



RETENTION IN ROWING

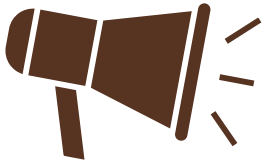
Thank you for attending the webinar!

On February 11, 2021, at 8pm EST, the following panelists shared the opportunity for the rowing world to learn from Black rowers and coaches about why they have stayed with the sport and the importance of focusing on retention.

Moderator: Daphne Martschenko, Ph.D

Panelists: Brannon Johnson
Jordan Mueller
Ashley Pryor
Craig White II
Brook Yimer

Q: What Got You to Stay?



Rowing as a business decision

Good sense of family

Expanding swim education to peers

Rent a Rower

Flexibility with practice schedule and work schedule

It's a beautiful sport

Epitome of a team sport



We hear about the financial difficulties that were a barrier for entering the sport, yet rowing has been a door opener for financial opportunities as well. Two sides of the same coin.

-- Daphne Martschenko, Ph.D



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Q: What made it difficult to stay?

“

I was misunderstood for my silence because I didn't feel safe to be my full self. I had to choose whether I was gonna check my teammate on something and not get invited places, or do I stay quiet and let myself down?

-- Ashley Pryor

”

FINANCES

Food, equipment, uniform, dues, fees, etc



CULTURE



ISOLATING

Being the "only" at the trailer, bus, plane, race course, etc



VISIBILITY

Less minorities in college



SOCIAL ACCEPTANCE



“

Fitting in versus being your authentic self is a challenge.

-- Daphne Martschenko, Ph.D

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Q: What're some of your experiences and best practices in retaining rowers of color?

“When minority kids see other minority kids do the sport they're like oh I can do it too ...when I saw Aquil Abdullah and David Banks and heard their stories I was like if they can do it I can do it too. The athletes that I'm coaching...I'm not just coaching them to be good athletes, I'm coaching them to be good coaches as well because of the mentorship that I've earned.

-- Brook Yimer



Event for and with parents



Listen



Serve the community



Recruit family



Be there for them



As a coach, row with your team



Brutally honest support



Share different perspectives



Don't over-reward



Don't sugarcoat

“See the uncomfortable truth and simultaneously tell them you're going to face it with them!”

-- Craig White II



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Q: How do we engage parents in these programs so that they feel there is a place for them?

- ✓ Delegate responsibilities (i.e., transportation, food, and race-day needs)
- ✓ Engage masters program to support youth athletes through mentorship and information sharing
- ✓ Design your rowing community within the boathouse as a family
- ✓ Take an interest in their lives outside of rowing and encourage their teammates to do the same

“

I care more about your kid than just what they're going to pull. ...you have to keep asking and showing up, not when it's convenient for you, not just showing up when you have a quota, not just showing up when it's going to look nice for a brochure, but genuinely wanting to show up.

-- Ashley Pryor

”



“

The spaces that I happened to inhabit during my formative rowing career were just very white. I definitely knew that was scary as a high schooler, and I can only imagine it's equally as scary now. I was always the only black person in high school and college. How do I provide that type of authentic experiences to people who still can't get through the door?

--Jordan Mueller

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Q: One word orgs need to do to bring retention forward

Accountability.

-- Ashley

Inclusiveness.

-- Brook

It's February and we're excited, but what happens in March.

How do we get this going forward?

-- Brannon Johnson

Ownership.

-- Craig

Action.

-- Jordan

Transparency.

-- Brannon

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Thank you for attending the webinar!

The Head of the Charles x Gold Cup Fund awarded \$100,000 to support rowing organizations that are committed to building and sustaining diversity and inclusion in our sport, with a particular emphasis on programs and communities that have been lacking support and resources

In addition to financial and promotional support, we ask that you consider donating directly to any/all of the seven 2020 grantees using the links and QR codes below.



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