors (global), Project Graef (Brazil), Scaramouche (UK), and Skipper Foundation (South Africa).
- Larisa confirmed this is the first guidebook of its kind.
- It will be shared with the committee via a link for feedback before its public launch on the World Sailing website and social media.
- PCG noted the need for more case studies from Asia and Oceania and encouraged committee members to provide any relevant examples.
- AR praised Larisa's hard work, noting she was also responsible for building the World Sailing Academy.

Guidebook can be found here: [Social inclusion Guidebookv4.pdf](#)

b) Impact Award and Report

Alexandra announced the release of the Impact Award (formerly the Sustainability Award).

- The key change is that entries must be linked to a class or MNA, which will receive prize money.

The first Impact Report, focusing on environmental and social impact, was also released. It is available on the website, and can be found here: [World-Sailing-Impact-Report.pdf](#).

- PCG thanked AR for the detailed report and encouraged members to read it.

- PCG also reminded members to complete the Magenta Project survey and to encourage their MNAs to complete the Growth of Sailing Committee's survey, as the data will inform future working group strategies.

4. Annual Workplan

PCG highlighted that the committee's annual work plan, which has been reviewed by the board and is available on the World Sailing website, will be the focus for the committee's work moving forward. The work, driven by the working groups, will be presented at the World Sailing AGM.

5. Working Group Updates

a) Women's Working Group

RH provided an update on their recent meeting. Key discussion points included:

- Main objectives are measuring impact, inclusive training, and governance.
- The importance of the Magenta Project survey data was reiterated.
- Discussions were held regarding achieving a 50-50 male-female ratio in World Sailing appointments.
- Challenges for professional sailors transitioning from Olympic to professional sailing and post-Olympic opportunities were discussed.
- The group explored how classes could influence inclusion, particularly in the appointment of race officials.
- The group is planning for the World Sailing Conference, with a focus on race officials and coaches as a priority area.
- RH will work with AR and RV to create a mini work plan to drive the group's focus.
- SH provided a detailed update on her work to analyse the ratio of women in international race official appointments, noting the difficulty in extracting data from the IG report database. She plans to use a synthetic ratio for the past five or six years to create a baseline and track improvements, potentially breaking down the data by continent and class.

b) Underrepresented Group Working Group

Andrés Pérez shared that the group is "starting from scratch" and is working on gathering data on the numbers of International Umpires (IUs) and the number of IUs per MNA.

c) Para Inclusive Sailing Working Group

CB stated that a presentation about Italy's successful parasailing program, which involves significant stakeholder and government support, is planned for the annual conference. The goal is to showcase good examples and share information with other countries.

CCS noted that the group is gathering information from MNAs that are not participating in international events (such as Argentina) to understand the reasons, which appear to be mainly budget-related. The goal is to help these countries increase participation and get parasailing back into the Paralympics.

KR emphasised the importance of every yacht club having a sailability programme and EDI support. She mentioned using events like Bart's Bash on September 13th and 14th to help clubs raise money for international positions or for emerging countries. She will share the link for Bart's Bash applications when it opens.

d) Intersex/Differences of Sexual Development

CS reported that the group had a meeting two weeks prior to discuss the new information from the IOC regarding gender eligibility. The group agreed that more medical information and research are needed and that the eligibility criteria need to be looked at on a sport-by-sport basis.

CCS agreed, stating that it is important to look at sailing as a distinct sport and ensure it remains inclusive for everyone.

6. Other World Sailing Working Groups

KR provided an update from the Para Sailing Committee, mentioning they are looking to hold an event in India as part of an Asian series. They are also trying to

find more people to go to different countries to grow the sport and are working with emerging nations, including a new project in China.

7. Overview of July Council Meeting Agenda

PCG informed the committee that everything on the council agenda that was up for a vote had been approved. She noted that the next council meeting is scheduled for September 17th.

8. Equity, Diversity & Inclusion Forum

The committee is seeking input from all members on topics for discussion at the EDI forum. PCG emphasised that while women's issues are a focus, the forum should not be limited to them.

9. Women's Day Preparations

The committee was reminded that March is not far away and that preparations for Women's Day should begin.

10. AOB

The next committee meeting will be on August 27th, with the time to be confirmed later via the WhatsApp group.