

## **Duties of the Gender Equality, Diversity and Inclusion (GEDI) Cross-Commission, GEDI Management Group and GEDI Advisory Group**

The GEDI Working Group proposes the following structure with respect to GEDI and has proposed the duties and membership of these groups, as outlined below.

### **GEDI Cross-Commission**

Purpose:

- To oversee and drive delivery of the GEDI Policy and Strategy as it applies to the Commissions.

Activities:

- Champion GEDI within the Commissions, raising awareness and understanding across rowing communities to drive cultural change.
- Support centrally driven GEDI initiatives, and disseminate at a Commission level as applicable.
- Act as an advisor where relevant for certain central projects.
- Suggest initiatives to the GEDI Management Group with respect to GEDI challenges and opportunities.

Membership:

- Membership will consist of current World Rowing Commission members, ideally with diverse backgrounds and experience, and representing under-represented groups, as far as possible.
- Members should have passion and commitment to advocacy for GEDI; ideally be from under-represented groups.
- Other individuals\* identified as having specific expertise or experience in GEDI matters may be invited to join the discussions of the Cross Commission.

*\*Such individuals would be considered associate members of the cross-commission, for situations where diversity does not already exist within the Commissions.*

### **GEDI Management Group**

Purpose:

- Responsible for proposing GEDI Policy and Strategy for agreement thereof with Executive Committee for budget and management, and the Council for implementation. This also includes policy and strategy development through continuous improvement.
- Lead implementation of the GEDI Policy and Strategy, and Action Plan.

Activities:

- Raise awareness and understanding across all rowing communities of what equality, diversity and inclusion means for Rowing and why it is important, through the provision of appropriate guidance, education and training initiatives.
- Propose priority areas of focus for agreement with the Council and Executive Committee.

- Manage the GEDI action plan. Oversee and support the implementation of the agreed actions; reassess the action plan regularly and in consideration of available resources.
- Coordinate the action plan with the GEDI Cross-Commission.
- Organise communication and coordination meetings with the GEDI Cross-Commission.
- Promote a network of people responsible for GEDI in the WR member federations.
- Organise surveys; analyse and monitor GEDI related data.

Membership:

- GEDI Cross-Commission Chair
- World Rowing staff members – as appropriate; to be decided.

### **GEDI Advisory Group**

Purpose:

- To provide advice to World Rowing on GEDI strategy implementation and on specific GEDI matters.

Activities:

- Annual meeting to review strategy and status of action plan, plus any other matters as applicable.
- GEDI subject specific meetings, as required, with the relevant experts.

Membership:

- The GEDI Advisory Group should consist of individuals with general as well as subject matter expertise in GEDI from both within and outside of the Rowing community, with diverse backgrounds and experience, and from under-represented groups as far as possible.
- Members will be invited for two-year terms and extend to further individuals, as appropriate.
- GEDI Advisory Group membership to be published on the World Rowing website.

## **World Rowing's Position Statement on Gender Equality, Diversity and Inclusion (GEDI)**

World Rowing strongly believes that gender equality, diversity and inclusion in the sport of rowing is fundamental in building a sustainable future for our sport.

World Rowing is committed to gender equality, diversity and inclusion and does not tolerate any form of discrimination.<sup>1</sup> World Rowing seeks to ensure fairness and equality of opportunity, embraces differences and endeavours to make rowing a sport which is accessible to all, whether as a rower, coach, official, volunteer or member of staff, and regardless of race, colour, sex, gender identity, sexual orientation, disability, ethnic origin, language, religion or belief, nationality, age, marriage or civil partnership status, maternity or parental status, socio-economic status, skill level, political or other opinion.

World Rowing's aim is to provide an environment where everyone feels:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.<sup>2</sup>

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<sup>1</sup> World Rowing Strategic Plan 2018, Guiding Principles [https://d2cx26qpfwuhvu.cloudfront.net/worldrowing/wp-content/uploads/2020/12/04183546/WorldRowingStrategicFramework2018\\_Neutral.pdf](https://d2cx26qpfwuhvu.cloudfront.net/worldrowing/wp-content/uploads/2020/12/04183546/WorldRowingStrategicFramework2018_Neutral.pdf)

<sup>2</sup> Documents referred to include British Rowing's Public Statement of Commitment to Diversity, <https://www.britishrowing.org/wp-content/uploads/2017/12/Statement-of-Diversity-11.9.2017-V3.pdf>; England Athletics Inclusion Policy, <https://england-athletics-prod-assets-bucket.s3.amazonaws.com/2020/03/ea-inclusion-policy-2019-v3.pdf>

# World Rowing's Strategic Plan for GEDI (160921)

## Goal I

### Governance

#### Objective 1

**Leadership by Example** – Ensure World Rowing's actions are aligned with its GEDI position statement, and that the World Rowing vision, mission and statutes reflect its position on GEDI. Encourage Member Federations to do the same.

#### Objective 2

**Cultural Change** – Define the culture that World Rowing would like to embody. Raise awareness about GEDI issues and provide unconscious bias and allyship training to the World Rowing community. Embrace and adapt to new cultural tenets.

#### Objective 3

**Diverse Representation** – Seek broad representation, especially from under-represented groups, in decision making and creation of action plans.

#### Objective 4

**Data Driven Decision Making**– Regularly collect, analyse, and systematically include GEDI data in decision making.

## Goal II

### Development

#### Objective 1

**Professional Development** – Implement bespoke development and GEDI education programmes for MF leadership, coaching, and athletes to develop diversity across the sport.

#### Objective 2

**Support Independence** – Ensure that development and support resources are not only accessible, but support the athlete to the highest level of independence.

#### Objective 3

**Grassroots Programmes** – Support the development of national sport systems, including grassroots programmes and other sport based projects, to drive equality, diversity and inclusion throughout rowing, globally.

#### Objective 4

**Monitor sport participation**  
Promote national GEDI  
Monitoring and Evaluation to enable support and guidance

## Goal III

### Events

#### Objective 1

**Environment** – Create an inclusive and supportive environment for rowers to support their long term physical and psychological well-being, ensure a positive relationship with sport, and help them to achieve their goals.

#### Objective 2

**Competition Opportunities** – Evaluate competition opportunities from grassroots to international events with the aim of increasing (gender) equality, diversity and inclusion.

#### Objective 3

**Infrastructure** – Encourage World Rowing stakeholders to develop inclusive services and appropriate infrastructure at rowing venues to create a more welcoming atmosphere at events

## Goal IV

### Communications

#### Objective 1

**Progressive Communications**– Embed GEDI values holistically in all World Rowing communications and marketing strategies

#### Objective 2

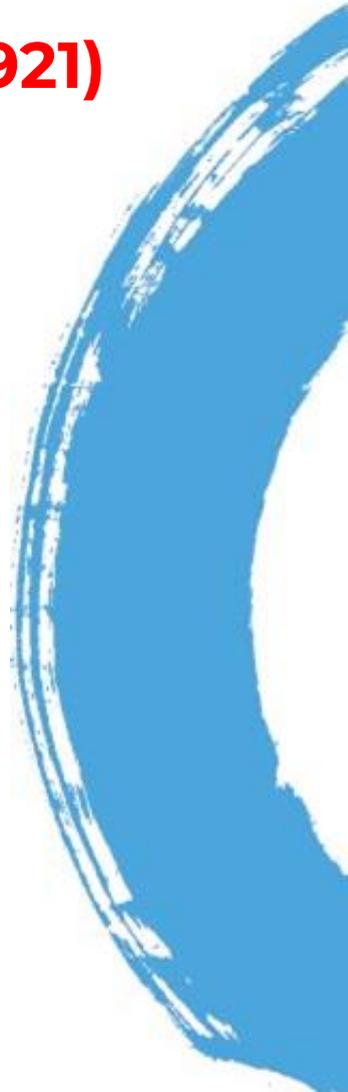
**Amplify Diverse Voices** – promote and amplify the visibility of coaches, athletes, sport leaders and other individuals who are champions of change to inspire others and affirm inclusion.

#### Objective 3

**Accountability** – Normalise discussion about diversity, and stay accountable under all circumstances. Share ongoing statistics collected relating to GEDI.

#### Objective 4

**Language** – Use language to include people in the rowing community. Recognise the weight that language can carry, both positively and negatively.



## Gender Equality, Diversity and Inclusion (GEDI) - Suggested Action Items

The following is a list of suggested key takeaways from the GEDI Working Group preliminarily assigned to the goals of the Strategic Plan. This is the result of 13 GEDI Working Group meetings, between April and September 2021, on different topics of GEDI. Each action will be proposed to the Executive Committee and Council for approval on an annual basis. The approved actions will then be assigned to the appropriate group - GEDI

### GOAL I: GOVERN AND ADMINISTER

1	Review the current WR vision and mission.
2	Review recruitment policy, advertising and the metrics used in the hiring process, to ensure GEDI is reflected appropriately and is considered in all recruitment decisions.
3	Review the Statutes, the nomination process and election process, to ensure GEDI is reflected appropriately and with the aim of increasing representation at all leadership levels. Ensure that targeted stakeholders are included in relevant advisory groups and commissions.
4	Review the human resources policy to identify and remove any barriers to GEDI
5	Normalise preferred pronoun declarations (e.g., in athlete bios for commentary use, in email signatures, etc) and enable the opportunity for anyone to declare and use their preferred name.
6	Audit governance, operations and communication policies for suitable GEDI language and propose and agree amendments and/or new policies where needed.
7	Monitor and support ongoing high-quality research in the area of GEDI
8	Create a mechanism to monitor progress and encourage MFs on GEDI initiatives and report to the Congress. E.g., a GEDI Report Card.
9	Introduce feedback surveys or alternative opportunities for views to be expressed in writing following Committee/Commission/Council/Congress meetings to ensure non-native English speaker's views are heard.
10	Evaluate the introduction of IOC recommended rules and procedures to International Sport Federations (IFs) for the participation of refugee athletes, and implement as and where feasible.

Management group or GEDI Cross Commission for implementation.

**GOAL II: DEVELOP**

11	MF Survey
12	Sustain the delivery of Women in Leadership development programmes and consider GEDI in the selection process for MFs. Identify alternative leadership programmes for different groups linked to continental development. (e.g., Mentoring, shadowing, workshops)
13	Sustain the delivery of a female coaches' leadership programme and consider GEDI in the selection process for MFs. Look to good local programme for examples.
14	Engage and train female umpires with an overall aim of achieving gender balance in umpiring. Encourage member federations to achieve gender balance within umpiring.
15	Develop Unconscious Bias & Allyship Training for Council, Commission and Staff. A similar programme could be used for Member Federations and Organising Committees.
16	Engage and train diverse continental development coaching team and coach educators, able to communicate in the respective region's language and with whom the local athletes and coaches can relate to.
17	Hold hybrid coaches' conferences so google translate or other technology to broaden access for coaches who do not speak English or have the means to attend in person.
18	Promote gender equal participation at all WR events, training camps and other development activities.

**GOAL III: PROMOTE AT EVENTS**

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| 19 | Create race opportunities for younger para rowers – evaluate junior categories for Gavirate, or para categories to Junior events  |
| 20 | Evaluate with the intention of increasing race opportunities -- for both Para and II categories.  |
| 21 | Evaluate opportunity for II athletes to develop strategic direction. Liaise with Special Olympics and VIRTUS to identify best practices examples to engage II rowers.   |
| 22 | Create a proposal for a Points trophy which includes Gavirate in the World Cup Points Competition -- multi-event points trophy to include para participation for a Nations' cup (or include Gavirate as a 'Para World Cup' option)  |
| 23 | Events Commission to consider guidelines for the OCs to promote inclusive venue infrastructure and services.<br>E.g., 1) Including privacy areas within male and female locker and changing rooms.<br>E.g., 2) Guidelines for OCs regarding Event dietary options to observe religion and other dietary needs |
| 24 | Develop a transgender inclusion policy - competition and inclusion.   |
| 25 | Develop specific accessibility guidelines for OCs and encourage the inclusion of para-athletes in OCs to ensure accessibility issues are not overlooked.  |
| 26 | Raise awareness of the responsibility of race organisers, officials and umpires to be educated on the countries, cultures and religions in attendance at WR events  |
| 27 | Develop a Member Federation 'Education Pack' with resources on a number of different subject matters, as well as self-guided unconscious bias and allyship training.<br>(more specific details to follow)   |
| 28 | Partnership with local workforces to create events in continents with historically lower participation in WR events. Can also be used to boost female participation.  |
| 29 | Ensure female umpires at weigh in.  |
| 30 | Recognise and consider religious celebrations when planning event calendars. Adapt event facilities and services to accommodate those with dietary considerations or other needs.   |

**GOAL IV: PROMOTE**

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| <b>31</b> | Develop a World Rowing Ambassador Programme. This would showcase the diversity in our sport of individuals who embody the gold standard that WR is striving for. Search for the broadest and most diverse representation possible. Focus on a variety of roles in the sport (i.e., athletes, coaches, umpiring, leadership)<br>e.g., Promote para-athletes as athletes, share the personal story but focus on the athletic ability and achievements |
| <b>32</b> | Embed GEDI in communication strategy. Review if GEDI is present in all outputs.   |
| <b>33</b> | Ensure equitable coverage of para-rowing  |
| <b>34</b> | Publish bi-annual results of the gender balance across roles and levels, from the member federations survey.  |
| <b>35</b> | Website to progressively become visually impaired accessible.   |
| <b>36</b> | Develop GEDI training for all media staff and consultants.  |
| <b>37</b> | Educational plan for race commentators – develop an online course or reference materials / WR Media Team to provide WR Commentary team with athlete biographies and current information.  |
| <b>38</b> | Educate on diversity through story telling around different national or religious holidays and different cultures.  |
| <b>39</b> | Inspire by showcasing examples of success of athletes from disadvantaged communities-countries  |
| <b>40</b> | Champion of Change Award: Promote visibility for all GEDI champions of change (the key person behind the club/NF development).  |
| <b>41</b> | Favour active allyship (not optical allyship). When showing support (i.e. rainbow social media posts) include information on how World Rowing is working to become more inclusive.  |
| <b>42</b> | World Rowing Supplier Programme to include a GEDI requirement - suppliers benefit from their association with World Rowing and should embody our values in their businesses also.   |

**(See above item on 'Member Federation Education Pack' for more detail)**  
**Action Item #27**

- 43 Encourage Member Federations to look at their current baseline in terms of gender equality, adopt own targets for increasing female participation and implement measures to address imbalance across the different levels of the sport (coaching, governance, leadership etc).
- 44 Provide information on the WR website, include some definitions, including transgender and DSD
- 45 Encourage MFs to support, grow and develop para sport within their countries and integrate within their National Team environments.
- 46 Sport Leaders' Education on gender diversity (coaches, managers and leaders need to know more about gender diversity so that they can be more inclusive moving forward)
- 47 Share ideas for mixed events based on different criteria, other than gender (e.g.: in recreational rowing segregate categories based on erg times regardless if participants are male or female)
- 48 Develop training module addressing unconscious bias in sport and highlighting cultural barriers.
- 49 Make uniforms less gendered, or at least allow options where people can choose non typical uniforms that allows them to express their non-gender uniformity.
- 50 Emphasise the importance of Language: using correct names and pronouns, screening language of team mates, opponents and spectators to eliminate homophobic or transphobic language
- 51 At a non-elite level, need to identify best practices and showcase how rowing can be inclusive of trans people.