

The Equity, Diversity and Inclusion Committee met virtually at 1600 UTC on 29th September 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	Mona Kupperts	Apologies
Sylvie Harle	Apologies	Smadar Pintov	Apologies
Andres Perez	Present	Spencer May	Present
Carmen Somm	Present	Stefanos Chandakas	Absent
Caterina Banti	Apologies	Tiril Bue	Present
Cecila Carranza Saroli	Present	Kay Rawbone	Present
Helio Alberto	Absent	Josep M Pla	Present
Hui Wen Yeh	Absent	Beatriz Gonzalez Luna	Present
Raynor Haagh	Present	Cory Sertl	Present
Jehan Driver	Absent	Hannah Stodel	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 Sylvie, Mona, Cat, Stefanos and Smadar.

c) Minutes of them previous meeting.

The minutes from the August Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Office Update

AR reported that the biggest focus has been reaching out to the various working groups to progress their activities.

HS provided an update on Para Inclusive sailing and the status of the bid to return to the Paralympic Games. The slides from the session can be found here: [EDI Sept 25.pptx](#). Topics covered include:

- Strategic approach
- IPC Requirements
- Routes for preinclusion
- Current status on participation
- How the committee can help
- World Sailing Inclusion Championships and other upcoming events

PCG asked So, regarding the World Ability Games and APSO, what is the difference between the IPC and APSO, or what kind of relationship they have, or do they have any influence on the parasailing Olympic side?

HS replied that APSO is the Association of Paralympic Sports organizations, so it's very similar to ASIOF from the Olympic side. Sailing is a member of the association and they sit as a deputy to the IPC. One of the IPC board members has been elected to be the president of APSO, so it is very closely connected.

PCG informed the committee that herself and SH will be race officials at the upcoming Barcolana Inclusive Regatta. Additionally PCG and AP will be jury members at the upcoming World Ability Beach Games in Mersin Turkey from 18-

25th October. PCG encouraged members to reach out to their MNAs and sailors to encourage entries to these events.

PCG asked if there is any data around whether if Para Sailing is not integrated at the MNA level does it impact events and provide a barrier for Para Sailing in the country?

HS replied that she didn't have the exact numbers to hand but there are large MNAs who don't directly support Para Sailing. HS urged members to go to their MNAs and ask why Para Sailing is not supported.

PCG asked if other sports have this broader inclusive element and if we know what other sports Sailing is in competition with for Paralympic inclusion?

HS replied that she has an idea but they are not focusing on this, instead looking at doing the best for the sport rather than go head-to-head with other sports.

PCG asked if heroes will be a big part of the campaign to get back in the games.? And how can the committee help push or highlight these heroes?

HS stated that they are definitely looking at the hero piece and something our comms team is exploring and will be a focus in an upcoming piece. HS encouraged any stories of heroes to be shared with her so the athletes can be championed and showcase their work.

RV gave an update on Season 3 of the Sustainability Sessions which starts on 1st Oct at 9am UK time with Kuehne and Nagel. Committee members are encouraged to promote these sessions out to our wider community.

3. Annual Workplan

AR emphasised the need for all working groups to submit their key KPIs. This is necessary to plan for data capture, either through the current development survey or organizing collection for the following year.

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 recent working group meeting. The race official cohort development programme was discussed and further data points were found and suggested improvement for data collected through WS ID integration.

b) Underrepresented Group Working Group

No meeting was held but key data areas were provided in chat.

c) Para Inclusive Sailing Working Group

KR provided an update that the working group met and had a productive meeting. Discussion focused on what resources MNAs can utilise to lobby for Para Inclusive Sailing in their country.

d) Intersex/Differences of Sexual Development

CS provided the update that the group met and discussed the key data points needed to understand more about the topic of intersex in sailing.

5. Other World Sailing Working Groups

No new updates.

6. WS AGM Meeting

No new updates.

7. Equity, Diversity & Inclusion Forum

Proposed format was suggested by AR, this includes:

- Welcoming
- Opening with update on what WS is doing around EDI
- The Magenta Project 2x25 Strategic Review
- Women's Race Officials Report
- Believe, Belong, Achieve video from Francesca Clapcich
- Explaining the bid to return to the Paralympics

- MNA highlight: FIV's Para Sailing Academy
- Panel: Harnessing the power of Para Sailing
- Closing

PCG pleased to see an update from WS on these areas since this is important to communicate to the community.

PCG also raise concerns that the session will be 2 hours long and suggests a break in the middle potentially with a highlight reel of activities in 2025.

8. Women's Day Preparations

RH mentioned that the Women's Working Group had produced ideas around collaborating with development department and using content around Steering the Course to help amplify messaging.

9. AOB

Next meeting 27th October at 1500 UTC.