

Commitment to Diversity

Winter 2021-2022

As mentioned, in the fall update, we have begun an update to our Commitment to Diversity page and will share information on an ongoing basis. In the meantime, by way of quick update:

YW Boston Inclusion Boston Program

The board of directors and CRI staff have begun their year-long partnership with YW Boston through the [YW Inclusion Boston program](#). To that end, the Board held four 2 hour evening dialogues from October to December with the YW facilitators addressing several areas:

- The Role of Governing Boards in Driving DEI Work
- Understanding Social Identities
- Implicit Bias
- Organizational Change for Equity

Through the course of December, January, and February, selected staff are attending six 2 hour dialogues on Thursday evenings, to address several areas to effect change at CRI.

The primary driver behind doing the work YW is facilitating multi-faceted—it begins with increasing personal and organizational awareness but the goal is really to better understand how to lead CRI toward becoming even more equitable, diverse, and inclusive.

Additionally, ongoing efforts to eliminate barriers to rowing at CRI have progressed. Going into the spring season, CRI is making deliberate/intentional efforts to reach people who would not otherwise have the background, experience, or ability to row at CRI. These efforts include:

- **Free transportation to any youth in Boston to row at CRI** from the Boston Ruggles T station to CRI, twice daily on weekdays and additional round trips on weekends.

- **Free & unlimited snacks for anyone who comes to the boathouse.** The CRI fueling station began on January 3, enabling anyone coming to our lobby to avail themselves of free bars or electrolyte powder for a pre- or post-workout snack.
- **Free and coordinated programming:** All youth programming has been coordinated with our afternoon programming and transportation schedule so *any* young person from Boston can participate in *any* youth program CRI offers—from learning to row, to rowing a few days per week, to joining our Development, RowBoston, or Youth Competitive program.
- **Free Rowing Gear:** We know young people who don't have a background in rowing may not be in a position to purchase clothing necessary to success. The most important part of the rowing uniform is close fitting shorts. In 2022, CRI will begin offering a free pair of black shorts to any young person needing them. CRI currently accepts and distributes donated old "kits" from athletes to pass down to the next generation. This is an age-old tradition in rowing and is alive and well but we believe doing more for a young person involves providing them appropriately sized, new gear that is indiscernible from what others wear at CRI.
- **Coming soon: Free Swimming Lessons within neighborhoods in the City.** Our hope with the community partnerships CRI maintains is that we will be able to coordinate and support young people learning how to swim. This is an essential life skill that transcends rowing. CRI currently directs people to sources for learning to swim, and within our RowBoston program, those athletes are provided free swimming lessons. We intend to expand access and make the resources more accessible to those who wish to learn rowing at any level.

Other Actions

Measuring Performance at CRI: Beginning in 2022, CRI will conduct ongoing evaluation of a number of key measurements that are now in place. As shared, effective measures are essential to understand the transition from process to progress as an organization. Below is a summary of key measures CRI now undertakes annually, the year they were implemented and quick comments on each measurement.

- **2022 - Diversity tracking:** Upon registration of any program, participants are required to indicate their ethnicity. We want to know how diverse CRI is and on an ongoing basis, how our efforts to diversify our community are working.
- **2021 - Performance Reviews:** Providing equitable, transparent and regular feedback to all staff is essential. Additionally, these measures enable us to hold ourselves accountable to high expectations for results.
- **2021 - Monthly Close/Financial Performance:** We now can manage CRI with greater clarity and transparency in order to adjust as needed and share where we invest our financial resources on an ongoing basis.
- **2020 - Impact Measurement:** We believe we have a powerful connection to our community. And our impact measurement program is a way to measure how we are reaching people, especially in the areas of our core values and the desired outcomes we, as an organization, seek as member of the greater Boston community.
- **2019 - Management Improvement Survey:** One of the only constants in managing such a diverse and vibrant community is change. For our management and leadership, that means assessing our performance in the eyes of our staff and providing our people input on the direction they wish leadership to guide CRI.
- **2016 - Program Feedback Survey:** This is the longest standing survey at CRI and provides our coaches with non-performance oriented feedback. The purpose is to share, learn, and grow from program participants in order to improve.

Other Efforts

The [IRL 2.0](#) is now accepting applications. This includes scholarship opportunities for young people to join the IRL and explore a career in coaching.

We have fully revised essential policies to safeguard our staff and create robust reporting practices and support for everyone at CRI.

We are working on exciting new strategic partnerships with local organizations to make CRI a destination for summer youth programs. More to come.

There is more but we will work on the update to our website and summarize then.