



NATIONAL DIVERSITY, EQUITY & INCLUSION COMMITTEE

MISSION STATEMENT:

To create sustain and enhance opportunities for diversity, equity and inclusion in the USA Swimming community.

VISION STATEMENT:

Educate. Initiate. Celebrate.

SUNDAY, MARCH 21, 2021

3pm HST/5pm Pacific/6pm Mountain/7pm Central/8pm Eastern
Meeting conducted via Zoom Meeting

ATTENDANCE

Name	Attended Mtg
Wade Atkins, Chair	<input checked="" type="checkbox"/>
Mariejo Truex, Staff lead	<input checked="" type="checkbox"/>
Ashanee Player	<input checked="" type="checkbox"/>
Jennie Shamburger	<input checked="" type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>
Michael Switalski	<input checked="" type="checkbox"/>
Hannah Kukurugya, athlete rep	<input type="checkbox"/>
Saya Ryan, athlete rep	<input checked="" type="checkbox"/>
Ruth-Ann Bode (SZ DEI Coord.)	<input checked="" type="checkbox"/>
Nadine Johnson-Jesionek (EZ DEI Coord.)	<input checked="" type="checkbox"/>

Name	Attended Mtg
Veronica Hernandez (WZ DEI Coord.)	<input checked="" type="checkbox"/>
Terry Anchrum (CZ DEI Coord.)	<input type="checkbox"/>
Guests	<input type="checkbox"/>
	<input type="checkbox"/>

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Meeting called to order (EST):** 8:00 PM
- 3) **Mission & Vision Review:** To create sustain and enhance opportunities for diversity, equity and inclusion in the USA Swimming community.
- 4) **Informational Update from USA Swimming:** USA Swimming has hired a new DEI Director, Leland Brown III, will start on April 5th. Moving from Indianapolis to Colorado Springs and will be a part of all of the calls moving forward. Leland will be introduced during the next meeting as well.



MJ and Maggie Vail will be attending 6 or so committee meetings to talk about Coaching Education launch so MJ would like to carve out time in our next meeting to go over those updates. Not DEI specific but it does affect ALL members. DEI is woven throughout and unavoidable.

Morgan Weinberg is leaving USA Swimming for a new role. Will stay on part time till the end of the year for the camps and leadership series. Role has been posted so we are looking to fill it ASAP.

- 5) **Welcome Zone Coordinators & Zone Updates:** Welcome to our 3 coordinators on the call, Ruth-Ann, Nadine, and Veronica. [Missing Terry Anchrum of Southern Zone].

Ruth-Ann's update as follows: have started having Zoom meetings and will start doing monthly meetings. Mississippi has no DEI Chair, but the General Chair is filling in. West Virginia unable to access water so teams trying to get into Maryland/Virginia if able. New chairs have joined and are being connected with folks like Stanley and Nadine to help on-board new chairs. Stanley McIntosh brought up Outreach Membership for non-athlete members. If this is a new membership category, then the Board can implement but if they are looking add to the existing athlete outreach membership then the HOD will have to vote on it. MJ has connected Stanley with Kent Yoshiwara and suggested to connect with the Officials Committee. Kent said he and Stanley have connected and this will likely not be costly to the LSC, specifically Pacific. Hoping to connect the Registration Chairs for both LSCs so they can discuss what this may look like financially. Mike mentioned they are more worried about possible fraudulent memberships versus how many folks it can help. Ruth-Ann brought this up with her LSC and the concern was the budget there as well. May send a poll to SZ to gauge interest and help move the conversation forward for the Zone. Wade suggested capping the line item. Nadine said this has come up in her Zone as well. Recommended to the Chair to up travel fund by 5 cents to help fund this.

Veronica's update as follows: WZ meets once a month but looking to offer 2 different times. Working on Strategic Plan with multiple goals, SMART goals, etc. 16 LSCs have a chair that they are aware of. Going to have a WZ Virtual Diversity camp from May 28 – 30. Russell Mark, Jamal Hill, and Giles Smith as well as Truclusion will be presenting. Veronica won an award from DIA Award as well!

Nadine's update is as follows: EZ has regular monthly meetings. 80-90% attendance. Want athletes to attend but time is an issue so will need to re-look at the time in which the meetings are held. Looking to engage athletes for subcommittees/committees. Athletes have been participating in full with updates on what they are doing in their LSCs. LEAP strategic plan being discusses and a few LSCs have a deadline approaching and looking at questions to help better understand them. Spring Zone Meetings will help to go over this. EZ looking to hold a camp next year. Linking LSC chairs that are new/inexperienced to connect them with "mentors". Wade helped to clarify the MAAPP regulations for athletes attending

- 6) **NDEIC Projects/Direction for 2021:**
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Kent's project: will reach out to athletes for help. Will connect DEI chairs with other ZONE DEI chairs to provide connection on experience and projects. Zone DEI Coordinators focus on connecting their chairs within their Zones but Kent will look at connecting chairs across Zones.

Mike's project: will engage with Zone chairs to find mentorship for LSCs (not specifically DEI Chairs). Identifying vetted mentors as recommended contacts; developing program speaking points; etc. Mike has created an LSC evaluation rubric and hoping to use this to help LSCs. Almost like a Myers-Briggs test. Will help Mike identify how to best help LSCs.

Jennie's project: tasked with communication type projects. Starting with a newsletter with a spotlight section, informational section, upcoming dates, Disability spotlight, highlighting LSCs, glossary of terms/definitions, questions, etc., and links to helpful information. Will be asking for help/ideas from the group! Looking to produce the first one around April 30th.

Postponing the athletes project to next meeting as we have not gotten the chance to meet with the athletes about it.

7) **Zone Workshop:**

Working on a document to help LSC Boards audit their DEI opportunities. Ashanee is working on this in hopes to complete by Spring Zone Meetings and we will present on this at Spring Zone meeting.

8) **Next Note Taker:** Ashanee

9) **Wrap Up and Next Meeting Announcement:**

- a) Next Meeting scheduled for **Sunday, April 25th @ 8 PM EST (will be 90 minutes)**
 - i) Moved by: N/A Seconded by: N/A
 - ii) Motion passed: N/A

10) **Adjournment (EST):** 9:33 PM

- a) Moved by: N/A Seconded by: N/A

11) **Minutes submitted by:** Ashanee Player