

The Equity, Diversity and Inclusion Committee met online at the World Sailing Annual Conference at 1600 UTC on 23rd February 2026.

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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|---------------------------|-----------------------------|
| 1. Opening of the Meeting | 3. Women's Day Preparations |
| 2. Office Update | 4. Working Group Updates |
| | 5. AOB |

Members:

Members	Present?	Member	Present?
Pinar Coskuner Genc	Present	Mona Kupperts	Apologies
Sylvie Harle	Present	Smadar Pintov	Present
Andres Perez	Present	Spencer May	Absent
Carmen Somm	Present	Stefanos Chandakas	Apologies
Caterina Banti	Present	Tiril Bue	Present
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 meeting. BGL was welcomed to the meeting but technical issues meant her microphone wasn't working.

b) Apologies for Absence

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

c) Minutes of the previous meeting.

The minutes from the January Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Office Update

a. Race Official Development Cohort

Following a proposal from the EDI Committee to the Race Officials Committee (ROC) in November, a development program has been established specifically for female and non-European race officials at Sailing Grand Slam.

RV reported that the current group consists of:

- **7 International Judges (IJs):** 6 female, 2 male.
- **1 National Judge (NJ):** Female (selected due to slot availability and her track record toward international status).
- **5 International Race Officers (IROs):** 1 female, 4 male.

The male officials in the cohort are primarily from outside Europe (South America, North America, and Africa). Representation from Asia and Oceania is also included.

RV noted the discrepancy between the high number of female IJs versus the single female IRO, and questioned if this was due to existing systems, a lack of opportunity, or the specific pipeline from Member National Authorities (MNAs). PCG requested clarity for how "developing officials" are identified. It was noted that the current cohort reached only 13 participants, falling short of the original targets (15 IJs and 10 IROs).

SH asked if the proposed mentorship and training had been included in the programme. RV noted that they are waiting for subcommittee chairs to confirm education needs and mentors, but looking to those officials (PRO and Jury Chair) on the ground at the event to help mentor the officials.

PCG suggested using experienced IJs/IROs already attending these events as interim mentors, but ensure that these officials are aware of this requirement before the event.

AP highlighted the need for transparency in how officials are selected to avoid the perception of favouritism.

Concerns were also raised about "throwing officials under the bus" by sending new IJs/IROs to high-level events (e.g., Palma or Kiel) without adequate on-the-ground support. RV reminded the committee that these officials have reached the international level and are at a competent level for these events.

AR committed to circulating clear support guidelines and the selection criteria by the end of the week to ensure the committee is prepared before the first events.

b. Training

AR updated the committee that she is investigating training provider options for the conscious inclusion and inclusive language training. Committee members may be asked to provide feedback on certain providers.

AR confirmed that there is a plan to coordinate a session with the IOC's gender team to present updated Gender Portrayal Guidelines to MNAs and Classes. The session is tentatively scheduled for March 26th and 27th.

PCG requested the committee also receive training on legal matters such as the use of neutrality policies.

c. Impact Report

RV outlined that the 2025 Impact Report is in development stage, reminding members the report will cover Sustainability, Development and Para Sailing activity at World Sailing in 2025.

PCG asked when the Magenta Project Strategic Review is coming out. AR confirmed this will be the week of International Women's Day.

d. Sustainability Sessions

PCG congratulated RV and AR on the successful and engaging Sustainability Session with Sail and Explore. Many members from the committee joined the

session and found it interesting to understand the facts and science behind the issue of micro plastics pollution.

RV encouraged members to join the next session on Wednesday 25th February with the Barcolana Regatta.

3. Women's Day Preparations

The committee discussed the upcoming International Women's Day (March 8th) campaign, which will focus on a series of social media reels centred on the theme "Give to Gain." The digital content is being developed by the comms team and will be released on Friday, March 6th, continuing through the weekend.

PCG proposed several high-profile women in sailing to be featured in the campaign:

- Asad Alizia: A young Pakistan National Judge (under 18) who is the first female to pass the International Judge (IJ) test in her region.
- Alexandra Rickham: Recognized for her impact at World Sailing and as an International Technical Delegate (ITD) for Paris 2024.
- Beatriz González Luna: First female President of the Mexican Sailing Federation.
- Caterina Banti: Olympic Gold medalist and multiple-time Rolex World Sailor of the Year.
- Elvira Llabrés: Renowned Spanish navigator with extensive America's Cup experience.
- Mona Küppers: First female President of the German Sailing Federation (DSV).
- The "Famous Project" Team: AP suggested featuring the entire world-record-chasing female crew to highlight global team collaboration.
- Pınar Coşkuner Genç: Nominated by AP for her historical role as the first female Chair of a Continental Association (EUROSAF) and Principal Race Officer at the Olympics.

KR highlighted a unique event involving a Philippine-Chinese Muslim group and victims of the Tai Po fire, specifically promoting women from ethnic and Muslim communities in Hong Kong.

AR noted an upcoming sustainability session featuring Sail Africa, focusing on their programs that uplift women in the community, encouraging members to join the session.

The committee will encourage Member National Authorities (MNAs) and clubs to create their own "Give to Gain" content and tag World Sailing to ensure a "reciprocal, global approach."

AR confirmed the office will provide a short description/toolkit for committee members and MNAs later this week on how to properly tag and format "Give to Gain" posts.

JMP emphasised ensuring representation from all continents to maximize the campaign's global reach.

4. AOB

PCG informed the committee of the council meeting agenda and members confirmed to vote in favour for all agenda voting items.

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