

Commitment to Diversity

Summer 2023

It has been a busy time since the spring update and we are pleased with the programs and progress we have made in 2023, most notably with our Let's Row Program. Much of what we can share in this update comes from decision making that expresses our ongoing commitment to our core values and strategic planning as it pertains to the youth in our community.

The CRI Let's Row Program: Let's Row is a program of interconnected services and relationships that serve middle school students, teachers, and their respective schools. As summarized in the link, the Lets Row Program is comprised of:

- **Free School-Based Indoor Rowing Programs for Middle Schools.** We are running program in the PE classes of over 40 area public middle and upper schools in Cambridge and Boston.
- **Free Field Trips** for each of those schools to come row at CRI (or at CBC for CPS schools)
- **Free participation in the Let's Row Championships** hosted by CRI every year at the TRACK at New Balance
- **Paid Fellowships for Public School PE Teachers** at CRI to learn rowing coaching on the Charles River and to receive USRowing Level 1 Certification and CRI Coaching Certification
- **Let's Row Scholarships** for youth to row at CRI for free in any of our youth rowing programs. As will be outlined below, CRI awarded nearly 80 scholarships in our inaugural year of this program
- Included in the program is **free transportation** to CRI for after school programs as well as **free snacks** available at CRI to anyone who comes through our doors

Let's Row Cambridge: We have worked hard to engage the Cambridge Community with the expansion of our Let's Row middle school programming and are pleased to share that our first program got underway in September at the Amigos School. During the week of the Head of the Charles, Amigos had their field trip at CRI and it was a particular success. We were thrilled again this year to be provided a tent at the Head of the Charles where we hosted a field trip for the Ohrenberger School, St Colombkille and Haley Pilot School.

Let's Row Scholarships and Retention: In addition to advancing the Let's Row program into Cambridge, we created a new position and hired [Nevon Porter](#) as our first Youth Retention and Support manager. Nevon is responsible for communicating and supporting nearly 80 recipients of Let's Row Scholarships for families and youth who have continued on their rowing journey from public school indoor rowing to rowing at CRI in our program programs. These ~80 scholarships represent 60 families who have been provided free programming in any CRI programs because they are participants in our Let's Row programs. This fall we had nearly 20 scholarship awardees row in the Head of the Q—a race for middle school and young high school rowers—U-13, U-15, U17 and U-19 rowers. [This year Let's Row Scholarship awardees rowed across every youth program at CRI](#) from summer learn to row to three rowers in our Youth Competitive Program.

Women Working at CRI: As part of our reorganization and then post Covid restructuring, CRI leadership has maintained its commitment to representation of women across CRI leadership and our staff. Below are some breakdowns of the representation of women across the organization—for general comparison we've included pre-Covid numbers where there can be an “apples to apples” comparison.

As part of our commitment to representation, we also conduct regular pay equity reviews to ensure all staff are paid equitably to their peers. In August, we did a review of pay ranges of salaried staff (and hourly full time and part time staff too) by gender and found women were paid equally or better than their male peers—positive variances were due to skills and experience they brought to their position, length of service, and other factors depending on the job. Finally, as we've shared in previous posts, CRI made a commitment to pay any full time staff (hourly or salaried) a minimum of \$50K annually (or it's hourly equivalent for full time work)—this includes one of our two facility "engineers" who clean the building, one of whom is female [Thelma Anzueto](#) cleans CRI in the morning shift.

- **Board of Directors:** 40% Female, 6 of 15
- **Senior Leadership:** 50% Female: 3 Women 3 Men (pre-Covid 42% - 3 of 7)
- **Management:** 57% Female: 8 of the 14 CRI Head Coaches and/or Managers are women (pre-Covid 43% - 7 of 16)
 - 60% of Competitive Youth Head Coaches are women (3 of 5). (pre-Covid 40% - 2 of 5)
 - 40% Managers who oversee strategic units of CRI are women (2 of 5).
 - Leader of CRI Coaching Education program is female ([Kayleigh Durm](#)) (CB Sands recently stepped down and we hired Kayleigh after a national search)
 - Customer Service, Equipment and Scheduling manager is female ([Rachel Purington](#))
- **All Staff:** 46% Female; 48% Male; 4% Non-Binary; 2% Prefer Not to Say

CRI finalized our Theory of Change: For those interested, the Board in June reviewed CRI's Theory of Change. We are pleased to roll this effort out and amplify our efforts and measures around outcomes and impact. We are currently measuring 47 metrics related to key measures and outcomes. These measures are crucial for CRI to share more effectively what key activities we measure related to success in meeting our mission, strategy and theory of change. For more information, reach [Ted Benford](#), Executive Director.

Finally, we want to congratulate Roberta Turri Vise, as this year's recipient of the Jane Morse award.

Roberta was instrumental in supporting the collaboration between CRI, Cambridge Boat Club and the Cambridge Public Schools to launch Let's Row Cambridge. We are proud and grateful to Roberta for her guidance, wisdom, and support.

The Jane Morse Leadership Award is given annually to a member of the CRI Community who has demonstrated extraordinary leadership in supporting CRI's mission and has exemplified its core values of Diversity, Belonging and Respect, Personal Growth, and Resilience.

Brief Statement of the tragedy in Israel and the Gaza Strip: As we celebrate all the beauty and pageantry of fall rowing in Boston, we are also mindful of the human tragedy occurring in Israel and the Gaza Strip. Our thoughts are with the civilians so deeply affected by war and the reverberations of its impact on each of those in our community.