



NATIONAL DIVERSITY, EQUITY & INCLUSION COMMITTEE

MISSION STATEMENT:

Educate, encourage and support the membership of USA Swimming to achieve Diversity & Inclusion growth at all levels.

VISION STATEMENT:

Educate. Initiate. Celebrate.

SUNDAY, FEBRUARY 21ST, 2021

3pm HST/5pm Pacific/6pm Mountain/7pm Central/8pm Eastern

Meeting conducted via Zoom Meeting

ATTENDANCE

Name	Attended Mtg		<input type="checkbox"/>
Wade Atkins, Chair	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Mariejo Truex, Staff lead	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Ashanee Player	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Jennie Shamburger	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Michael Switalski	<input type="checkbox"/>		<input type="checkbox"/>
Hannah Kukurugya, athlete rep	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Saya Ryan, athlete rep	<input checked="" type="checkbox"/>		<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Meeting called to order (EST):** 8:06 PM
- 3) **Mission Statement Review/Edit:** The top three submissions for an updated mission statement from an email vote are listed below. Ashanee submitted a poll for voting from the committee present on the call. Unanimous vote to adopt statement A (a) as new mission statement for the National DEI Committee.
 - a. ***To create sustain and enhance opportunities for diversity, equity and inclusion in the USA Swimming community.***
 - b. Provide educational programs and resources that support equitable opportunities for inclusion for all the diverse communities we serve.



c. The National DEI Committee commits to serving all members of USA Swimming through advocacy, education, representation, support and inspiration with the primary goal of achieving total diversity, equity and inclusion through every level of our organization.

- 4) **Informational Update from USA Swimming/MJ Truex and Ashanee Player:** Interviewing beginning this weekend for new Director position. Mid-March is the target date for hire. Spring Zone meetings will be virtual April 30th-May 1st. There will be DEI content at these meetings and the committee will be responsible for at least one of the DEI tracks during these meetings.

Disability Committee: There was a meeting with Jim Peterfish and these two committees (DEI and Disability) will slowly integrate beginning with meetings regarding the language used by both committees.

National Diversity Select Camp applications have closed. Regional Diversity Camp applications open on Feb. 22nd and are open through March 22nd. Zone Diversity Coordinators will be sent this information to share with the LSC chairs. This camp will now be called Regional Diversity Select Performance Workshop and will be virtual this year. There are also grant opportunities being formulated to allow Zones to host their own camps. LSCs may also apply for this grant and host their own camps. LSCs could pool their grant money and host a camp for their Zone within all regulations. Final amounts and wording of grant application form are being reviewed now. National Diversity Camp will be in Chula Vista CA in October and is being planned as in-person for now.

Wade discussed call with Disability Committee leads. It was agreed that education would be an important first step as to how the work of each committee fits within the framework of the other. It was decided that it would be a good idea to have each committee sit in on a future call. Date and time will be decided later as an agenda item.

Jennie thanked the group for their help with putting together the January Inclusion Panel call with the DEI/Disability award winners. Attendance numbers were positive and the webinar has been featured in USA Swimming highlighted materials.

- 5) **Endorsement for the LSC Legislation for the LSC DEI Chair:** Statement of support from the National DEI Committee for this legislation was authored by Jennie and Ashanee. Vote was unanimous to be in favor of this statement and distribution of the same. Our statement will be added in support of this legislation. Vote will be taken at the September HOD meeting to adopt this legislation. Committee will be a backup resource to help educate LSCs as to the importance of adding an LSC Chair as voting BOD member for each LSC.
- 6) **NDEIC Projects/Direction for 2021:** Next steps will be follow up. Meetings will be set up for each of the projects below with the project leaders and MJ, Wade and Ashanee will help clarify tasks and direction.



- a) **Volunteer Job Description Updates - New Approach / Athlete Focus.** Athletes will interview people who hold these positions with a list of pre-set questions and help update job descriptions based on answers. Will include Chair and Committee member positions, Zone Coordinators and several others. This will allow input into the descriptions for each position and connect and help with networking for the athletes. Interviews can be done together or separately. Camp positions may also be included and interviews with Camp personnel recorded as a webinar to use as a resource to understand what goes into a camp that caters to focus on underrepresented groups. Most current descriptions are from 2018. (LEAD: SR + HK+ AP + WA)
 - b) **Developing LSC DEI Support System via DZC and NDEIC.** Designed to tap into Ken's ideas and skills at building and providing support systems linking grassroots initiatives into Zone and National initiatives and provide a framework for future growth and education and templates for new people in these positions / handbook for transitional education. (LEAD: KY)
 - c) **LSC DEI Development and Coaching for BOD/GCs/DEI Chairs.** With drive to have LSC DEI Chairs as BOD members, there is a need for coaching and helping to educate how to get your voice heard. Budget, registration and marketing will all be included in this education. (LEAD: MS)
 - d) **Publicity / Promotion / Manuals.** Creation of a newsletter to celebrate DEI and Diversity and inform and educate across our membership, including spotlighting various LSC Chairs and the work they are doing. Links, recaps, committee work updates information. Can be quarterly or bi-monthly. Ashanee will provide USA Swimming updates. This work group will also work on ideas for future presentations. ZDCs can also be an informational conduit for these projects. (LEAD: JS)
- 7) **Note Taking:** Kent to take notes at next meeting.
- 8) **Next Meeting Dates:** Zone Chairs will be included in the March meeting to be brought up to date on National DEI Committee planning and projects. They will be notified at their next monthly call about our **next meeting on March 21st 2021**. Opportunity to meet with the Disability Committee on their call on either April 15th or May 20th at 8:30pm Eastern. May 20th meeting will be better for athletes (school adjourned) for a joint call. Wade will then invite their committee onto our call in either June or July.
- 9) **Wrap Up / Final Items:** Wade asked that all committee members send any discussion ideas to him to include in future agendas. Kent said that Pacific Swimming is looking into a non-athlete outreach registration program for Officials and parents / excluding coaches. He asked if there is a space in USA Swimming or other LSCs where this has been successful. Community outreach will be one of the agenda items of the new Diversity Director once hired. There may also be an opportunity to present what Pacific Swimming is working on to the National Officials Committee. They are working to diversify the deck at the national level and this may be combined with what Pacific is doing at the grassroots level. It was discussed that this may also be a new membership category. If this is an amendment to an existing category, would go to HOD for a vote. Kent said his LSC will continue working on this project and it could be a gateway to another membership category. The biggest barrier is momentum and demonstrating need.
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10) **Adjournment (EST)**: 9:10 PM

11) **Minutes submitted by:** Jennie Shamburger