

The Equity, Diversity and Inclusion Committee met online at the World Sailing Annual Conference at 1600 UTC on 26th January 2026.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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| 1. Opening of the Meeting | 3. 2026 Committee Work Plan |
| 2. Women's Day Preparations | 4. AOB |

Members:

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

1. Opening of the Meeting

a) Chair's Opening Remarks

PCG welcomed members to the first meeting of 2026 and noted it had been 2 months since the committee last met.

BGL reminded the committee of the upcoming board meeting to review work plans and announced that the next annual conference will be in China.

JMP thanked members for joining and highlighted CS's hard work to submit the recent proposal. KMP noted CM has turned a difficult situation regarding an instance at the 2024 Annual Conference into positive actionable steps.

b) Apologies for Absence

Apologies for absence were noted for Mona, Raynor and Stefanos.

c) Minutes of the previous meeting.

The minutes from the November in person Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Women's Day Preparations

Scott Dougal, Director of Communications and Digital, introduced the theme for International Women's Day 2026 which is [Give to Gain](#).

- SD showed the social media posts used for last year's International Women's Day, highlighting the success of the 2025 'A women's place is...' campaign.
- This year's campaign will feature role models and allyship to showcase pathways in sailing for women.

PCG noted the current role models identified include:

- Asad Ali, a young (17) NJ who is on the path to becoming an IJ having recently passed her IJ exam.
- Mona Kueppers the first female president of the German Sailing Federation

World Sailing will provide social media materials, including templates and assets for MNAs to use. Different languages for these materials are available [here](#).

KR asked if there were dates set for Steering the Course, SD provided the following dates:

- 1st Festival = May 22nd - 31st
- 2nd Festival = September 25th - October 4th

3. 2026 Committee Work Plan

AR outlined the new 2026 work plan for the committee. Key changes were outlined:

- AR outlined a new initiative to create 10 indicators for "Inclusive Regattas," modelled after the "Clean Regattas" environmental programme.
 - o KR offered to provide a list of inclusive racing examples from Hong Kong to help shape these indicators
- Under the training and development section changes include:
 - o The committee prioritises delivering a webinar or training on inclusive language and unconscious bias.
 - o Andres Perez and Josep Pla suggested utilising the existing World Sailing Academy platform.
 - o The goal is to make this training mandatory for all committee members and board members in the future
- Following the results of The Magenta Project 2x25 Strategic Review which should be published early February, the committee should help to implement the recommendations that are suggested.

4. AOB

CS outlined the [Proposal1 Inclusive Language Training.pdf](#)

- CS emphasised that language should be inclusive to avoid unintentionally hurting or excluding people. She advocates for creating "sensibility" around the wording used in official documentation.
- PCG and KR support this, acknowledging that while mistakes are often made due to a lack of awareness or generational differences, the goal is to make inclusive language feel natural.

- CS agreed to provide a list of common mistakes and correct terminology, noting that existing resources from other organizations can be used.
- CS noted that inclusive language training must account for gendered languages where 'sailor' is not a gender-neutral term as it is in English.

CS outlined this proposal: [Proposal 3 EDI Reviews V1 1.pdf](#).

- Focused around ensuring the EDI Committee is involved in the development of policies before they are finalized.
- The committee proposes a formal "check" for language and unconscious bias. They suggest to the Board that any proposal with EDI relevance should be referred to the EDI Committee for input during the implementation phase, rather than after the policy has already been enacted.
- PCG confirmed that the current proposal process is conducted in this way with all relevant proposals coming to the EDI Committee for consideration. JMP and BGL also confirmed this.

JMP and BGL confirmed they would support the implementation of these proposals at board level.

PCG confirmed the next meeting is on 23rd February at 16:00 UTC.