



Rowing Canada Aviron
BOARD OF DIRECTORS MEETING
February 9, 2022
4:30 p.m. PST / 5:30 p.m. MST / 7:30 p.m. EST

ZOOM VIDEO CONFERENCE

MINUTES

Board Attendance:

Carol Purcer, President
Tom Hawker, Treasurer, Director
Carol Hermansen, Provincial Director
Lindsay Bergen, Athlete Director
Dana Thorne, Director
Jane Thornton, Director
Jennifer Walinga, Director

Staff

Terry Dillon, CEO
Sid Murdoch, Secretary

MINUTES

President Purcer opened the meeting at 4:30 p.m. PST with a territorial acknowledgement.

At the January 28th meeting, the Board highlighted the need for an additional Town Hall meeting with the rowing community.

The agenda for this meeting includes reflections on the previous Town Hall, planning for the next Town Hall Meeting, followed by a review of other business depending on time available.

MOTION #1: In Camera

Moved: Dana Thorne Seconded,

That the meeting be held *In Camera* to discuss the Town Hall and any other business before the Board.

CARRIED

MOTION #2: Out of In Camera

Moved: Tom Hawker Seconded,

That the meeting be held *Out of In Camera*.

CARRIED

Following a comprehensive discussion regarding the Town Hall and other important issues, the Board passed the following motions:

MOTION #3: Senior High Performance Coach

Moved: Carol Hermansen Seconded,

That we install a respected Senior High Performance Coach in the environment to balance power by ensuring psychological safety and gender balance.

AMENDMENT:

MOTION #3: Senior High Performance Coach

Moved: Tom Hawker Seconded,

That RCA will enhance gender equity and diversity in coaching in its current hiring practices.

CARRIED

MOTION #4: Expert Support

Moved: Jane Thornton Seconded,

That we solicit expert support for our National Team Athletes, Staff and Board for trauma care and that our National Team Athletes are provided with clear avenues and access to third party support (RCA Athlete Director, Board Member, ITP, Counsellor, Legal Counsel) to balance power in any situation following the rule of two.

AMENDMENT:

MOTION #4: Expert Support

Moved: Tom Hawker Seconded,

That we provide support for our National Team Athletes, Staff and Board for trauma care with clear avenues and access to third party support and that the rule of two is required to be followed.

CARRIED

MOTION #5: High Performance Statement and Strategies

Moved: Dana Thorne Seconded,

That we provide our High Performance community with a statement with concrete strategies and timelines as to our commitment to prevent harm.

CARRIED

MOTION #6: External 360 High Performance Review

Moved: Carol Hermansen Seconded,

That we secure an independent, external 360 high performance review in order to capture and honour all stories and experiences, and to identify gaps and opportunities in process and structure (OTP can help).

MOTION TABLED for additional discussion at a future meeting.

AMENDMENT:

MOTION #6: External 360 High Performance Review

Moved: Jennifer Walinga Seconded,

That we secure an independent, external 360 high performance review in order to capture and honour all stories and experiences, and to identify gaps and opportunities in process and structure.

MOTION TABLED for additional discussion at a future meeting.

CARRIED

Other Notes:

- The Board determined that an Emergency Meeting will be held at a date to be determined.
- President Purcer will follow up with meeting options on February 10th.
- It was noted by the CEO during the meeting that a High Performance Review has already been considered and those details will be provided for the Board's consideration in advance of the emergency meeting.

The meeting was adjourned by President Purcer at 6:30 p.m. PST.