

Commitment to Diversity

Spring 2022

Allyship

- CRI conducted its second semi-annual review of pay equity among hourly staff. Changes to pay were made as we continue to review the means by which we can increase support and transparency around supporting our staff and those who directly serve our mission.
- We have continued to diversify vendors to CRI and those with whom CRI does business. As mentioned earlier, CRI has created a relationship with Exclusive T's which is now opening its first online store at CRI and will be the supplier for the T-shirts and swag for the June 3, YETI. Exclusive Tees employs Massachusetts youth-at-risk and teaches them workplace skills through the operation of a custom screen-printing company—from computer design to print press to folding and inventory.
- We have engaged women-owned and black-owned businesses that support CRI operations including facility maintenance, food suppliers, and others. More to come on this effort in the next update.

Community and Connection

- Dialogues among CRI and YW Boston have led to action planning among senior leaders and a cohort among our staff. The plan for the coming months is to incorporate the voices of our staff, especially our young professionals, into our strategic planning and community agreements that will support intended change to mindsets and behaviors within our community.
- Senior leadership will invite representation of our staff to strategic planning discussions as a way to broaden the voices shared in the planning and ongoing dialogue about CRI's future.

- CRI and Cambridge Boat Club collaborated in discussions with the City of Cambridge Public Schools to create a Middle School Indoor Rowing program. In late April, members of CBC and CRI met with officials from Cambridge Schools and agreed to begin serving the Cambridge public middle schools with a program starting in the fall of 2022.
- Our summer Let's Row Fellowship program is fully registered. We've expanded the program to host 6 Fellows, up from 4 Fellows in its first year. The Let's Row Fellowship program invites Public School PE teachers engaged in our middle school indoor program to come to CRI for a 5 week paid, on-water/outdoor coaching certification program. The Fellows complete the program with a USRowing Level 1 Coaching Certification and are CRI Certified to coach learn to row programs on the water.
- We have determined the dates for CRI and Boston Center for Youth and Families to engage in summer programming for underserved youth. This program started last year in which over 700 youth from Boston came to CRI free of charge for field trips and learn to row experiences.

Diversifying CRI

- In 2021, 100% of management hires at CRI were people of color—we welcomed Jen Fitz-Roy as our Manager of Para and Military Rowing and Jayvi Suarez, our Manager of Middle School Indoor Rowing. We are in another hiring phase for coaches—as we know, the pipeline of most experienced rowers and coaches is not diverse. We will continue to pursue building a pathway for future leaders in rowing by increasing the number of rowers of color, pursuing/recruiting coaches of color and creating opportunities for mentorship and coaching leadership among a more inclusive cross section of our community.
- In order to know where we want to “go,” we’ve begun learning where we “are.” With respect to diversifying those who row at CRI, we’ve begun collecting demographic data on those who register for programs at CRI. As part of our dialogues with coaches, exploring new recruiting strategies and non-traditional access is part of our approach to finding young people who would not otherwise have the background, experience, or ability to access CRI.

- Additionally, we are eager to understand the impact of our programmatic reorganization—this will involve:
 - Evaluating success of engaging our outreach programs more fully into ongoing programming, free of charge
 - Progress with the transportation program
 - Organizational and behavior change that comes from diversifying our staff and hiring people committed to energetically, creatively, and pro-actively explore ways to diversity rowing at CRI

Outputs and Outcomes

- We have continued to experience the benefits of free transportation between Boston and CRI. We estimate that our summer transportation efforts will yield up to 400 opportunities for new young rowers to come to CRI from Boston. And, since returning to the water in 2022, we are finding anecdotal evidence that youth are encouraged by the transportation initiatives and inviting friends and others to join them in rowing at CRI.
- Since its inception in January of 2022, the CRI Fueling Station has provided those coming to the Harry Parker Boathouse over 12,000 free pre-and post workout snacks free of charge. We are committed to destigmatizing access to nutrition among our community and will continue this pilot into the spring and summer when we believe we will see even greater uptake among those who are experiencing CRI and rowing for the first time.