

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 7:06 PM – welcomed everyone to the 2nd meeting of the year. The meeting was held by Google Meet video conference.

Committee Members Present: Silvia Duenas-Bielser (Chair), Michael Loleng, Vince Owens, Carl Mendoza, Tina Murray, Mariko-Fritz Krockow, Amy Ahn and Marco Sanchez **Absent:** n/a

USTA NorCal Staff Present: Cheryl Silva (Advocacy Manager)

1. Chair Report

Item 1: No chair report at this time. Chair Bielser welcomed new member Marco Sanchez. Marco currently serves as the Director of Racquet Sports at Diablo Country Club in Diablo, CA. A former professional tennis player from Mexico, he previously taught at Blackhawk Country Club in Danville and at Diamond Hills Sports Club & Spa in Oakley. All members did a brief self intro and welcomed Sanchez to the committee.

2. Staff Report

Item 1: Staff reported that fliers for Character of Champions is in the process of being updated. Also, minor revisions to update logos.

Open discussion:

Chair Bielser, along with committee member Carl Mendoza, provided a brief history of the scholarship program and emphasized that the award amount has remained unchanged for more than 25 years. In 2025, the committee proposed an increase to the scholarship amount; however, the proposal was not approved.

The committee feels strongly about resubmitting the proposal for the Board's consideration. Staff Liaison Silva recommended forming a subcommittee to reevaluate and strengthen the proposal. A subcommittee was established, consisting of Chair Bielser, Staff Liaison Silva, and committee members Carl Mendoza, Fritz Krockow, and Vince Owens.

Item 2: NJTL Camp Update

Staff reported that there are no updates at this time regarding securing sites for the camp. The committee was informed that the organization is currently working to align all camps, including NJTL programming to strengthen benefits for NJTL camp participants. The committee will be notified of the direction and next steps once decisions have been finalized. Committee Member Mendoza expressed concerns about the time-sensitive nature of scheduling a camp, promotion, registration, and the participant selection process. Other members in agreement. Staff to follow up as soon as possible and will notify committee the next step.

Item 3: Black History Month

Staff Liaison Silva reminded members to submit nominations in recognition of Black History Month, noting that the deadline to nominate is end of day on February 16th, Monday. Committee Member Mendoza nominated Vince Owens, recognizing his long-standing contributions to the tennis community, his previous work at Mills College, and his dedicated service on the DEI Committee for over 20 years. Members were encouraged to email Staff Liaison Silva if they would like to submit additional nominations.

3. Open Discussion:

Item 1: Member Fritz-Krockow requested the topic of supporting the transgender community with the USTA NorCal Board of Directors and was advised that the matter may fall under a DEI initiative. She expressed to the committee to support the transgender community, emphasizing that tennis is an inclusive sport. Chair Bielser, confirms support to all and welcomes everyone to the sports. Member Mendoza, affirmed that the committee stands behind the current National policy. However, encouraged members to follow up with the national office for further discussion and clarification if needed.

Item 2: Events

Member Loleng – RSPA Conference shared and he's looking for speaker and to let him know if the committee know of anyone that would like to present. RSPA Conference conflicts with AAPI USTA Section event scheduled for May 2nd at Fremont Tennis Center of which Member Loleng will not be able to attend this year. DEI Committee participated at AAPI Family Festival held at Fremont Tennis Center in 2025. Questions regarding Golden Gate Open and CTDW were also mentioned.

4. Old Business:**Item 1: DEI Committee Retreat**

Discussion was held regarding identifying a date and location for the retreat. The proposed agenda and potential dates were reviewed. Key topics included allyship, advocacy, and a status report. Member Mendoza suggested inviting a national speaker to participate. The discussion was tabled pending confirmation of a date. Chair Bielser and Staff Liaison Silva will develop a more concrete proposed topics at a future meeting for discussion.

5. New Business:**Item 1:**

Staff Liaison Silva will invite team members from various departments staff to attend at future meetings and provide brief overview on their programming and upcoming events.

6. Next Steps:

There being no further issues or discussion to come before the DEI Committee, the meeting was adjourned at 8:20PM. The next meeting is March 11, 2026.