



**USA Swimming Diversity, Equity, and Inclusion
Committee Meeting Minutes
(04/24/2023)
4pm PT/ 5pm MT /6pm CT/ 7pm ET**

USA Swimming Mission: USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

USA Swimming Priority Results:

1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the “Best in Class” National Governing Body.

ATTENDANCE

Name	Attended Mtg
Wade Atkins	X
Leland Brown III	
Tina Dessart	X
Noah Wilson	X
Pam Lowenthal	X
Jim Peterfish	X
Katelin Harmon	
Alex Cramer	X
Michael Fuji	
Emily Murray	
Tommie Jackson	
Aliana Simmons	X
Annie Norris	X
Richanta Pollard	X
Zoe Summar	

AGENDA

1. Welcome - Wade
2. Check In exercise - Wade
3. Meeting Minutes – Richanta (Tommy- Back Up)
4. Updates from USA Swimming – Leland and Noah



a. Spring Workshops Report -All attendees

Noah- This past weekend was the USA Swimming Workshop presented by LiveBarn. DEI had the opportunity to push information about the programs and services we offer. The DEI Team also had the opportunity to facilitate DEI presentations to athletes and general chairs.

Pam- I think the ready room was a great use of that space and I heard many great things coming out of the DEI panel discussion! Great work!

Tristan- The general chairs presentations was very informative and had a lot of great information.

Alaina- I like how the DEI session changed from the previous year. Overall it was very fun and informative.

Richanta- It was great to be able to see and meet other athletes from around the country.

Wade- It was great to see how many DEI conversations were going on throughout the entire workshop! Our work is making a difference!

Annie- I got the chance to see the Mental Health track for the coaches, it was a great learning opportunity and maybe this is something that we can incorporate into the athlete track as well.

5. Project Update for 2023 - All

i. Educational Events – Ruth Anne

No updates

ii. Resources for Coaches, Athletes, and LSC Boards – Alex

Alex- Last month we gave a high-level outline of what we wanted for this resource. This will be how to use connect, accept, provide in conversations, eventually turning this into a potential webinar series. The resource group was also able to meet and brainstorm some ideas to create a DEI Network.

iii. Social Media Awareness Campaigns (previously Athlete Influencer Toolkit – Zoe, Noah

Noah- The #Swimclusion Campaign is a social media campaign that will be mainly targeting USA Swimming members highlighting how they practice DEI in their lives and on their teams. We discussed moving the campaign to piggyback off of the buzz coming from Nationals. We also discussed narrowing the questions we will be asking during the campaign.



Annie- I had the chance to get some athlete interviews which helped us get an idea of how to push this content out.

iv. DIS Chair Experience Survey – DIS Chairs -Wade

Wade- We have built the survey and have tested it. We are committed to getting this survey out to learn more about what the LSC Disability chairs are doing and how we can best support that work.

v. Disability Team Projects

1. Revision to Rule 105

Jim- I think that the latest proposal we received very well. It had the most discussion of all of the legislation proposed. Many of the questions were about some of the wording in the proposal. I feel very positive, and we will be using the Zone Disability Chairs to connect with the LSC Disability Chairs and garner support for this legislation.

2. Standardized approach to requesting accommodation(s) and consistently managing deferrals (working with the Officials Committee?)

Wade- This effort will be supported by the Article 105 legislation. The first step in this is to get this language into the rule book so that education about these can be disseminated.

3. Children w/Challenges – Jim

Tabled

4. Adaptive Coaching Guide resource-Jim

Tabled

vi. Swimsuit Rule _Modesty Provision and waivers

Wade- There has been discussion with officials and coaches about removing barriers to enter the sport. We have decided that there needs to be more information and research before determining that best ways to move forward. There is definitely still more work to be done, however, I would like to get feedback from the rest of the group. This is a work in progress that will involve many of the people on this committee.

vii. Other/New/or Partnering Project Ideas

1. Review and update; Navigating Outreach membership

Wade- We have started looking at pairing down and reviewing the guide on how to navigate Outreach Membership. I will be challenging the group to think about how to get this out. This will be next in the pipeline for us.

6. Other Business – All

7. Next meetings – Wade

a. May 22, 2023 at 7 pm EST

b. Note Taker: Annie and Back Up: Alex

8. Closing - ALL



DEI

DIVERSITY, EQUITY
AND INCLUSION