Minutes of the USTA NorCal DEI Meeting 1/14/26

APPROVED

NOTE: *All minutes are final after approval by the committee and all approved resolutions are subject to final approval by the USTA NorCal Board.*

If some resolutions were not approved by the Board, or were approved by an actual vote of the Board instead of the Committee Recommendation process, note that as well.

DEI Committee Charter - Charter

Silvia Duenas-Biesler, chair of the DEI Committee, called the meeting to order at 7:03 PM – welcomed everyone to the 2026 DEI year. The meeting was held by Google Meet video conference.

Committee Members Present: Silvia Duenas-Bielser (Chair), Michael Loleng, Vince Owens, Carl Mendoza

- 7:15pm Mariko Fritz-Krockow – joined the call
- 7:40pm Amy Ahn – joined the call

Absent: Samir Mahir and Tina Murray

USTA NorCal Staff Present: Cherryl Silva (Advocacy Manager), Jack Nielsen (CPR – Sacramento)

1. Chair Report

Item 1: Agenda Review
Chair Silvia Duenas-Biesler and Staff Liaison Cherryl Silva welcomed everyone to the meeting. They then reviewed the committee's structure, including the review process, rules, and policies. The discussion also included an overview of committee responsibilities, ground rules, and the committee's 2026 goals.

Item 2: Minutes Approval
The Committee considered approval of the minutes from 11/3/25. The following motion was duly made by Carl Mendoza, seconded by Vince Owens and **approved** by a vote of 4 in favor, 0 opposed.

2. Staff Report

Item 1: Girls Rule the Court
Staff reiterated Chris Samuel will be overseeing the program. Chris will be traveling to USTA Mid Atlantic in January 2026 to see how the program operates. Working internally to narrow down the top locations and launching in late Q1 or early Q2 in 2026

Item 2: USGO 2026 Tournament
USTA NorCal approved the committee's proposal to help sponsor 2026 USGO. USTA NorCal and staff will help ran the tournament. Committee interested to volunteer, *(action item #1)* staff to do an updated report next meeting for more details.

Item 3: CTDW Stipend Proposal
16 community leaders were awarded CTDW scholarships. Due to the high number of applicants and the application period coinciding with the holiday season, the selection process needed to be completed in a timely manner to allow participants to make necessary travel arrangements. Selections were duly made by three committee chairs, with supporting recommendations from staff representing the DEI, Parks & Recreation, and Community Program Committees. Given the large applicant pool, the selection decisions were challenging.

3. Open Discussion:

Item 1: College Scholarships – Arthur Ashe, Michael Chang, Althea Gibson, & Pancho Gonzalez
The committee discussed application timelines and carefully considered ideal dates for application deadlines in order to maximize the number of applicants. It was noted that application numbers have been low over the past couple of years. Committee all in agreement to **set May 8th as a deadline for all DEI college scholarships** and recipients will be determined in the June meeting. Staff to work with marketing to promote application and seek assistance from the CPR team to ensure application is promoted and distributed *(action item #2).*

Item 2: NJTL Camps
Carl Mendoza urged the committee to begin working on the logistics of the NJTL Summer Camp sooner rather than later. He noted that ideal locations should include on-campus dorm accommodations and a minimum of eight tennis courts if possible. The NJTL Summer Camp was held at UC Davis in 2025. Potential locations discussed as options included Northeastern University (formerly Mills College), St. Mary's College, and UC Santa Cruz. Staff to start securing location and dates, *(action item #3)*

Item 3: Align Heritage Month in Q1
Chair Silvia Duenas-Bielser urged committee members to nominate key community leaders to be spotlighted, including players, coaches, and volunteers they may know and would like to be highlighted for their community contributions and efforts in growing tennis in NorCal. Email Cherryl Silva for if you would like nominate anyone *(action item #4)*

4. **Old Business:**
Item 1: n/a

5. **New Business:**
Item 1: Mariko Fritz-Krockow raised the importance of strengthening support for GLTF and expressed concerns regarding approval for the Trans community, prompting an open discussion about rules and policies. Chair, Silvia Duenas Bielser referred to the USTA Transgender policy. Carl Mendoza, also a member of the National DEI Committee, offered to seek additional guidance at the national level to ensure compliance and to pursue appropriate training and guidance.

6. **Next Steps:**
There being no further issues or discussion to come before the DEI Committee, the meeting was adjourned at 8:15PM. The next meeting is February 11, 2026.