

Minima Members D&I Update

The Minima Diversity and Inclusion Group was set up in spring 2022. We are committed to promoting diversity and inclusivity at Minima and in looking for ways to improve the club's policies, practices and facilities.

You can read our Equality, Diversity and Inclusion commitment on the website at:

<https://minimayc.co.uk/about/policies-and-procedures/>

Through the Minima Diversity and Inclusion Survey we asked members for their thoughts on the diversity and inclusivity of our club. The survey was open from 28th July to 22nd August 2022. You actually made suggestions about all sorts of topics, which were very welcome, and we have asked the Board to set up a suggestions box (and check it regularly!). And of course Board members are generally available at club nights in the bar or at the Sunday tea table if you want to discuss ideas.

There were 32 responses to the survey from sailors, paddlers and social members. Thank you for your comments and suggestions.

Here is a summary of key findings, and what we are doing about them.

Aspect of the club	What you said	What we're doing
Is the club representative of the local community?	<p>The club is not generally seen as representative of the local community. Suggestions included:</p> <ul style="list-style-type: none"> • Reaching out to local community groups, diverse organisations and local businesses • Reaching out to University or colleges • Advertising family friendly activities • More diverse advertising • More branded clothing • Better branding/advertising on club house • Reintroduce open days • More volunteers from different groups • Share environmental initiatives with other riverside clubs 	<p>We are looking at ways to improve our outreach, for example by advertising the club to students at Kingston University.</p> <p>We are considering whether we can reintroduce open days – if we do, your help will be called upon!</p>
Inclusivity of induction processes	<p>The induction process was generally viewed as adequate. Suggestions included:</p> <ul style="list-style-type: none"> • Gap between initial training and competitive sailing was noted • Introductory nights • Sailing and paddler trainers praised, but need for more helpers • Introduce a buddy system • Group training days 	<p>We are looking at options for new sailors in terms of training. We have run group improver sessions for new sailors to learn about racing, and will carry on with these. We are always looking for volunteers to help with training, but ideally some more members would train as trainers.</p>

<p>Inclusivity of social events</p>	<p>Almost all felt social events are inclusive. Suggestions included:</p> <ul style="list-style-type: none"> • Better provision for children • Too formulaic events, • better advertising in dinghy park to attract paddlers • better non-alcoholic offer in the bar 	<p>The Social Committee will consider these and other ideas for improving Minima’s social offering. A social survey is planned for early in 2023. A wider range of non-alcoholic drinks are being provided.</p>
<p>Flexibility of membership options</p>	<p>Almost all said membership options offer adequate flexibility. Suggestions included:</p> <ul style="list-style-type: none"> • Expectation of buying own boat raised as barrier to membership, • More flexible payment options e.g. monthly, standing order • Lease option on boats 	<p>We are clarifying that there is no expectation that all members should buy their own craft after the first year, and club craft are available to all, though priority will be given to new members. We’re considering offering flexible payment options.</p>
<p>Accessibility of club facilities</p>	<p>Almost all said club facilities are inclusive. Suggestions included:</p> <ul style="list-style-type: none"> • Need for stair lift • Need for toilet in dinghy park • Need for better accessibility in bar, • Accessible boats • Equipment for ramps to dinghy park to assist launching, 	<p>We have now reinstalled a working stairlift We have conducted a survey on the need for a toilet in the dinghy park and are looking into options We will look at the wheelchair accessibility of the club room/bar area We are considering other issues in the Sailing Committee, but introducing more accessible boats might need too many changes to landing stages to be doable. Improvements to the dinghy park ramps are under consideration.</p>
<p>Inclusivity of club communications</p>	<p>Most thought club communications are inclusive</p> <ul style="list-style-type: none"> • Improvements to clarity of communications – print size, type face • Various channels used by different parts of the club leads to lack of consistency of information i.e. WhatsApp, google group, email • Posters • Need to have up to date information on website and more Twitter presence 	<p>We are looking at ways to update our communications channels in terms of content, availability of latest information, variety of channels and use of social media. This all requires volunteers with relevant knowledge and expertise – all welcome to volunteer! We will post pictures of flag officers and Board members on club noticeboards. Names and titles of flag officers and Board</p>

	<ul style="list-style-type: none"> • Flag officers and Board members should be shown on website 	members will be posted on the website
Other barriers to participation	<p>Some other suggestions included:</p> <ul style="list-style-type: none"> • gender neutral toilets, • more club boats, • sit on kayaks, • paddleboards 	We will look into these and other ideas and involve relevant committees as appropriate.

We recognise that despite the progress made, there is still a lot to do, and we are happy to involve anyone who wants to help. If you are interested please email dianekeighley@yahoo.co.uk.

Thank you!

Minima Diversity and Inclusion Group