

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. The below suggested action items were proposed and approved by the Executive Committee and Council. The approved actions are assigned to the appropriate group - GEDI Management group, and Commissions via GEDI Cross Commission member for implementation.

	GOAL I: GOVERN AND ADMINISTER	TIMELINE SHORT, MED, LONG	OVERSIGHT LOW, MED, HIGH	COST \$, \$\$, \$\$\$	UPDATE ACTION TAKEN
1	Review the current WR vision and mission. <i>Management Group aligned with organisational wide review</i>	Medium 2023	Medium	\$	
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. <i>Management Group, Governance</i>	Medium 2023	Medium	\$	
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. <i>Management Group, Governance</i>	Medium 2023	Medium	\$	
4	Review the human resources policy to identify and remove any barriers to GEDI <i>Management Group, Governance</i>	Short/Medium 2022/23	Low	\$\$	
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. <i>Management Group, Governance</i>	Short 2022	Low	\$	
6	Audit governance, operations and communication policies for suitable GEDI language and propose and agree amendments	Long 2024	High	\$	

	and/or new policies where needed. Management Group				
7	Monitor and support ongoing high-quality research in the area of GEDI Management Group	Long 2024	Low	\$\$	
8	Create a mechanism to monitor progress and encourage MFs on GEDI initiatives and report to the Congress. E.g., a GEDI Report Card. Governance, Development	Long 2024	High	\$\$	
9	Introduce feedback surveys or alternative opportunities for views to be expressed in writing following following Committee/Commission/Council/Congress meetings to ensure non-native English speaker's views are heard. Governance, Chair, Staff person - commission	Short 2022	Low	\$	
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. Governance, Rules WG	Short 2022	Low	\$	IOC consultation initiated. See note*

Note* Eligibility: Athletes must be recognised as refugees or beneficiaries of international protection according to UNHCR, the UN Refugee Agency, and may be entered in the IF events subject to the positive assessment of the respective National Federation and/or National Olympic Committee of their host country of residence; Name of the team: We recommend the use of your IF acronym followed by "Refugee Team", in this specific case we would recommend the use of "World Rowing Refugee Team" and the corresponding delegation code "RRT"; Flag: We recommend the use of the official flag of your organisation for the World Rowing Refugee Team, in same way as the Olympic Flag is used for the Refugee Olympic Team; Anthem: If applicable, the anthem of your organisation. If not we would suggest the short version of the Olympic Anthem.

	GOAL II: DEVELOP	TIMELINE SHORT, MED, LONG	OVERSIGHT STAFF/ CONSULTANT LOW, MED, HIGH	COST \$, \$\$, \$\$\$	UPDATE ACTION TAKEN
11	MF Survey CrC Commission, Management Group, Development, Communications	Short 2022	Medium	\$	Survey and results finalised MF comms plan end of year 2022
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) Management Group, Development	Short 2022	Low	\$	APSO WLS, ASOIF WLS, HP female coaches network ongoing Pursuit WR leadership network based on high level interest Discussion on whether WR should organise their own female leadership courses
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. Development	Short 2022	High	\$\$	WSLA HPC 2019 (pilot) Ongoing WISH 2022-2024 HP Coaches network 2022- 2023
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. Umpiring Commission (Jerome), GEDI CrC Commission (assigned member), assisted by Dev	Long 2032	High	\$\$\$	GEDI-UC initial discussions connected to annual continental DET plan
15	Develop Unconscious Bias & Allyship Training for Council, Commission and Staff. A similar programme could be used for Member Federations	Medium 2023	High	\$\$\$ Maybe \$\$ if webinar + modules	Discuss with the commission seminar pre-JCM (scheduled 18.11)

	and Organising Committees. GEDI Management Group				
16	Engage and train a 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. Development	Long 2024	High	\$\$\$	Annual DP DET Coach Educator training planned and on track for 2022.
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. Competitive / Coaching Development Cross Commission / Communications	Short 2022	High	\$	Ongoing planning
18	Promote gender equal participation at all WR events, training camps and other development activities. Development	Short 2022	High	\$	Annual DP DET calendar and bulletins Development - World Rowing
19	Share more information out about equipment; promote more open and innovative equipment to bring our sport to a wider community, and allow different type of equipment. Equipment and Technology				

	Goal III: Promote at Events	Timeline Short, Med, Long	Oversight Staff/ Consultant Low, Med, High	Cost \$, \$\$, \$\$\$	UPDATE ACTION TAKEN
20	Create race opportunities for younger para rowers – evaluate junior categories for Gavirate, or para categories to Junior events an/or masters. GEDI CrC / Youth / Masters Commission / Para / Sport-Events /Indoor	Long 2025	High	\$\$\$	PRC has put together a proposal for Council, but ExCo proposed to postpone the decision until 2025 when the full programme will be reviewed. New opportunities for youth participation will need to be looked at.
21	Evaluate with the intention of increasing race opportunities -- for both Para and II categories. GEDI CrC / Para / Sport / Indoor	Long 2024	High	\$\$\$	CRC and PRC working together to form a proposal to include PR3 athletes at future coastal events
22	Evaluate opportunity for II athletes to develop strategic direction. Liaise with Special Olympics and VIRTUS to identify best practices examples to engage II rowers.	Medium 2023	Low	\$	no update

	GEDI CrC / Para / Sport-Events				
23	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) GEDI CrC / Para / Sport	Medium 2023	Low	\$	needs to be included as part of the full WR event review (to begin in 2nd half of 2022)
24	Events Commission to consider guidelines for the OCs to promote inclusive venue infrastructure and services. E.g., 1) Including privacy areas within male and female locker and changing rooms. E.g., 2) Guidelines for OCs regarding Event dietary options to observe religion and other dietary needs GEDI CrC / Events Commission - Team	Medium 2023	Medium	\$\$	
25	Develop a transgender inclusion policy - competition and inclusion. Governance and rules working Group /Sports Medicine C./ Gender Advisory Panel	Medium/long 2023/24	Medium	\$	
26	Develop specific accessibility guidelines for OCs and encourage the inclusion of persons with a disability in OCs to ensure accessibility issues are not overlooked. GEDI CrC / Para Commission / Events Commission - Team	Medium 2023	Medium	\$\$	
27	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	Short/medium 2022/2023	Medium	\$	

	GEDI CrC / Continental Representatives / Events Team / OCs				
28	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. GEDI Management Group (see last page)	Medium/Long 2023/2024	High	\$	https://academy.worldrowing.com/
29	Partnership with local workforces to create events in continents with historically lower participation in WR events. Can also be used to boost female participation. Integrated efforts Coalition Dev – Continental Event Manag/ Cont Rep/ Cont Confed / OC	Short 2022	High	\$\$\$	Continental I DET Calendars Africa- Americas- Asia Pilot in 2022 Sustain – strengthen for future
29 A	Tool to analyse Continental Events programmes Competitive Commission				
30	Ensure female umpires at weigh in. Umpiring Commission	Short 2022	Low	\$	
31	Recognise and consider religious celebrations when planning event calendars. Adapt event facilities and services to accommodate those with dietary considerations or other needs. GEDI CrC Commission/ Events Team	Long 2024	Medium	\$	

	Goal IV: Promote	Timeline Short, Med, Long	Oversight Staff/ Consultant Low, Med, High	Cost \$, \$\$, \$\$\$	UPDATE ACTION TAKEN
32	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) e.g., Promote para-athletes as athletes, share the personal story but focus on the athletic ability and achievements GEDI CrC / Communications	Long 2024	High	\$	
33	Embed GEDI in communication strategy. Review if GEDI is present in all outputs. GEDI Mngt Grp /Communications	Short 2022	Med	\$	Communications editorial planning
34	Ensure equitable coverage of para-rowing. Para-Rowing has been highlighted in different videos and stories (Lauren Rowles Rower of the Month in May, videos about Para-Classification done in Poznan, video about para boat classes will be done in Lucerne) Para Commission /Communications	Short 2022	Low	\$	Comms team making several informational videos on para rowing. Meeting scheduled in Racice for commentators education.

35	Publish bi-annual results of the gender balance across roles and levels, from the member federations survey. Communications / Development	Short 2022	Medium	\$	Comms/Dev planning March 2022
36	Website to progressively become visually impaired accessible. Communications	Long 2024	Medium	\$\$	Comm. WR to explore.
37	Develop GEDI training for all media staff and consultants. Management Grp / Events Team / Communications	Medium 2023	Medium	\$	
38	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. Communication has been made with the Commentators to understand their needs to provide better commentary at events, and a Wufoo form will be sent out to the Development nations in July. Events Team/ Communications	Medium 2023	Medium	\$	
39	Educate on diversity through storytelling around different national or religious holidays and different cultures. We've already done a video with Indian rowing in Poznan and are looking to highlight that topic more in Varese and Racice.	Medium 2023	Medium	\$	

	GEDI Management Group /Communications				
40	Inspire by showcasing examples of success of athletes from disadvantaged communities-countries GEDI Management Group /Communications	Medium 2023	Low	\$	
41	Champion of Change Award: Promote visibility for all GEDI champions of change (the key person behind the club/NF development). GEDI Management Group /Communications	Short/medium 2022/2023	Medium	\$	
42	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. GEDI Management Group /Communications	Short/medium 2022/2023	Low	\$	

(See above item on 'Member Federation Education Pack' for more detail)
Action Item #28

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).

Provide information on the WR website, include some definitions, including transgender and DSD

Encourage MFs to support, grow and develop para sport within their countries and integrate within their National Team environments.

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)

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)

Develop training module addressing unconscious bias in sport and highlighting cultural barriers.

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.

Emphasise the importance of Language: using correct names and pronouns, screening language of team mates, opponents and spectators to eliminate homophobic or transphobic language

At a non-elite level, need to identify best practices and showcase how rowing can be inclusive of trans people.