



USA National Karate-do Federation (USANKF)
JEDI Council (committee)
January 27, 2024 Eastern time via Zoom

Notes of meeting

Present: Cheryl, Milagros Delgado, Nurys Saldana, David Muhammad

Cheryl announced that Kristina Mahoney could not be at the meeting.

Updates

1. New addition to the group. David Muhammad, from Kansas City. Round of introductions occurred.
2. Marques survey draft – pending as he was not present at meeting
3. Cheryl DEI data program – Milly transferred the information into an excel for ease of visualization. After some conversation It is decided to request a breakdown of the data by category (referee, athlete, coaches, and also composition of committees))
 - a. Athletes – all athletes
 - b. Elite athletes – possibly request the information, those who register to compete in elite division and those who make the team.
 - c. Selected into the team – demographics
 - d. Religion needs to be added to the information requested
 - e. Special Abilities – we want to get the information.
4. Cheryl/Nurys Guardian Girls – Cheryl asked what can our group do. The goal of the Guardian Girls is to empower women, reduce domestic violence by teaching self-defense from level 1 to experienced self-defense.
 - a. Cheryl went to Spain representing NKF. She was certified and will be able to certified others once the criteria and process is established. To implement the program it is required that at least one session is free to the public.
 - b. It was suggested to offer the Guardian Girls program in Texas (US Open) or Nationals
 - c. Nurys and Cheryl will be working in organizing a session for Nationals, instead of US Open as an introduction of the program in a venue with a large audience.
 - d. Some questions that need answers are: What is the training, what are the materials and how can people be certified. **Cheryl will reach out Elisa Au about how to move forward.**
5. Social Posts for History months, we can do 2-4 posts. This is for the federation to promote diversity.



- a. David suggested highlighting members of the NKF community who fall within each of #IttoamNKF: athletes, parents, upcoming referees, coaches.
 - b. It was suggested for people to create short videos, giving a quote of a leader who inspired them.
 - c. The idea is to create an environment where everyone feels part of the NKF community.
 - d. If others want to join us, we can give instructions on how to post by following a guide, using the hashtag, #IttoamNKF
 - e. **David and Cheryl will propose a list of possible people to highlight for Black History Month**
 - f. **David will create a template that will share with us.**
6. The specific months to celebrate are:
- a. Black History Month -
 - b. Women History -
 - c. Asian American
 - d. Juneteenth
 - e. Hispanic Heritage Month
 - f. National Native American Heritage Month
 - g. Any other History months
7. March 8 International Women's Day- Nurys, David and Cheryl were the last on the call and decided to do something for International Women's Day. We all make a video about a woman who had inspired us. Your name, where you're from, the woman who inspired you, and why.

Action Items are in bold

1. Next meeting, 5pm on March 9th, 2024

Meeting adjourned at 3:20pm

Respectfully submitted by Milagros Delgado