



It has been another exciting year with TIDE! We started on-boarding a new co-chair, Blair Overman, and have been looking at a sustainable structure for the future.

### **Culture and Demographic Survey Results**

The results from ICSA TIDE's second Culture and Demographic Survey will be shared soon (maybe before this meeting). Please take some time to review them along with the report shared in 2020.

### **Education**

ICSA TIDE has submitted a proposal request to work with A Long Talk organization. They would provide anti-racism activation training, which would teach people the skills to identify problems and how to stand up to them. The committee is waiting on approval for this to move forward in spring 2024.

### **Conference TIDEs**

Conference representatives on ICSA TIDE have contributed in discussion on choosing a goal to work on during spring 2024. A subgroup will work to create a guide on how to recruit and invite more diversity into College Sailing.

For additional updates from your conference, I encourage you to reach out to your conference TIDE representative.

### **ICSA TIDE**

Cori Radtke and Blair Overman, Co-Chairs