

NEISA Executive Committee Conference Call Meeting Notes
June 17, 2020

Action Items

- 1. NEISA Specific Action Items**
- 2. NEISA Action Items involving the ICSA**
- 3. ICSA Action Items**

Motions

1. Motion to adopt the NEISA Sailors for Equity and Inclusion Committee proposal as is
 - a. Proposed: Weidenbacker (UNH)
 - b. Seconded: Pizzo (Bowdoin)
 - c. Result: Tabled for discussion; **not voted on**
2. Motion to adopt the NEISA Sailors for Equity and Inclusion Committee proposal Sections 3 and 4 and to address the bylaw changes at the winter meeting (December) or at a special meeting called by Kalin in the future.
 - a. Proposed: Weidenbacker (UNH)
 - b. Seconded: Kalin (MIT)
 - c. Result: **Passed unanimously 10-0** by the members of the Executive Committee in attendance.

Next Call: July 15th at 2PM

Meeting Notes:

I. Call to order

- A. Roll Call: Mike Kalin (Commissioner), Frank Pizzo (Graduate Secretary), John Mollicone (Southern Region Graduate Representative), Greg Wilkinson (Boston College), Doug Clark (Coast Guard), Ken Legler (Tufts), Taylor Martin (Maine Maritime), Cori Radtke (Bowdoin), Zack Leonard (Yale), Brian Nelson (President), Justin Assad (Dartmouth), Jack Valentino (Secretary), Ryan Mullins (Treasurer), Julia O'Connor (Southern Region Undergraduate Representative), Finn Bascio (Northern Region Undergraduate Representative), Preston Anderson (At Large Representative), Sarah Herde (Bates), Moose McClintock (URI), Chris Lash (BU), Carter Brock (Northeastern), Eloise Burn (Dartmouth), Carlota Hopkins-Guerra (Dartmouth), Matt Wordell (Massachusetts Maritime Academy), Julia Adams (Bowdoin), Julia Wyatt (MIT), Kaila Pfrang (MIT), Jonathan Chance (Bowdoin), Owen Moore (Wesleyan), Jeremy McCulloch (MIT), Caroline Patten (UVM), Alicia Blumenthal (Dartmouth), Becca Rose (Yale), David Thompson (Dartmouth), Emi Ruth (Brown), Jared Reineck (Wentworth), Lucy Mulvihill (UVM).

II. Meeting called to order at 2:02PM

III. Presentation of the [NEISA Sailors for Equity and Inclusion Committee](#)

A. Introduction - Preston Anderson

1. PAC-12 and Big East both have committees that do this and we should create this in a similar format and for a similar purpose

B. Section 1 - Lucy Mulvihill

1. Tentative plan for staffing this committee
 - a) Chaired by NEISA coaches
 - b) Members are two representatives from member institutions
 - c) Subcommittees are likely to stem off this
2. Mulvihill: We're encouraging and requiring teams to have more educational programming about barriers to entry and how to dismantle them. This will look different at every school. We are also interested in creating a model to continue this in the future of NEISA. We're hoping to spur an increased inclusion of younger sailors that will diversify the next generation of NEISA sailors. Everyone in NEISA has the resources and the drive to make this happen, so creating this committee will be a great first step to making this big change.

C. Proposal 2 - Kaila Pfrang

1. We want to use this education platform to create community outreach once teams can discuss race more.
2. Teams can opt out of our committee educational programming but must apply to do so to the committee if they feel their schools' training covers it
3. Failure to participate in these racial education opportunities will result in a lack of eligibility from Fall and Spring championships.

D. Proposal 3 - Julia Wyatt

1. We should use NEISA's resources to encourage a discussion on race.
 - a) Student's don't have as big of a resource list as NEISA has

E. Proposal 4 - Jonathan Chance

1. We're looking for information from sailors through our google form.
2. We'd like teams to leverage their capabilities at home to spread the form so we can get more input.

F. Proposal 5 - Lucy Mulvihill

1. We're looking to replace gendered pronouns from the by-laws
2. Assad: I wrote those pronouns and I agree they need to be changed.

IV. Thoughts and Questions on the ["Call to Action"](#) Presentation

- A. Assad: Thanks for taking the time to put this together. We should have your committee expanded to include the new ICSA model on inclusion that requires a varsity coach, club coach, administrator, etc.

1. Kalin: We can help you find ICSA people to fulfil those requirements.
- B. Kalin: This will have mandatory race-based education programming for schools. What if a school already has their own race-based educational programming?
 1. Rose: They can apply to have an exemption out of the NEISA recommended training if they're already receiving it from their school.
- C. Pizzo: There are over 40 NEISA teams and if each team received one representative on it, the committee would be huge. I wonder if you could explain how to satisfy the ICSA committee requirements and your existing plan without the group getting unruly and large.
 1. Mulvihill: We want to split people up into a task force and they have a representative speaking for the task force and not everyone would speak at once.
- D. Pizzo: When would teams have to submit this information on race-based education training? There is a lot changing this Fall in NEISA and the ICSA with who signs off on things. How will this happen logistically? Will teams have a whole calendar year to submit things? We're not very good at governing ourselves, so for this to have teeth we need to be aggressive on this.
 1. Rose: The submission of the materials would be by the Fall Championship or the Spring Qualifiers as of now. Obviously not all teams make it to Nationals, but all teams make it to their individual Fall Championships. That definitely makes sense to interweave it with existing protocols.
 2. Anderson: Likely before the Fall Championship of Spring Qualifiers teams would have to submit their paperwork and finish their race-based education programming.
- E. Pizzo: Justin, do you know what the timing is on all this stuff at ICSA?
 1. Assad: I'm not sure, but I guess it's due before our practice declaration that we submit before Nationals.
- F. Assad: All varsity programs have to complete sexual harassment training. Do you have specific programs you like that we can use to comply?
 1. Pfrang: We really want teams to spark a conversation within teams. This idea is not fully formed.
 2. Valentino: Everfi is one program that was discussed, but more programs will certainly spring up in the near future as the country goes through a protest of race based-violence.
- G. Anderson: Wilkinson asked if there was any merit in requiring this for all teams and not just Cross-Regional and Regional teams. Maybe we make it mandatory for all teams (provisional, associate, conference teams).
- H. Weidenbacher: I don't mean to diminish the work that everyone has done, but I suggest that this is based on an honor system of team training. There is too much

paperwork for undergrads to do while also trying to sail and go to school. Teams in September will have to raise their hand on an honor system that their school's training fits the criteria that you and your committee lay out.

1. Kalin: When you go to Nationals, every school's athletic compliance officer needs to sign off on things. Can we offload all this work to the compliance officers?
2. Assad: Maybe not even just a compliance officer, just a school administrator would sign off on it.
- I. Pizzo: Kalin, is it better to adopt these as a blanket document or adopt them one at a time?
- J. Weidenbacker: Your focus as a committee is on the education component of it and less on the team requirements component of the document, and that's the beauty of the document.
- K. Pizzo: The proposal seems like it's only mandatory starting 2021, so you'd have this year to ease into the educational piece.
 1. Mulvihill: Definitely.
- L. McClintock: One representative for every NEISA member is tough. Is it easier for teams to have a delegate who oversees the adoption of these proposals. That way students are overseeing themselves. Everything needs to be overseen by coaches, but the work should continue to be with the students and their thoughts.
- M. Assad: This should be like the SAAC (Student Athletic Advisory Committee) committees at each of our schools. Keeping the undergrads as the leaders is the best. Having a forum with one member from each team.
- N. Weidenbacker: MOTION to adopt this resolution as is.
 1. Pizzo: SECONDED.
 2. Pizzo: Should we pass it with the bylaw changes?
 - a) Assad: Yes.
 - b) Pizzo: A bylaw change requires 75% quorum. We should bring this up at the Winter meeting.
 - c) Martin: Once this becomes a bylaw change, it will require adherence to the document. We should shoot for a bylaw change to give this some teeth and some bite for compliance.
 - d) Pizzo: The enforcement piece needs to be hashed out and we need to figure out when we're requiring the paperwork.
- O. Kalin: Are we voting?
 1. Pizzo: We have a motion on the table so we should vote.
- P. Martin: What are we doing about the bylaws section?
 1. Pizzo: We'll take on the bylaw stuff later at the winter meeting.
- Q. Wilkinson: There are NEISA regulations and there are bylaws, which is this?

- R. Assad: This should be a long-held value of NEISA, not an operational question we're approving. We can have Mike call a meeting to vote on this once people can review the document and that vote will cement this in the bylaws.
- S. Martin explained the bylaw rules for how to amend the bylaws.
- T. Kalin: The next move is to announce the meeting and have official language for voting. Is there anyone on the call that would like to join this committee as the coach representative.
 - 1. Pizzo: I'll do it.
- U. Kalin: We should stay on looking for administrators.
 - 1. Legler: We should look to our female administrators at our colleges to do this.
- V. Weidenbacker: All the club sports people are furloughed and I think that will be the case for a few other schools as well.
- W. Anderson: Can we vote on any non-by-laws procedures, like sections 1, 3, and 4?
 - 1. Weidenbacker: MOTION proposed.
 - a) Kalin: SECONDED.
- X. Martin: We don't need to vote on section 1. But we can vote on 3 and 4.
 - 1. Assad: Let's call the vote.
 - 2. VOTE IS HELD.
 - a) Unanimous agreement amongst the executive board (see below).
- Y. Pizzo: It might be good or bad to lump this into our July 15th meeting. There will be many teams on that call because it's when we announce our plans for the Fall season.
 - 1. Kalin: We'll flesh this out and the vote will be fast on the July 15th Call.

V. Commissioner's Report - Mike Kalin

- A. ICSA is trying to finalize the plan for the Fall
 - 1. Preliminary results and plan
 - a) 6 week season with no intersectional events and both Fall Championships exist
 - (1) Each team can only compete on six specific weekends, not that the season is six weeks long
 - (2) They're focusing on cost containment and limiting travel.
- B. Wilkinson: We're going to have a brand-new NEISA schedule, so we'd like some input.
 - 1. Pizzo: I'm on the committee and we haven't done anything yet. My recommendation is that we don't reinvent the wheel if we don't have to. There are clearly opportunities to save NEISA money. Hotel-less events are key. Will the strength of our conference go down if we have to shrink our schedule?

