



Happy 1 year anniversary of TIDE!

Year 1 Assessment

Overall, TIDE members are proud of their accomplishments over the past year! They recognize that they set out with some ambitious goals and made some early progress. That being said, more hard work is needed. Two areas that members are most proud of are the ICSA TIDE Education for Coaches and Student Leaders and the ICSA TIDE Culture and Demographic Report (both are discussed below). Additionally, awareness of TIDE has increased.

While some progress was made in regards to policies, TIDE is hoping to continue working on this over the next year. Community outreach is also an area that TIDE would like to focus on and hopes that after Covid-19, this can be addressed more directly.

Stay tuned for some updates that will help with transparency

Work will continue over the summer but be focused on subcommittee work as well as several

Education

ICSA TIDE created an education program targeted towards coaches and student leaders because team culture and attitudes are often set by leadership.

As TIDE started, common feedback brought up how many leaders (coaches and students) did not feel equipped to have discussions around these topics with their teams.

After NEISA found success with their education program which was led by TIDE reps on their own teams, several of those subcommittee members joined forces with other conferences to create something for a larger audience. Many potential topics were narrowed down. There was still too much to cover in one hour, and so three sessions were created.

Several early looks at data from the ICSA TIDE Culture and Demographics Report were used to help connect the material to our small community. However, the best feedback came from example conversations.

The facilitators were impressed with the engagement and happy to see participation from all conferences and 92 teams.

Finally, the education program from NEISA and ICSA have been receiving attention from a couple of athletic conferences. Both programs have been presented to NESCAC and Ivy League administrators who have given overwhelmingly positive feedback about the presentations. There have also been discussions on ways that our groups can work together in the future.

Subcommittee members:

Preston Anderson (Chair)*	Emilia Garcia Bompadre	Emilia Bartusiak*
Alison Keenan*	Lucas Zheng	Alanna Austin
Lily Allen*	Amelia Kau	
Nicole Moeder*	Lucy Mulvihill	*Denotes synchronous
Austin Suvari	Caroline Sandoval	portion presenter
John DeRuff	Marina Barzaghi	
Noah Barton*	Josh Cole*	

ICSA TIDE Culture and Demographic Report

“When ... (ICSA TIDE) started, sailing was assumed to be a predominantly White and privileged sport. These assumptions were further supported by member anecdotes. To validate our assumptions and track future culture and demographic changes within the sport, ICSA TIDE set out to gather data characterizing the population of current college sailors and coaches. While the ICSA TIDE Task Force began its work in June 2020, its principles of diversity, equity, and inclusion are an established part of the ICSA’s Procedural Rules as quoted below.”

Sections include:

- Culture
 - Derogatory Language
- Race
 - Athlete
 - Coach
 - Culture
- Socioeconomic
 - Athlete Experiences
 - Varsity vs. Club Teams
- Gender and Sexuality
 - Athletes
 - Derogatory Language
 - Significance of Gender in Coaching

- Acceptance of the LGBTQ+ Community
- Additional Identities:
 - Positions in the Boat
 - Mental Health
 - Body Image

CICSA is hoping to implement a similar project within the next year. The authors hope that this project is continued within the ICSA over the coming years.

Check it out, share, discuss!

https://collegesailing.org/documents/ICSA_TIDE_Culture_and_Demographic_Survey_6.pdf

MEDIA

ICSA TIDE has transitioned from TIDE Tuesday posts on SAISA, MAISA, and NEISA instagrams to their own instagram account. Follow [@ICSA.TIDE](#) for more about what TIDE is up to and who is working on it.

Check out Nicole Moeder's thoughts on various TIDE topics from US Sailing's Weekly Lifts

- [Why the Sailing World Needs TIDE \(Feb 2021\)](#)
 - A similar article was published on the [American Sailing Association's website](#)
- [Tough Conversations: Where and How They're Happening \(April\)](#)

US Sailing Starboard Portal

- Preston Anderson returns to update on the work he has done over the past year around DEI in sailing

Conference TIDEs

NEISA

We updated our bylaws in Winter 2020-21 and implemented a few more changes, including an anti-discrimination requirement for regatta hosts and some clarification regarding the responsibilities of NEISA TIDE representatives.

- Working on its 2021 Fall Education Program
- Starting to outline plans for Fall 2021 Outreach initiatives
- 2020 Education Program was presented to NESCAC Coalition of Student Athletes of Color along with several athletic administrators
 - Looking for ways to partner in the future
- NEISA launched our own LinkedIn group
- Several schools have published its own publications
 - [Bates College](#)
 - [Bowdoin College](#)

- [Boston College](#)
 - [Connecticut College](#)
 - [Roger Williams University](#)
 - [Wellesley College](#)
- Maintaining reps from almost all schools

MAISA

Maia plans to roll out an education program for all teams in fall 2021. Per the MAISA bylaws which were changed this past winter, all teams are required to submit a representative by October 1st, and the representative must administer the educational program to all team members by November 1st.

SAISA

SAISA plans to update the bylaws to reflect steps other conferences have taken in an effort to grow inside the conference. We also are hoping to extend community outreach programming in hopes to help teams develop. We hope that sailors can safely return to the water; that TIDE can assist in the process however we can while also promoting Diversity, Equity, and Inclusion.

West Coast (PCCSC and NWICSA)

The West Coast group has representation from ten teams, and is starting to take action towards making our conference(s) a better place. We have established two subcommittees focusing on Outreach & Membership and Bylaws. Additionally, we are working closely with community partners and the newly-formed PCCSC TIDE Action Committee. We are excited for the opportunity to make a greater impact as we are all able to get back out on the water.

Thank you for engaging with TIDE over the last year. We are excited to see our work continue to develop and grow!

Cori Radtke
ICSA TIDE Chair