



**USA Swimming Diversity, Equity, and Inclusion  
Committee Meeting Minutes  
(05/22/2023)  
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	x
Tina Dessart	x
Noah Wilson	x
Pam Lowenthal	x
Jim Peterfish	x
Katelin Harmon	<input type="checkbox"/>
Alex Cramer	x
Michael Fuji	
Emily Murray	x
Tommie Jackson	<input type="checkbox"/>
Aliana Simmons	x
Annie Norris	<input type="checkbox"/>
Richanta Pollard	X
Zoe Summar	

**AGENDA**

1. Welcome - Wade



2. Check In exercise - Wade

3. Meeting Minutes – Annie (Alex- Back Up)

4. Updates from USA Swimming – Leland and Noah

Noah- I will wait until the Awards section. There are no updates at this time.

5. National Annual DEI Awards:

Wade- There are three awards that need to be selected, they are the DEI Award, Trischa L. Zorn Athlete Award, and the Jimi Flowers Disability Coaches award.

Jim- What are the timelines for nominations and selections?

Wade- I would like to finish up reviewing in August. ABM is the third week in September. We will invite the selected winners to attend ABM.

Noah- We have built a survey that will be distributed to submit nominations for each of the awards. Any nominations will then be compiled for review from the committee.

Wade- Open the survey in June, compile all nominations or review in July, and then decide on the winners for each award in August.

a. DEI Award

b. Jimi Flowers Disability Coaching Award

c. Trischa Zorn Athlete Disability

6. Project Update for 2023 – All

i. Educational Events – Ruth Anne

Ruth Ann- We do not currently have an event in the queue. There has been discussion with Alex and Pam to do a series surrounding crucial conversations. The Southern Zone has also been having conversations about hosting an educational event on bullying.

Alex- There is definitely room to continue this discussion!



Pam- I think that other zones may be struggling with this as well, I believe that this would be very beneficial. We should look into partnering with Safe Sport for the topic of bullying.

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

Alex- For this new vulnerability series, we may want to start with the webinar route instead of creating this as a resource at first. Each webinar in the series will address a topic regarding vulnerabilities like bullying and racism. We would also like to get experts in the topics to get tools and tips for anyone who may have an experience relevant to the topic.

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

Noah- Based on some of the conversations held at headquarters, I would like to table this until the next meeting.

iv. DIS Chair Experience Survey – DIS Chairs -Wade

Wade- We are working so that all of the responses are in one location. We have tested the survey and finalized the questions. I will be coordinating with Nadine and Noah to continue to push this forward.

v. Disability Team Projects

1. Revision to Rule 105

Jim- Earlier this month was the deadline for the final draft of the proposal. We have submitted the final draft and it has been distributed to the committee. Going forward, I would like to talk to all of the LSC's to garner support for this legislation. We are working on shortening the webinar from February to be able to distribute as well.

Pam- Is this something that we are also talking to Officials about?

Jim- Yes, I do think that would be a really good target audience. I wanted to target Zone meetings to be as effective as possible and then reach out to any LSC's they may not have been in attendance.



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

Jim- This is another part to the Rule 105 presentation, outlining what accommodations and modifications are as well as where and how they can be used. It all goes together.

3. Children w/Challenges – Jim

Jim- Tabled

4. Adaptive Coaching Guide resource-Jim

Jim- Tabled

vi. Swimsuit Rule \_Modesty Provision and waivers

Wade- We need to work with the Rules and Regulations Committee to see what options we currently have based on the rulebook and gather more data on swimsuit waivers. As of right now, we could launch an education campaign or pose legislation for next year's House of Delegates. We are looking at what would be the best options to allow age group swimmers to swim in what they are comfortable in. We would also like this to be a joint effort with other National Committees. More work will need to be done to get more information on this process and what the current rules allow.

vii. Other/New/or Partnering Project Ideas

1. Review and update; Navigating Outreach membership

Wade- This was an effort that we would like to re-energize. The current document outlines things to look for that could qualify a swimmer for an Outreach Membership. I would like to put together a group to look at this document and make it as current as possible while also condensing. I would also like to explore the opportunity to offer an Outreach Membership for coaches and officials.

Pam and Ruth-Ann- Registration would be a great resource for this effort to push this forward.

7. Other Business – All

8. Next meetings – Wade



a. June 26, 2023 at 7 pm EST

b. Note Taker: Pam and Back Up: Jim

9. Closing - ALL