

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.

