

The Equity, Diversity and Inclusion Committee met in person at the World Sailing Annual Conference at 1330 UTC on 4th November 2025.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 5. Annual Workplan Review |
| 2. Chair's Annual Report | 6. Women's Day Preparations and Activation Opportunities |
| 3. Working Group Activity Reports | 7. Equity, Diversity & Inclusion Forum |
| 4. Sustainability Department and Office Update | 8. AOB |

Members:

Members	Present?	Member	Present?
Pinar Coskuner Genc	Present	Mona Kupperts	Present
Sylvie Harle	Present	Smadar Pintov	Present
Andres Perez	Present	Spencer May	Absent
Carmen Somm	Present	Stefanos Chandakas	Present
Caterina Banti	Apologies	Tiril Bue	Apologies
Cecila Carranza Saroli	Apologies	Jehan Driver	Absent
Helio Alberto	Absent	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 participants and confirmed the meeting would be recorded. BGL and JMP shared words of encouragement, commending the Committee's work. JMP outlined the board's priorities for the quadrennial given to the office and wider community.

JMP provided an overview of the board's five strategic priorities—revenue, Paralympic Games return, Olympic vision, digital infrastructure, and teamwork—detailing recent achievements, ongoing challenges, and the importance of unified communication and collaboration across the organisation.

b) Apologies for Absence

Apologies for absence were noted for Cat, Cecilia and Tiril.

c) Minutes of the previous meeting.

The minutes from the October Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Chair's Annual Report

PCG reported on the committee's overarching structure and role were detailed. PCG opened the discussion by welcoming participants. She noted the committee comprises 14 members from various regions and highlighted the use of digital tools to foster familiarity and effective teamwork during the monthly meetings.

- **Committee Role and Communication:** PCG clarified that the committee serves as a guidance body rather than an executive one, focusing on communication and collaboration to promote equity, diversity, and inclusion in sailing. She highlighted the use of digital tools for ongoing communication and the importance of monthly meetings to foster familiarity and effective teamwork among the 14 committee members from various regions.
- **Working Groups Formation:** PCG and Vice Chair SH, with input from members, established four working groups: Women's, Underrepresented Groups, Para Inclusive, and Intersex/Differences of Sexual Development. Each group was tasked with addressing specific aspects of equity, diversity, and inclusion, building on the committee's evolution from the former Women's Forum.
- **Participation and Representation:** PCG noted the challenge of physical attendance due to the committee's international composition, ensuring

that online members could contribute equally. She also acknowledged the ongoing support from VPs, AR, and RV, and the involvement of the Para Sailing Committee representative.

[EDI Chair Report.docx](#)

3. Working Group Activity Reports

a) Women's Working Group

RH reported on the work to date done by the Women's Working Group, focusing on increasing female participation and visibility in sailing.

- **Governance and Stakeholder Engagement:** The group identified the need to review relevant policies to enhance inclusivity, proposing initial engagement with legal counsel to determine which governance documents could be improved. Suggestions included collaborating with the general counsel and other committees to ensure a non-complacent, forward-looking approach.
- **International Women's Day Planning:** The group discussed preparations for International Women's Day, with the 2026 theme 'Balancing Scales.' Members agreed to use survey insights and collective input to shape activities, aiming to increase visibility and celebrate women's achievements in sailing.
- **Training and Development Initiatives:** The group reviewed and provided feedback on training materials, ensuring equity, diversity, and inclusion (EDI) elements were incorporated. They contributed to the launch of the World Sailing Academy and supported the development of inclusive training resources.
- **Race Official Appointments and Fast Track Programme:** A pilot cohort programme was developed to increase female and geographically diverse race officials, with a cohort of 25 participants receiving mentorship and guaranteed event appointments. The initiative aimed to be replicable at national levels and foster partnerships with MNAs for ongoing development.

This is being taken forward to the Race Official Committee for comments and further discussion.

- **Data Collection and Research:** The group emphasised the importance of collecting and analysing data on gender representation among race officials and sailors. They discussed challenges with disparate data platforms and the need for a user-friendly, integrated system to track progress and inform future strategies.

b) Underrepresented Group Working Group

MK provided an update on the work to date of the Underrepresented Groups Working Groups.

- **Defining Scope and Objectives:** The group focused on establishing a mini work plan and clarifying its primary goal: to support underrepresented communities in sailing, particularly those not addressed by other working groups. They acknowledged the complexity of defining and reaching these groups due to varying social, financial, and educational barriers.
- **Challenges and Next Steps:** The group highlighted the political and contextual differences across countries, which complicate efforts to identify and support underrepresented groups. They are currently in the data collection and evaluation phase and plan to encourage additional committee members to join and assist with these challenges.

c) Para Inclusive Sailing Working Group

SC and KR provided an update on the working group.

- **International Collaboration and Events:** KR explained collaborations with international bodies, including the organisation of inclusive European championships with EUROSAF and partnerships with World Ability Sports. They highlighted the importance of universally designed boats and the participation of athletes from diverse backgrounds.

- **Barriers and Success Stories:** Members shared experiences from various countries, noting legal requirements for accessibility (e.g., France's 2005 law) and personal stories illustrating the transformative impact of inclusive sailing. They emphasised the need for sponsorship and outreach, especially in regions with limited resources.
- **Pathways to Paralympic Inclusion:** Updates were provided on the bid to return sailing to the Paralympic Games, including the need to meet IPC criteria such as global participation, anti-doping compliance, and classification standards. The group called for data from MNAs and outlined the dual pathways for inclusion via IPC and the Brisbane 2032 Organising Committee.

d) Intersex/Differences of Sexual Development

SP reported on recent discussion around DSD and transgender participation.

- **Policy Review and Challenges:** The group discussed the ongoing review of IOC policies on DSD and transgender athletes, noting the lack of published guidance and the complexity of ensuring fairness and inclusion. Smadar expressed the need for more medical expertise within the group.
- **Future Direction and Integration:** Options considered included appointing a new chair with relevant expertise and focusing on either influencing IOC decisions or developing implementation guidelines for sailing. The committee proposed merging the group with the Underrepresented Groups Working Group to streamline efforts.
- **Medical and Legal Guidance:** The committee requested clear procedures from the World Sailing Medical Commission regarding documentation and eligibility for transgender and DSD athletes, aiming to provide consistent recommendations to event organisers and ensure compliance with international and national regulations.

e) International Umpire EDI working Group

Alina Stratigiou and AP led the joint working group with the International Umpire Subcommittee, focusing on evaluating the current status of umpire representation, identifying barriers, and developing strategies to increase diversity and geographic distribution among umpires.

- **Assessment and Strategy Development:** The group began by assessing the current demographic distribution of international umpires, noting underrepresentation in Asia, South America, and Australia. They are developing a questionnaire to gather further data and plan to align their strategies with other EDI working groups to expand geographic and gender diversity.

4. Sustainability Department and Office Update

RV and Larisa Zejen (LZ) provided updates on Agenda 2030, accessibility guidelines, social inclusion sailing programme, and the expansion of the World Sailing Academy, highlighting increased participation, new resources, and ongoing collaborations.

- **Sustainability and Inclusion Initiatives:** RV reported progress on Agenda 2030 deliverables, including environmental and social targets, the publication of accessibility guidelines, and the launch of the social inclusion sailing programme. Over 3,000 people participated in sustainability sessions, and the World Sailing Academy now offers a range of EDI-focused courses.
- **Development Activities:** LZ detailed the organisation of two festivals, technical courses, and webinars, as well as the first women's networking event and collaborations with the IOC and SailGP. The Academy's Women in Sailing Hub and EDI course have seen significant engagement, with ongoing efforts to increase participation and impact.

5. Annual Workplan Review

AR led a review of the committee's annual work plan, tracking progress on data collection, training, governance, and portrayal, and inviting further input from members to refine objectives and strategies for the coming year.

- **Progress Tracking and Adjustments:** The committee is on track with several objectives, such as establishing data collection frameworks and updating training materials, though some areas like data integration and governance require further development. The portrayal of women and underrepresented groups in sailing communications was identified as a priority for increased focus.
- **Next Steps and Member Engagement:** Members were encouraged to contribute ideas for International Women's Day and to participate in refining the work plan, with a dedicated session planned for the December meeting to brainstorm and finalise preparations.

6. Women's Day Preparations and Activation Opportunities

Time was limited so this item will be discussed at the next committee meeting in December with the full meeting dedicated to this.

7. Equity, Diversity & Inclusion Forum

No change has occurred in the [forum agenda](#).

8. AOB

The key proposals ahead of the council meeting were summarised so that PCG could vote on behalf of the committee ensuring it accurately reflects the majority view. Members voted in a closed session which determined the way PCG will vote at the council meeting on 8th November.

An observer raised a question about supporting a Ukrainian team seeking to compete as refugees. It was advised to follow the class structure, with support available from the EDI committee but first step should be for this to be referred to the Legal Department for guidance on the correct process.

Next meeting is 15th December at 13:00 UTC.

