

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 from under-represented groups as far as possible.
- Members should have passion and commitment to advocacy for GEDI.
- 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 the 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.