WORLD SAILING
EQUITY, DIVERSITY AND INCLUSION COMMITTEE
ANNUAL WORK PLAN 2024-2028

2. Committee Members

Pinar Coskuner Genc – Chair	Smadar Pintov	Kay Rawbone – PWSC Rep
Sylvie Harle – Vice-Chair	Helio Alberto	Spencer May
Carmen Felizitas Somm	Jehan Driver	Tiril Bue
Caterina Banti	Mona Kuppers	Stefanos Chandakas
Cecila Carranza Saroli	Raynor Haagh	Hui Wen Yeh

3. Working Groups

Working Group	Lead	Members
Women	Raynor Haagh	Andres Perez Tiril Bue Smadar Pintov Lara Poljsak Jennifer Hall Nicolene Henkeman Elena Papazoglou
Underrepresented Groups	Jehan Driver	Mona Küppers Spencer May Hui Wen Yeh Carmen Felizitas Somm Helio Alberto Teo Wee Lee Mina Stanikic Emma Humphries
Para Inclusive	Stefanos Chandakas	Caterina Banti Cecilia Carranza Saroli Tiril Bue Kay Rawbone Sofia Papadopoulou Carlos Garcia Motta

4. Remit and Strategic Alignment

"Ready for the Future 2025-2029"
"Olympic Vision"
"Sustainability Agenda 2030"
"Steering the Course: Women in Sailing"
"Para Inclusive Strategy"

Mission/Remit	Mission Statement/Remit: Reaffirm the committee's mission The remit of the Committee is to advise and report to Council on: (a) promoting diversity within the sport of Sailing and World Sailing; (b) discussing and promoting non-discrimination within the sport of Sailing under clause 1.3(c) of the Constitution; (c) encouraging and increasing participation by women and underrepresented groups in all aspects of sailing and sailing administration; and

	(d) monitoring Proposals made to World Sailing and advise on any aspects which may affect equity, diversity and inclusion (e) to recommend appropriate strategies and policies to improve equity, diversity and inclusion within the governance of the sport. (f) Monitoring and evaluating the implementation and effectiveness of the federation's equality and diversity strategies, policies and programmes.
Alignment to WS Strategies	
Eg. Ready for the Future	PLEASE SEE ATTACHED SPREADSHEET

5. Objectives for the Year

List 3–5 specific, measurable, achievable, relevant, and time-bound (SMART) objectives for the year.

Objective 1	**Measure and Communicate Impact**: Develop metrics to assess the impact of ED&I initiatives and efforts.
Objective 2	**Promote Inclusive Training, Development and Engagement**: Develop and implement inclusive training modules that address barriers faced by underrepresented groups.
Objective 3	**Advance Inclusive Governance**: Implement governance reforms to position World Sailing at the forefront of sports governance, emphasizing transparency and inclusivity

6. Key Activities

- Break down the objectives into actionable tasks with deadlines and responsible parties.
- Define key performance indicators (KPIs) to measure progress and success.
- Outline the resources required to achieve the objectives.

OBJECTIVE 1	**Measure and Communicate Impact**: Develop metrics to assess the impact of ED&I initiatives and efforts.			
TASKS	**DEADLINE**	**RESPONSIBLE PARTY**	**KPI**	**RESOURCES REQUIRED**
Design and implement a framework for collecting and analysing data related to ED&I efforts over time. Establish key metrics at both the international, continental, MNA and class level.	Q1	Chair and Working Group leads.		World Sailing staff time and members from each working group. Software to support data collection in the form of surveys and reporting from World Sailing membership.
Share findings through annual publications and presentations to relevant committees and commissions and at international events including the annual conference.	Q2-Q4	WS Sustainability	Inclusion in impact report, relevant events and seek engagement opportunities with committees and commissions	
Use data insights to inform future strategies and initiatives, ensuring continuous improvement.	Q2-Q4	Committee	Outcome: Ensure current targets are appropriate and set new requirements/targets where necessary including for members.	Time requirements from both WS staff and committee membership. Additional external capacity may be required to advise on strategic imperatives e.g. IOC GEDI
Collaborate with The Magenta Project to deliver the recommendations produced as a result of the 2x25 Strategic Review.	Q2-Q4	Women's Working Group, WS Sustainability and Magenta Project	Outcome: a clear plan to achieve the recommendations set out in the 2x25 Strategic Review.	WS staff time, Representation on MP advisory board
Support and Evaluate the development of an 'Inclusive Regattas' programme aligned to Clean Regattas.	Q2-Q3	WS Sustainability	Provision of a programme to assess inclusive practices at	WS Staff time and/or inclusion partner

			regattas. Measurable participation KPI.	

OBJECTIVE 2	**Promote Inclusive Training, Development and Engagement**: Develop and implement inclusive training modules that address barriers faced by gender and underrepresented groups including those with protected characteristics.			
TASKS	**DEADLINE**	**RESPONSIBLE PARTY**	**KPI**	**RESOURCE REQUIRED**
Review and update existing training materials to incorporate inclusive practices and cultural competencies, both organisationally and for WS membership. Guidance to ensure future materials meet minimum requirements. - Committee members to review the documents, this can be split by working group or individually	Q1-Q3	Chair and Vice Chair	Outcome: updated and provision of new materials. Including digital materials on the new learning platform. All materials outputted by WS should have met the requirements set by the committee.	Committee members time Budget for external educational support.
Organise workshops and seminars focusing on inclusivity for MNAs, Classes, coaches, officials, and athletes. e.g. - Male Allyship - Trans Inclusion - Bias and Inclusion and WS	Q1- Onwards	WS Sustainability and Working Group reps	Number of workshops and seminars for identified groups. Percentage of groups. Number of people engaged in training.	WS Staff time Budget for external training providers
Partner with international organisations to share best practices and resources on inclusive training methodologies.	Q2- Onwards	WS Sustainability	Outcome: Create 2 or 3 collaborative opportunities to work with other international entities.	WS Staff time
Deliver a webinar on inclusive language to use with the wider community and unconscious bias training.	Q1-Q2	WS Sustainability and Comms	Outcome: Deliver clear guidance and training on	WS Staff time and budget for external training providers.

This should be compulsory for all WS committee and commission members along with WS board. Committee needs to put forward training requirements both mandatory and voluntary and have signed off by the board.			portrayal for membership. KPI is number of members that join and show indication of change.	IOC support time
Engage communications across the membership to make 'heroes' within the sport across relevant activation days with a focus on International Women's Day.	Q1		Number of MNAs and Classes that create 'Hero' content in their local markets, regions and operational areas.	

OBJECTIVE 3	**Advance Inclusive Governance**: Implement governance reforms to position World Sailing at the forefront of sports governance, emphasizing transparency and inclusivity.			
TASKS	**DEADLINE**	**RESPONSIBLE PARTY**	**KPI**	**RESOURCE REQUIRED**
Establish a task force to review and recommend updates to governance policies, ensuring they promote diversity and inclusion. Recommend new policies that will ensure delivery of EDI practices.	Q3-Q4	Chair and Vice Chair	Outcome: update of governance policies	Time: staff and committee members IOC engagement.
Facilitate regular forums and discussions with stakeholders (MNAs, classes, continental associations etc) to gather input on governance practices.	Q3-Q4	Chair and WS Sustainability	Outcome: Gather clear feedback with outcomes gained at set regular intervals.	Software for feedback Time: Staff and committee volunteers
MNA data collection on diversity in leadership positions within MNAs. This can then help to inform further governance decisions to increase diversity in MNA leadership.	Q1-Q2	Chair and WS Sustainability	Outcome: Data on diversity within MNA leadership collected.	Time: staff time for data collection and collaboration with other WS committee or commission going out to collect data from membership

Publish annual reports detailing progress on governance reforms and their impact on inclusivity. Including IOC GEDI annual report.	Q1	WS Sustainability	Outcome: Updates within the annual impact report and IOC.	Time for data collection and copywriting budget for report.
WS Committee & commission cross-representation	Q1-Q2	Chair and WS Sustainability	Outcome: working group established between ROC and EDI Committee to increase equity and diversity in officials	

7. Reporting and Review

The committee will submit quarterly progress reports to the World Sailing Board and present findings at the annual general meeting.

8. Continuous Improvement

Include a section for lessons learned and recommendations for the next year.