



## **COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION**

*Diversity & Inclusion Committee Meeting Minutes*  
*Wednesday, September 3, 2025 – 7:00 PM via Zoom*

### **Members Present**

Jenna Cox, Sharon Biddle, Arlene Unverzagt, Tia Peterson, Marcia Costley, Lisa Howard.

### **Members Absent**

None

### **Guests Present**

None

### **Staff Present**

Cody March

### **Call to Order**

- Meeting called to order at 7:00 PM by Jenna Cox.
- A quorum was present at roll call.
- No guests were present at roll call
- No changes were requested to the agenda.

### **CASF Timeline**

- CASF applications will be available from October 1 through November 30.
- Google Sheets will be used to collect scores
- Reviewers:
  - Sharon – 11s, 12s
  - Marcia – 13s, 14s
  - Arlene – 13s, 14s
  - Tia – 15s, 16s
  - Jenna – 17s, 18s
  - Lisa – 13s-16s (as needed)
- Award meeting – December 4, 2025 – 6:30 PM

### **Building Belief Volleyball**

- Cody gave an update to the committee about his meeting with Kimika Rozier with Building Belief Volleyball.
- The committee discussed places in the region that could benefit from these opportunities.
- Conversations with Kimika will continue to determine the feasibility of a partnership.

### **Goals & Action Steps**

- Membership growth – in any form – getting more people playing our sport
- Fundraising & silent auction participation
  - **Action Item:** Jenna to connect Arlene with Kindell Souders and discuss committee involvement with the Board.
  - Sharon noted that committees need to be more involved with the silent auction
  - The committee also discussed other fundraising and involvement options.
- Earlier discussion about Regionals involvement from the committee.

### **Independent Contractor Training**

- Consensus is to require this every other year.

- Concept – make this a “requirement” in 2026-2027. Offer it as “optional” in 2025-2026 and communicate it as a requirement in 2026-2027.
  - Those who complete it in 2025-2026 receive credit for 2026-2027.
  - **Action Item:** Jenna to bring this topic to the Board for a vote.
  - **Action Item:** Cody to send link to NFHS Implicit Bias training to the full board.

**Action Items:**

- Noted in the minutes

**Next Meetings:**

- Monday, November 10 – 6:30 PM
- Thursday, December 4 – 6:30 PM (CASF Selection)

**Adjournment**

- Meeting adjourned at 7:59 PM.