



Sunday, May 5, 2019

Conference Call 8:00pm – 9:00pm EDT

Name	Attended Mtg
Wade Atkins	<input type="checkbox"/>
Mariejo Truex	<input type="checkbox"/>
Noah W	<input type="checkbox"/>
Ruth Ann Bode	<input type="checkbox"/>
Sarah Dawson	<input type="checkbox"/>
Michael Switalski	<input type="checkbox"/>
Chris Sheppard	<input type="checkbox"/>

Name	Attended Mtg
Jenny Sham	<input type="checkbox"/>
Kent Yoshiwara	<input type="checkbox"/>
Kathy Mendez	<input type="checkbox"/>
Terrence Anchrum	<input type="checkbox"/>
Chris Sheppard	<input type="checkbox"/>
Emily Melina	<input type="checkbox"/>
Paul Stockett	<input type="checkbox"/>

**Meeting called to order:**

**Approval of Agenda or additional items**

**Approval of Minutes from the April Mtg.**

**Review of our Mission Statement** – MJ shared two 1 pagers with the team. One was on **Language** and the other on **Bias**. Note: Do not share these two documents outside of this committee until further notice.

MJ also updated the committee that the Equity vs Inclusion 1 pager will be a central topic/theme at the upcoming Spring Zone Mtgs. Language and Bias will also be presented at the meetings in May and June respectively.

New Staff Additions were announced. **Ashanee Player** is the new National D&I Coordinator. She competed a successful internship at The PGA of America and really impressed everyone during her interviews @ USA Swimming via a facilitated session. **Maggie Vail** will also be joining the D&I Team and will be at the Zone Diversity Camps and Summits this year. Both will began participating on the monthly calls soon.

The USA-S D&I Logo Audit is complete.

New Chief Commercial Officer and entire C Suite Staff are very supportive of D&I. Candace is still part of the team but is spread thin in multiple areas at present.

**Zone Diversity Camp Dates:**

East – First Weekend in June @ the University of Maryland

Southern Zone – June 14<sup>th</sup> to 16<sup>th</sup> @ University of South Carolina

## Sub-Committee Action Updates

D&I Engagement: Newsletter is currently on track. Sarah & Emily will talk this week.

Question was raised regarding training and onboarding for newly seated LSC D&I Chairs. Will there be the D&I 101 and New D&I Chair Trainings at convention? **Yes and it will be led by the sub committee but can be delegated, if necessary.**

Ruth Ann has two new D&I Chairs as does Nadine. They will be at the upcoming Summit and the team recognized that this would be an ideal setting for them to receive the training during the summit.

Sandy Avery is the new D&I Chair for Maryland Swimming. Maryland also added a new athlete to their D&I Committee.

## Open Discussion/Brainstorming

Paul Stockett joined the call representing Disability Swimming and will be an active participant on the D&I Calls going forward.

Mike and MJ had a great conversation this week on the go forward plans for D&I Resources for the following task forces:

- Developing How To Guides

- Resources, Links and Document Gathering

- Policy & Procedures Research

- Updating Contact Lists for LSC D&I Chairs

Mike will send out the email he drafted and will distribute to the D&I Committee. We are to share with our D&I leaders and influencers to see if anyone may be interested in assisting on a Task Force going forward.

**Spring Zone Meeting** Presenters are Juan & Maggie in Chicago; MJ, Ruth Ann and Sarah in Denver

Will focus attention on continuing discussions with General Chairs re: understanding if D&I role @ LSC level is elected or appointed; and determining if the position is voting or non voting.

**LGBTQ Guide Update:** Great place for Task Force to update and provide inputs to the current guide. MJ is seeking to enhance the resource guide. At present, Chris is on the task force. Last Resource Guide update was ~2017 ish. Timing to release the new Resource Guide is Jan 2020 or maybe in time for the Olympics at the latest. Kathy has a potential individual in mind who may be interested. She will circle back with MJ to discuss.

**LSC Bylaws Changes:** The recommendation from National was to go to smaller boards. Most feel that D&I will become marginalized in this new structure. Many D&I Chairs were no longer chair positions as the specificity of how to roll out the proposed changes wasn't clearly articulated. The interpretation at

the LSC level varies. The National direction and intent was to make it as “turn key” as possible. It was noted that as a D&I Committee, we should leverage **voice vs vote** and ensure we don’t forget to leverage the voice of the athlete in this interim period.

**Convention Planning:** Make sure we continue holding the D&I 101 Course. Having the **Elevate, Initiate & Celebrate** topic is a bonus!

#### Closing Comments

1. Next Mtg is June 3<sup>rd</sup> @ 8 PM EDT.
2. Disability and D&I are working closely together. Paul Stockett will be joining all future D&I Calls.
3. Watch the Renee Brown Netflix Special. It’s very empowering and enlightening.

#### Parking Lot Items

1. Open Water Champs just concluded. The disparity in coverage by gender was noted. More coverage of the male vs female athletes. Feedback will be provided to the Commercialization Division.
2. Washington Post LGBTQ op ed piece on intersex athletes and the unfair treatment. Note that USA-S’ position on this hasn’t changed. No new statements will be released in the short term.

Motion to adjourn @ 9:17 PM. Moved by Mike and Seconded by Chris. Meeting adjourned.

Warmest Regards,

Terry Anchrum