



## COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

*Diversity & Inclusion Committee Meeting*

*Tuesday, July 29, 2025 – 6:00 PM via Zoom*

### Members Present:

Jenna Cox, Marcia Costley, Tia Peterson

### Members Absent:

Sharon Biddle, Arlene Unverzagt, Lisa Howard

### Staff Present:

Cody March

### Call to Order

- Meeting called to order at 6:05 PM by Jenna Cox.
- Quorum is not present at roll call.
- No guests were present at the roll call.

### Old Business

- Independent contractor training
  - Jenna has had conversations with CEVA Board members about training options for ICs.
  - Discussion – does the committee have the bandwidth to develop a specific CEVA training? Would need to align with CEVA's stated goals and mission.
  - NFHS Implicit Bias course would be an option – 1 hour, free, certificate available.
  - NASO has a Code of Ethics that includes a section that calls out areas of discrimination. This could be used as example language for our contracts.
  - Recommendation – bring a recommendation of training to the Board for approval.
    - **Action Item:** NFHS training to be taken by the committee to provide context for any recommendations to the Board.
      - Link: <https://nfhslearn.com/courses/implicit-bias>
    - **Action Item:** Jenna to contact “Right to Be” for further guidance on their platforms and available trainings.
- Scholarship timing
  - Consensus is that two award periods would make the committee's job harder. The committee will move forward with the standard award schedule this year.

### New Business

- Committee goals for 2025-2026 season & membership growth
  - Discussion - Camps in underserved or rural areas, including Try Volleyball for Free clinics
    - Four “Try Volleyball” clinics are scheduled in CEVA so far.
    - “Try Volleyball” will be published in next Family Newsletter and on the website.

### Good of the Order

- Staff discussed the new Gender Competition Guidelines put forth last week by USAV.

### Next Meeting

- Wednesday, September 3, 2025 – 7:00 PM via Zoom

### Adjournment

- The meeting adjourned at 6:59 PM.