

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

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 6. WS AGM Meeting |
| 2. Office Update | 7. Equity, Diversity & Inclusion Forum |
| 3. Annual Workplan | 8. Women's Day Preparation |
| 4. Working Group Updates | 9. AOB |
| 5. Other World Sailing Working Groups | |

Members:

Members	Present?	Member	Present?
Pinar Coskuner Genc	Present	Jehan Driver	Absent
Sylvie Harle	Present	Mona Koppers	Present
Andres Perez	Present	Smadar Pintov	Present
Carmen Somm	Absent	Spencer May	Absent
Caterina Banti	Absent	Stefanos Chandakas	Apologies
Cecila Carranza Saroli	Present	Tiril Bue	Apologies
Helio Alberto	Absent	Kay Rawbone	Absent
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 participants and confirmed the meeting would be recorded.

BGL and JMP shared words of encouragement, commending the Committee's work.

b) Apologies for Absence

Apologies for absence were noted for Stefanos and Tiril

c) Minutes of their previous meeting.

The minutes from the July Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Office Update

AR and CD provided updates:

- **Steering the Course Festival Progress:** CD reported that the first Steering the Course festival saw participation from 27 countries, with plans underway for a second festival aiming for broader engagement. The programme included a pathway for the e-sailing World Championships and featured a female player in the final series. World Sailing was also asked by the IOC to submit a Steering the Course case study for IF good practice examples.
- **Development Webinars:** CD described recent and upcoming webinars, including a presentation from Hong Kong on five years of programme participation and a planned session by Dua Al Basha from the UAE, a scholarship candidate, to report on her women's sailing project.
- **Coaching and WISH Programme:** CD explained the Beyond Breaking Boundaries coaching programme piloted with Sail GP and the WISH programme, which focuses on leadership for women coaches in high-performance sports. One coach participated in a cohort of 32 from 28 sports, with ongoing online management sessions and mentorship.
- **Scholarship Programme Structure:** CD outlined changes to the Olympic Solidarity scholarship programme, now split into high performance and development/grassroots scholarships. The high performance scholarship starts in September with 10 attendees, including four weeks of training in the UK and two online modules, aiming for successful outcomes for candidates and federations.
- **Growth of Sailing Committee Survey:** CD confirmed the Growth of Sailing Committee survey remains open until August 31, with 85 responses so far.

PCG urged members to contact their MNAs to complete the survey, and AR will send a final push and updated list of nations.

- **Impact Award Status:** AR announced that the Impact Award is open for entries until the end of September, with 12 entries received so far. A promotional push is planned for early September to increase participation, and committee members are encouraged to share information on their networks.
- **Magenta Project Survey:** AR confirmed the Magenta Project survey is still open and likely to remain so until October. The survey results will be turned around quickly for the conference.
- **Sport Positive Awards Nominations:** AR explained that World Sailing has been shortlisted for three Sport Positive Awards, including innovation for the Oria boat management project, a trailblazer nomination for Rebecca, and sustainability sessions. The award ceremony is scheduled for October 7 during the Sport Positive Conference.
- **Sustainability Sessions:** AR noted that planning is underway for Season 3 of the Sustainability session, which will run from late September/early October through April/May next year. The sessions cover diverse topics and has seen increased participation, with cross-departmental collaboration and plans for joint sessions on social inclusion and International Women's Day.

3. Annual Workplan

AR suggested progress on the annual work plan will be addressed through individual working group plans, which are more significant for tracking committee progress.

Work plans have been developed for each working group, these can be found within the relevant working group folder: [Working Groups](#).

4. Working Group Updates

- a) Women's Working Group

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

- SH explained the process for collecting gender and country data on race officials by cross-referencing event reports with the World Sailing database, aiming to produce useful statistics for committee outcomes.
- Feedback ongoing on International Race Officials Development cohort.
- Synergy opportunities with Race Officials Development subcommittee noted.
- Planning for International Women's Day campaign, aligned with theme Accelerate Action.
- Improved communication through a WhatsApp group.

SH will share the link to the Google Sheet containing the previous term's action plan for developing women race officials with the current women's working group for review and continuation.

b) Underrepresented Group Working Group

MK provided an update:

- No meetings since July.
- Ongoing discussions on definition and alignments across regions.
- MK is compiling national data and integrating into World Sailing Survey from the Growth of Sailing Committee.

c) Para Inclusive Sailing Working Group

- MK informed of the German Inclusive Sailing Championship and PCG stated this year's EUROSAIL Inclusive Sailing Championship will be held 1-5 October at Trieste/Italy.
- PCG reminded all of importance of World Ability Beach Games (18-25 October, Türkiye).
- Upcoming Inclusive Championships in Oman.
- Continued efforts toward Paralympic reinstatement for Brisbane 2032.

d) Intersex/Differences of Sexual Development

- No meeting held in August.
- Plan to engage World Sailing Medical Committee and align with IOC policies.
- Aim to explore inclusive approaches for transgender and intersex athletes within fairness guidelines.

5. Other World Sailing Working Groups

No new updates.

6. WS AGM Meeting

It was noted the next WS Council meeting is on 17th September.

AGM will take place in Dun Laoghaire, with hybrid participation available.

Committee encouraged to attend in person.

Deadlines for submissions clarified:

- 19 September: General Assembly papers
- 2 October: Council proposals
- 10 October: Committee/Commission papers (General Assembly)
- 23 October: Committee/Commission papers (Council)

PCG emphasised the importance of preparing the agenda in advance, inviting members to submit topics for discussion, and noted that online observation of committee meetings will be limited to committee members not present physically.

7. Equity, Diversity & Inclusion Forum

Discussion around the format and style of the forum was held. MK raised the idea of an interactive “marketplace” to enable networking and exchange.

The forum will include the results from The Magenta Project Survey, Team Francesca Clapcich with a message on belonging and inclusion, and a focus on the reinstatement campaign of sailing to Brisbane 2032 Paralympics. AR suggested to obtain and share detailed information about the Italian inclusive sailing model and invite Italian representatives to participate in the upcoming forum.

JMP and AR stressed the need for the forum to motivate participants to take action, not just engage in conversation, and to maintain high energy and challenge the community on key issues.

8. Women's Day Preparations

A theme of 'Accelerate Action' was proposed for the campaign with a focus on Actionable motivating content.

AR noted that budget request may be required to deliver a successful campaign. Plans will be finalised at the next meeting and the Women's Working Group may be required to input further.

9. AOB

Discussion on race officials "fast-track" pathway at international level, with potential for replication at national level.

- Race Officials Development and Fast-Tracking Initiatives
 - AR described a concept developed with RV and MG to fast-track international race officials, focusing on merit-based progression and feasibility, with the aim of increasing the number of qualified officials for major events.
 - RH suggested mirroring the international fast-tracking approach at the national level to help accelerate national race officials' readiness for international status, proposing that MNAs replicate successful models.
 - PCG explained the importance of event participation for achieving international race official status and highlighted the Race Officials Exchange and Academy as mechanisms to facilitate access to requisite events, especially for officials in regions with fewer opportunities.
 - Members are encouraged to review this concept and provide comments. [Race Officials cohort programme.docx](#)

Committee reminded to complete Magenta and Growth of Sailing surveys before deadlines.

Next meeting is on Monday 29th September 2025 at 1600 UTC.