

## DEI Committee Meeting

2/16/2022

Present: DJ, PA, SS, MKG, SVW, NR

SS proposes chair election.

MKW nominated (self) and seconded NR. Approved.

SS begins agenda discussion.

SS prompted LGBTQ coach diversity discussion on increasing LGBTQ coaches. PA prompts continued outreach to BIPOC coaches. NR inquired on existing outreach. PA gave examples of partnership attempts and lack of LWC support citing JCC's and Urban League. SS provided information on existing HBCU outreach initiatives, direct email and DM's, and out foundation projects for increasing BIPOC coaching pools.

MKG suggested more promotion of safe space gyms to increase LBTSIA coaches and members. SS provided information on the existing LBTSIA/BIPOC clubs and business pages and the upcoming partnership with out foundation and the utilization of their safe gym club finder.

SS begins discussion on trans-athlete policy update. SS provides an overview of the upcoming audit results regarding language around trans-youth athletes. SS requests input on updating policy language for explicit clarification. SVW agrees the language should be updated. SS cites the USA Triathlon language as an example of the change.

SS begins discussion on updating the trans-athlete policy to exclude local level competition from the existing policy in line with the form Oregon LWC trans athlete participation policy. PA explains the reasoning for the existing policy is athlete protection due to the nature regional differences across the US. PA suggests updating the sanctioning agreement to state that the platform is open to all as well as a potential bylaw update. MKG SVW NR DJ All agreed to the change with review before sending to the board for approval.

SS Begins discussion on DEI training module topics to be included in mandatory member training on a 3 year rolling basis. NR asked for clarification on module topics. Discussion to be tabled for next months meetings on topics and quiz questions.

SS proposes skipping the action item agenda item due to the time.

MKG begins conversation on WSO requirements for BIPOC coaching education scholarships. SS provides context that the goal will be to include that requirement in metrics in the future. PA provides information on the LWC to WSO restructure so use best practices from previously LWC's and implement over time to all WSO's.

SS calls for adjournment. Meeting adjourned.

Agenda Topics.

- Chair Election for DEIC.
- Coach Diversity Discussion

- Trans athlete Policy Discussion – Local Meets, Youth Athletes.
- DEI Training Module Topics
- Action Plan Items.
- AOB.