

Commitment to Diversity

Fall 2022

In January 2022, Boston recorded its highest infection rate of COVID during the entire pandemic—the activity of the year and acceleration back to full programming for the year makes that month seem like a distant memory as we close out the fall.

In the coming months, we will cross the halfway mark of our strategic plan. So this fall and winter will be a time to catch our breath and reassess how we are progressing in our efforts to fulfill our plans as well as our intentions. What we have tried to accomplish this year, beyond the tactical/mechanical aspects of re-opening, has been focusing on what we are learning through this incredibly complex and volatile period.

Below are comments made in collaboration between our executive director and board president that will be shared in our upcoming impact report. These comments seem to be a fitting conclusion to a year in which we focused on balancing so many aspects of our operations with continuing to grow and learn to become a more inclusive, diverse, and equitable organization.

A Note from the Executive Director and Board President Excerpt from 2022 Impact Report

There is no single outcome measure that could adequately capture CRI's mission of growth through rowing. By "growth," do we mean improvements in technical skill and physical strength or flexibility? Or the change in confidence that comes from mastery and learning to tolerate discomfort? What about the growth cultivated through establishing new friendships and feeling a sense of belonging to a community? There is also growth that comes from discipline and teamwork or by simply "showing up" day after day and week after week. Growth through rowing is multi-dimensional, and each individual experiences and values growth in a unique and personal way.

Likewise, there is no single program within CRI that fully embodies the growth story for our entire community. Our story includes the growth that is nurtured in the approximately 8,200 youth served by CRI during the year, as well as in our para athletes and their families and our military members who come to CRI for friendship and fitness. We were thrilled to bring the IRL and formal coaching education back to the boathouse in 2022 along with the Let's Row Summer Fellows Program. These two programs cultivate growth in critical skills for professional

development and community building. Finally, there are myriad stories of different kinds of growth among our adult athletes in learn-to-row programs, sculling, recreational sweeps, competitive and small class programs. No singular program or experience at CRI represents fulfillment of our mission. Every single moment of growth matters and is equally valued—regardless of the magnitude or the type or the outcome it leads to.

What has kept CRI such a vibrant, creative and vital community is that we have been focused on the four core principles of our strategy and have measured our results so we, too, continue to learn, grow, evolve. We have implemented structures for meaningful change and are addressing some of the most challenging barriers for inclusion and community connection in the Boston community and in our sport. We have regained our footing this year and are eager to continue to learn from the past year to continue to serve all the growth stories in our community.

As we enter the holiday season, we, like so many, will appreciate some time to reflect and recover from an incredibly full year. We wish our community a healthful and connective holiday and thank you for your interest and support of our efforts.