

WS Equity, Diversity and Inclusion Committee Chair Report

Unfortunately, before our first meeting we lost one of our members, Chantal Hoffman Seychelles and afterwards our Vice President Line Markert. They will always be remembered.

In order to increase the communication between the 14 members of our committee, an email group, a WhatsApp group, monthly meetings and a shared OneDrive have been set up. The first major task was to put together a Working Plan, therefore myself and the vice chair have attended WS seminars on governance. 9 online meetings have been held before the WS AGM. A WS Parasailing Committee Representative from the 5th meeting onwards have attended the meetings. At all meetings two WS staff was present and in some 2 more as presenters on different WS reports.

To focus on the main topics, four working groups have been founded and their terms of reference have been published:

- 1) Women: 3 committee members, 4 members from the sailing community
- 2) Underrepresented Groups: 3 committee members, 1 member from the sailing community
- 3) Para Inclusive: 4 committee members, 3 members from the sailing community
- 4) Inter Sex/Difference of Sexual Development: 4 committee members, 3 from the sailing community. This working group will be abolished as IOC has come up with Transgender Policy which WS is also abiding to.

There is also a combined working group with IUSC and a member of our committee is representing us at WS Classes Committee.

The working groups also began to meet through emails, WhatsApp and online meetings.

The committee's working plan has been finalised, based on WS key strategies such as Ready for the Future, the Olympic Vision, Agenda 2030, Steering the Course and Para Inclusive Sailing Strategy.

The members have been updated on all council meetings and their input has been received on the coming council meeting agendas and before any votes, the members have voted which based my vote at the council. They also received an update about the WS Mid-Year Meeting.

WS Learning Platform and its important modules for the committee has been presented to the members.

WS Social Inclusion Guidebook which is the first of its kind has been explained to the members.

There is ongoing collaboration especially between WS Parasailing, Growth and Race Officials Committees with this committee and papers, programs and presentations during WS AGM are some of the results.

Some important key speakers attended our monthly meetings:

- Inclusive Employers Representative/Olivia Banton: IER is a membership organisation specialising in inclusion environment in the work place such as national or international governing bodies, charities, leisure centres, etc., and has worked with WS on family and transgender policy and employee handbook. The aim is to redo the Conscious Inclusion Training at our committee which was attended by WS stakeholders at 2023 and members can sign up to IER website to attend webinars, etc.
- The Magenta Project/Victoria Low: The new Strategic Review has been presented, the questionnaire has been filled by the committee members and members have been encouraged to be mentors. I am honoured to note I am one of the mentors for this term.
- Gender Eligibility/Dr. Ned Nikolic: IOC's look on gender policies under the medical aspect has been explained.

The committee members have been encouraged to attend the WS Sustainability Sessions:

- Female Coaching in Sailing/CB Vela&Brazilian Sailing Federation
- Clean Water Sport Alliance UK
- ERASMUS + Impact of Sport on Biodiversity BENCHES project /WS
- Sustainable Sailing Club/Ballena Alegre
- Emirates GBR SailGP/Hannah Mills

Equity, Diversity and Inclusion Forum has been organised with emphases on women and parasailing.

Women's Day preparations are under way for a Women's Day celebration beginning from 8th of March 2026.

Steering the Course and EUROSAF Workshop on Erasmus Project All Hands on Deck have been explained and members have learned about the ways to participate at these projects.

Sailing has made measurable progress on gender equality and inclusion, but a lot more has to be done and as a committee we are trying to set the path for other WS stakeholders to act upon.

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