

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

EQUITY, DIVERSITY AND INCLUSION COMMITTEE

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|---------------------------|--------------------------|
| 1. Opening of the Meeting | 3. Women's Day |
| 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	Apologies
Andres Perez	Present	Spencer May	Present
Carmen Somm	Apologies	Stefanos Chandakas	Apologies
Caterina Banti	Apologies	Tiril Bue	Apologies
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. Apologies made for significant technical issues.

b) Apologies for Absence

Apologies for absence were noted.

c) Minutes of the previous meeting.

The minutes from the February Meeting were approved.

d) Matters Arising

No additional matters were raised.

2. Office Update

- **Race Officials Development Cohort:** AR reported that placements have been secured at all regattas for the race officials development cohort, and Megan will join the next session in April to provide a robust update and reflect on the first event's outcomes.
- **Impact Report Progress:** AR shared that Matthew, the copywriter, has completed about 90% of the impact report's copy, with the expectation that all copy will be ready by the end of the week, followed by the design and review phases, aiming for completion towards the end of April.
- **Gender Portrayal Guidelines Sessions:** AR explained that sessions on the IOC's gender portrayal guidelines for MNAs and classes are being scheduled for April, with the IOC presenting a high-level overview and a compact, sailing-specific version of the guidelines being developed for broader use.
- **Training Initiatives:** AR discussed ongoing efforts to identify the best organisation for delivering unconscious bias and EDI training, aiming for a more comprehensive program, and committed to confirming the provider by the next meeting or via the WhatsApp group.
- **Sustainability Sessions:** AR announced the final sustainability session of the season, to be delivered by the Brazilian Sailing Federation, focusing on environmental and social initiatives, and highlighted the success and strong engagement of previous sessions, with recordings available on the World Sailing YouTube channel.

3. Women's Day Preparations

- **Women's Day and Steering the Course Interviews:** PCG outlined the committee's Women's Day initiatives, including interviews and reels aligned with the UN's 'Give to Gain' motto, and detailed plans for further interviews with committee members as part of the Steering the Course initiative, with Beatriz and others expressing appreciation and readiness to participate.
 - **Women's Day Interview Series:** PCG described the production of interviews and reels featuring six individuals, reflecting on the UN's Women's Day motto and the impact of giving back to sailing.
 - **Upcoming Steering the Course Interviews:** PCG announced that six additional committee members, including Alexandra, Beatriz, Caterina, Elvira, and Mona, will be interviewed for the Steering the Course initiative, focusing on mentoring and the benefits of contributing to the sport, with interviews to be

coordinated by Scott or Tom.

- **Feedback and Reflections:** Beatriz shared thoughts on the value of sharing experiences and learnings through these interviews, emphasizing the potential to help others and expressing gratitude for the opportunity to participate.

4. Working Group Updates

KR, AP, and SM provided updates on their respective working groups, including para inclusive initiatives, umpire motivation research, and underrepresented communications, while Pinar and others discussed the potential for joint working groups and the need for improved communication and support.

- **Para Inclusive Working Group Activities:** KR reported on an upcoming meeting focused on inclusion, efforts to place a representative on the regional games committee, support for emerging nations, and recent Women's International Day activities in Hong Kong involving ethnic minority women and sustainability projects with youth sailors.
- **Umpires Working Group Questionnaire:** AP explained that the umpires working group is finalizing a questionnaire to identify motivations, barriers, and rotation issues for underrepresented groups among umpires, with completion expected within a month.
- **Underrepresented Communications Group Status:** SM noted limited recent activity in the underrepresented communications group, citing personal circumstances and a lack of outreach, and mentioned upcoming involvement in a development coaching program in Weymouth.
- **Joint Working Group Discussions:** PCG discussed the possibility of forming joint working groups with other subcommittees, indicating plans to contact subcommittee chairs to gauge interest and emphasizing flexibility in maintaining or dissolving working groups based on activity and necessity. AP commented on his disappointment at the suggestion that each subcommittee should decide whether they join and help EDI rather than the given that they all should want an integrated approach.

AOB

- **Governance and Committee Procedures:** JP informed the committee that Carmen's proposal regarding equity-related submissions being reviewed by the committee has been forwarded to the governance committee for feedback, with the intention to integrate their input into the process.
 - **Equity Proposal Review Process:** JP explained that Carmen's proposal for equity-related matters to be reviewed by the committee is under consideration by the governance committee, and feedback is awaited to

determine the most appropriate implementation method.

- **Meeting Logistics and Attendance:** PCG addressed apologies for absence, technical difficulties with member access, and upcoming meeting scheduling, ensuring all members are informed about future sessions and the importance of attendance.
 - **Attendance and Technical Issues:** PCG noted the absence of several members due to other commitments, acknowledged technical difficulties with member access, and confirmed the approval of the previous meeting's minutes.
 - **Future Meeting Planning:** PCG announced that the next meeting will be held on April 20th at 16 UTC, with external presenters Megan Griggs and Victoria Lowe, and advised members to adjust their schedules as the meeting may run longer than usual.