

National Diversity and 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.

2019 ZOOM MEETING

SUNDAY JUNE 2, 2019

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

AGENDA

https://docs.google.com/spreadsheets/d/1t1Oj8yGHVvMwH_g_yIm4sV2i1K4Jq56CkEXJbujJEsA/edit?usp=sharing (Please sign up for note taking!)

Meeting called to order:

8:03pm

Rolecall and Warm Up

Review of Mission and Vision Statement (Wade)

Approval of Agenda Approved

Mike Moved to accept Minutes of May Minutes with one change (Nadine Johnson-Jesioneck was on the call), Emily seconded, Minutes Passed

(Paul) Information sharing from Disability Call: Mike was on the April call, Kathy Mendez was on May call. Convention topics-Autism 101; Spent time talking about MAAPP and application to and hurdles for national committees with respects to athletes on committees; Discussed making Safe Sport trainings more accessible. Randy Julian is working on some ideas.

Zone Meeting Debrief

Denver Meeting (Ruth Ann, Ken, Veronica, MJ & Jennie attended) great attendance; workshop presented by Juan Caraveo and staff-Diversity, equity and inclusion planning worksheet. Pacific LSC shared a great deal; new LSC D&I chairs in the south. Lots of good energy and ideas exchanged. Survey done regarding Bylaws changes with respects to moving D&I from voting board member. Bridget Dwyer was the keynote speaker. Great presentation and a good introduction to perspective. Thoughtful discussion took place.

Chicago Meeting (Nadine, Mike, Noah, Paul attended) Interesting to see the varying perspectives from the different LSCs, conversations regarding the new Bylaw changes/D&I Chairs. Mike and Noah addressed the General Chairs Meeting; Alicia's presentation was excellent-varied perceptions from the attendees; breakout sessions-different LSCs; Passionate discussion in the room regarding new bylaws. Biases, equality and equity discussions were valuable. Suggestion of D&I chairs and General Chairs have a facilitated conversation at convention to get them on the same page. CLBMS may be adding a cultural inclusion aspect to the training. Conversation of maybe a monthly D&I discussion point similar to the Safe Sport Scenarios. Questions "are there measurable goals of the D&I committee." Feedback from staff was provided regarding the amount of space was taken up by participants and how that space was held.

Discussion of Impact of By-Laws and Board Restructuring - 13 LSC's have submitted Bylaws to Jane; according to straw poll; many of the LSCs have already voted at HOD level. Intent of the national process vs. impact. How do we address this moving forward? If your LSC has not begun the process of reworking bylaws, get on the task force. Identify up-and-coming voices at the HOD meeting as potential advocates on future boards. Ken discussed how Pacific is handling this situation.

Add time on each of our calls to discuss this specific subject and how to mobilize within the LSCS who have not yet voted on board restructuring.

How to address derogatory language or insults? Is it a code of conduct violation? Microaggressions are very hard to prove. Discrimination issues go to Board or Review.

Tabled discussion of Convention Programming.

Bylaws/Board Restructuring templates/suggestions can be found on 2018 Convention page. Under governance tab there a template.

Nadine Moved to adjourn; Kent seconded

Meeting Adjourned 9:17pm