

NEISA Sailors for Equity and Inclusion Committee



Monday June 29, 2020

Meeting Agenda

1. Make up of committee and how we will get reps
2. Plan for getting the necessary teams on the July 15th call for by-law changes to pass
3. Discuss education peice that we want teams to conduct with their sailors
4. Ideas to move this to ICSA level
5. From last meeting- How many people to a subcommittee/does everyone need to be in a subcommittee?

Info to Know

1. NEISA call July 15th. Talk about Covid plans and vote on proposed changes to by-laws
2. We will be presenting all Committee Exempt Forms to NESIA board for approval

Meeting Minutes

- We need to be organized the next NIESA meeting July
- We have not reached all teams yet
 - Frank has coaches list
 - Post on social media
- 75% of membership to pass a by-law, which will mean at least 30 team will need to be on the call
 - We asked schools to let us know they will have a rep
 - Utilize coaches email list and call list
 - Potentially call in the evening, consistent messaging (write a blurb- highlight Covid-19 update, pitch the idea, acknowledge varying comfort levels)
 - Ask your coach to reach out, reach out to your friends on other teams
- Education Program/discussion

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- Set a deadline for program
 - Fall Break?
 - Immediately in the fall. Set a tone for the season
 - First part of the season
- Facilitated by reps
 - Create system to receive feedback from facilitators
 - Best Practices
 - Training for facilitators
 - Make people comfortable
 - Engaging with people who have hard time talking about race
 - Managing “Devil’s Advocate” roles
- Going beyond NEISA
 - Make education accessible to all ICSA team, no matter status or size
 - Encourage outreach to tall teams
 - Soft opening this fall to these conversations to get feedback and help establish best practices for 2021 and ICSA level
 - Share info with teams in other conferences to try out
 - Keep Mitch in the Loop
- Subcommittees
 - Not everyone needs to be in a subcommittee
 - Smaller groups of motivated people are more effective
 - 5-9 people?
 - Try for an equitable club varsity ratio
 - Above all, have motivated people doing the work
 - Positions
 - Outreach
 - Best practices
 - Education

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- Social Media
- Data Collection
- Have people start out, and move up to a subcommittee
- We need varsity administrator, club team administrator, outside administrator
 - Club people may be furloughed until fall
- Officer positions
 - Current members will act as officers until new ones can be elected at the start of the NEISA officer calendar year in December

Action going forward

- Get list of coaches phone numbers
 - Reach out about July 15th meeting, request a their Rep fills out form, ask about an administrator
 - call in the evening, [follow the blurb](#)
- Pick 4 schools to call from [list](#) to contact
- Continue to add to our [resource list](#), that align with goal