

CRCA DEI Meeting Agenda 6/23/20

1. Welcome! My name is Liz Tuppen (assistant coach at the University of Michigan) and I created this agenda by leaning heavily on my colleagues and resources here at UofM, but I do not want or intend to be a default leader of this incredibly important committee.

Based on the responses you all provided in the initial questionnaire there is clearly a lot of passion and experience in the “room” and I would like to encourage and help facilitate an environment where we all feel empowered to use our voices and share knowledge.

I would just ask that we all make sure we stay respectful of each other at all times. This will be a space where we will often be talking about difficult things with people of different backgrounds and experiences.

Throughout this meeting the floor will always be open for discussion and questions.

2. Creating a Strategic Plan
 - a. Create a substantive, clear, and well organized strategic planning process
 - b. Provide tools and resources to participating sub-committees and/or partners, including guidance for sub-committee planning and implementation along with templates for communications
 - c. Model inclusive and equitable approaches for engagement, decision making and communications
 - d. Develop a planning process that is flexible and capable of evolving over time
 - e. Implement ample feedback opportunities for membership and partners.
3. Sub-Committees, identifying Leads and Administrators (see [CRCA DEI YR1 Strategic Planning Table](#))
4. Implementation Guidance: Create a basic infrastructure to support this endeavour over the course of time.
 - a. Hosting regular meetings with DEI Subcommittee Leads and other leaders/liaisons to share information, exchange ideas and develop best practices
 - b. Engage with the whole CRCA membership through regular membership meetings/town halls. Allow for feedback, new ideas and priorities to surface.
 - c. Respond to negative incidents that may occur within our colleges/universities or at the local, national or international level. Providing support for those who are directly or indirectly feeling their impact is important. Offer guidance for leaders across the membership on ways to respond and to maintain communications on the membership level.
 - d. Provide professional development on DEI topics for all “layers” of the membership community from the board, head coaches, assistant coaches, director of operations, GA’s, boatman/equipment managers, student athletes.
5. Upcoming DEI Events:
 - a. **Wednesday,, July 1st 1:00-3:00pm EST:** CRCA Webinar on antiracism with Jen Fry (www.jenfrytalks.com). Registration is capped at 175 (as of 6/22/20, 77

members had registered). Please see email from Sheila Rinozzi for the registration link.

- b. Coaches Panel Discussion on racism moderated by RISE (www.risetowin.org). Date is TBD, but looking to hold this discussion the week of July 6th around 1:00pm EST.
- c. USRowing Pride Event: **Thursday, June 25th at 7:00PM EST** (Charley Sullivan has more information and the CRCA Board will send information via email to the whole membership body).
- d. Jen Fry and Victoria Farris- Part 1: Understanding the Perspectives of Student-Athletes on Racial Justice- **Wednesday, June 24, 1-2 p.m. Eastern; [CLICK HERE TO REGISTER](#)**
- e. Jen Fry and Victoria Farris - Part 2: Stronger Together: Best Practices to be Anti-Racist. **Thursday, June 25, 1-2 p.m. Eastern; [CLICK HERE TO REGISTER](#)**
- f. **NACDA:**The Intersection of Race, Student-Athletes and College Athletics in America---Jun 24, 3:30 PM in Eastern, [Registration Link](#)

6. Sponsorships

7. Partnerships/Community Outreach (i.e. USRowing, Rowing In Color, local clubs and other nonprofits working to serve marginalized communities, our own teams)

8. CRCA DEI Retreat?