

The Equity, Diversity and Inclusion Committee met virtually at 1600 UTC on 27th October 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	Present
Sylvie Harle	Present	Smadar Pintov	Apologies
Andres Perez	Present	Spencer May	Absent
Carmen Somm	Present	Stefanos Chandakas	Apologies
Caterina Banti	Apologies	Tiril Bue	Absent
Cecila Carranza Saroli	Absent	Jehan Driver	Absent
Helio Alberto	Apologies	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 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 Cat, Stefanos, Helio, Raynor and Smadar.

c) Minutes of their previous meeting.

The minutes from the September Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Office Update

AR reported that the biggest focus has been preparation ahead of the Annual Conference in Ireland next week.

3. Annual Workplan

PCG and AR noted that there was nothing to discuss in relation to the Annual Workplan.

4. Working Group Updates

a) Women's Working Group

SH explained that the [Race Official Development Cohort](#) programme, prepared by MG and RV, aims to provide support and mentoring to new race officials, particularly women and individuals from underrepresented countries. The pilot will start with a small group of newly appointed international officials, offering them experience at major events for 2 years.

PCG raised concerns about potential overlap with existing programs like the EUROSARF Race Officials Exchange, which has successfully operated for decades and now includes non-European MNAs. PCG suggested leveraging existing development budgets and pushing for gender balance in Olympic class development programs.

AP emphasised the importance of selecting candidates based on talent rather than just new appointments, cautioning against placing inexperienced officials in high-pressure events. He questioned whether the Sailing Grand Slam events have agreed to provide slots for the program and highlighted the limited availability of such opportunities.

CS pointed out that the lack of gender parity among race officials stems from low entry rates at the MNA level, with few young women entering the field. She

stressed the need to make the role more attractive and to provide visible career paths, especially for younger generations.

RV clarified that the program has internal support and budget, and that the Sailing Grand Slam event organisers are on board to provide positions for participants. This programme also works with the Olympic Classes in a similar manner to the Sailing Grand Slam.

The programme targets newly qualified international officials recognised as developing, aiming to bridge the gap between newly international qualified level and leading major events. The programme will focus on taking 15 IJs and 10 IROs, who are newly qualified and recognised as developing officials by the Race Official Event Appointment Advisory Group, to major events (Sailing Grand Slam or Olympic Classes) in 2026 and 2027. So, officials are given key event experience for two years, rather than just one-off event experiences.

AR and RV reiterated that the initiative is a trial and proof of concept, with a focus on both gender and continental diversity.

b) Underrepresented Group Working Group

No meeting was held.

c) Para Inclusive Sailing Working Group

KR noted that there had not been another meeting of the working group but that there is still the drive to gain participation numbers for the Paralympic bid, encourage entries to the World Sailing Inclusion Championships in Oman and reported on the success in Mersin at the World Ability Beach Games.

PCG commented on the success of the EUROSAF Inclusive Europeans at Trieste.

d) Intersex/Differences of Sexual Development

No meeting was held.

AR requested that any slides working groups want to present to be send to RV by the end of the week (31 st Oct) to be included in the meeting.
5. <u>Other World Sailing Working Groups</u> No new updates.
6. <u>WS AGM Meeting</u> No new updates.
7. <u>Equity, Diversity & Inclusion Forum</u> No change has occurred in the forum agenda .
8. <u>Women's Day Preparations</u> PCG noted that this will be discussed in more detail at the Annual Conference meeting next week.
9. <u>AOB</u> Next meeting 4 th November at 1330 UTC.