

## NEISA Sailors for Equity and Inclusion Committee



Monday June 22, 2020

### Meeting Agenda

1. Education requirement
  - a. Goal
    - i. Educate on code of conduct?- tbd
    - ii. Motivate teams to care/do outreach?
  - b. What will the program look like
    - i. How can we tie history of sailing into the history of American racism and discrimination that will make an impact on sailors?
    - ii. Pre-existing program or create our own?
  - c. How do we get teams to do it
    - i. Certification of completion?
2. Subcommittees
  - a. What are they
    - i. What do we need to get done?
  - b. How big
  - c. Does every rep need to be on a subcommittee
  - d. Subcommittee leaders
3. Opt out of Committee Form
  - a. Who gets to opt out
  - b. What if we disagree/how do we approve team to out
  - c. What are the consequences for opting out
4. Going forward...
  - a. New group me?
  - b. What happens to this group
    - i. officers to bigger group?
  - c. Slack account?
  - d. Can members from our schools get an extra rep?
  - e. When will we have our first meeting as a whole committee
  - f. Update on School Administrator

### Info to Know

1. We have an Email Account... thank you Izzy!!

[NEISAEquity@gmail.com](mailto:NEISAEquity@gmail.com)

## NEISA Sailors for Equity and Inclusion Committee

2. An email has been sent to every team requesting a rep via survey or they fill out the opt out survey



### Meeting Minutes

**\*\*Meet next week same time Monday 9pm est\*\***

### Education Requirements

Goal: Background on institutional racism, systemic oppression, discrimination in America. Link this history to the history of sailing and an understanding of current demographics. Motivate teams to engaging in outreach and advocate for access, inclusion, and diversity in an equitable way.

Team lead- not coach lead

“Coach become sailor, sailors become equal”- Jack

### Structure

- Start with ground rules to create safe environment where people can share ideas and ask questions
- Present resources organized by us
  - Audiovisuals
- Discussion questions- avenue options
  - Break out groups for bigger teams
- Adapt to sailing
  - Have team research history of silting at their school or in their area

Encourage and motivate to do outreach/community engagement through out

Google form/80% to start rules to in-force participation by Rep/facilitator

Adaptable for smaller teams

Make it easy on reps to facilitate, structured, and easy for teams to complete, shorter, visual learning, most likely once a season.

Create to-do & question list for those unable to make the discussion

Lets talk with Frank and Diana before we finish #2 education by-law

**\*\*Put your ideas for opening info resources in the [Resource Summary Document](#) to help us decide what we want to include**

## NEISA Sailors for Equity and Inclusion Committee



### This group going forward

- One person from each school, goes for us too
- Acting officer until approved positions by NIESIA
  - \*\*NEISA calendar year is Jan-Dec not Fall-Spring
  - Social Media officer to send to NIESA Social Media person
- To-Do
  - Lay out positions for December elections
    - Lead Subcommittees

### Subcommittees

- Should directly align with goal of committee
  - “Goal: Increase inclusion and diversity across NEISA by creating space for discussion and education on topics including but not limited to: race and socioeconomic status, sexual orientation, gender identity, and citizenship status as it pertains to entry into organized sailboat racing. At this moment, we are particularly focused on race. Create programs using NEISA’s resources to promote the sport in an inclusive way to further diversify the conference”
- 1. Education
- 2. Outreach
  - a. Helping team reach out to community boating
  - b. Helping create programing guidelines
  - c. Leader of outreach, as point of contact to community sailing center- could also be an officer
- 3. Social media/publicity
- 4. Onboarding, getting new reps caught up
- How many people to a subcommittee/does everyone need to be in a subcommittee

### Exemption form

- We present all exemptions to NESIA Board to approve

We need to look into the most appropriate way to do outreach

Avoid white saviorism

## NEISA Sailors for Equity and Inclusion Committee



### New members

- Looking at google forms each week
- Current members on board a certain amount- regionally
- On boarding folder with important docs to get people up to speed
  - Call to action
  - Member doc

### Action for next meeting and beyond

- Research appropriate guidelines to do outreach to be avoid white saviorism and make a lasting positive impact on communities
- On board members, folder for it
- Add to [Resource Summary Document](#)
- Lay out subcommittees
- Lay out officer positions for december

**NEISA Sailors for Equity and Inclusion Committee**

