



**NATIONAL DIVERSITY & 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, AUGUST 18, 2019**

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

Meeting conducted via Zoom Meeting

**ATTENDANCE**

Name	Attended Mtg
Wade Atkins	<input checked="" type="checkbox"/>
Mariejo Truex	<input checked="" type="checkbox"/>
Ashanee Player	<input checked="" type="checkbox"/>
Noah Wilson	<input checked="" type="checkbox"/>
Chris Sheppard	<input checked="" type="checkbox"/>
Emily Melina	<input checked="" type="checkbox"/>
Jenny Shamburger	<input checked="" type="checkbox"/>
Juan Caraveo	<input type="checkbox"/>
Kathy Mendez	<input checked="" type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>

Name	Attended Mtg
Michael Switalski	<input checked="" type="checkbox"/>
Nadine Johnson	<input checked="" type="checkbox"/>
Paul Stockett	<input checked="" type="checkbox"/>
Ruth-Ann Bode	<input checked="" type="checkbox"/>
Sarah Dawson	<input type="checkbox"/>
Terrence Anchrum	<input checked="" type="checkbox"/>
Verónica Hernández	<input checked="" type="checkbox"/>
Nohea Lilakis	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

**MINUTES**

- 1) **Review of our Mission Statement:** Wade
- 2) **Meeting called to order (EST):** 8:01 PM
- 3) **Approval of Agenda or Additional Items:** Approved
- 4) **Approval of Minutes:** July Minutes Approved (with correction of name spelling and attendance list)
  - a) Moved by: Chris Sheppard      Seconded by: Mike Switalski
  - b) Motion Passed
- 5) **National Disability Committee Report: Paul** – preparing for Convention, session called **Autism 101**. About a dozen docs ready to post, by year end. Initial released in the earlier 2000’s

- a) For **New Para Motivational Time Standards**, please go to:  
<https://www.usaswimming.org/utility/landing-pages/club/disability>
- b) Working on a possible name change...a committee name that is more inclusive
- c) More work going on regarding MAP and athletes with disabilities. More info to follow. Calls up to 9:00 okay, being observable/interruptible.

6) **Reports of Work Groups**

- a) Templates – now using the Template developed by Veronica
- b) Notes – Using the meeting minutes
- c) Communications – Emily/Sarah
- d) Knowledge Bank – Mike (no report out) first subcommittee conference call before convention
- e) Discussion of Equity and Parity in Zone Select camp
  - i) Standardized on attracting the swimmers
  - ii) Notes from **Ashanee** (see attached)
  - iii) Consider uniform time standards to be used by all Zone
  - iv) **Juan** is working with Tom at Team Unify to be able to have an on-line application process, as well as other processes.
  - v) Looking at having an A Standard and a B Standards, and an IMX standard.
  - vi) Time verification through SWIMS/Team Unify
  - vii) **Chris** mentioned a combination of Time standard and also IMX.
  - viii) **Veronica** mentioned Short Course versus Long Course, and the impact of the lack of access to Long Course swims
- f) **Data Collection/Brainstorming/Strategic Planning** – Ruth Ann
  - i) On-hold?
  - ii) **Ashanee** provided notes – (see Attached)
  - iii) **Veronica** provided a suggested template/form/spreadsheet, to start the discussion for data gathering
  - iv) **MJ** – this was paused
  - v) **Next call** - Will redefine focus and direction for this effort.
    - (1) What do we ask?
    - (2) Who do we ask?
    - (3) Why do we need it?
- g) How to have a ROUND TABLE Discussion for D&I Programming
  - i) Committee Members, interested in helping: Chris, Kathy, Noah, Jenny

7) **Open Discussion/Brainstorming/Strategic Planning:** No additional conversation

- a) **MJ-**
  - i) Next meeting will be at the convention
  - ii) D&I Award Winner to be announced on Friday of the Convention
    - (1) Chicago Park District
  - iii) Terry will do a webinar on D&I focus – In September – “Ohio D&I Program concepts”
- b) **LGBTQ Resource Guide** – **Ashanee** has started the research for the update to the resource guide. **Chris**, happy to lead the group. He will reach out to other/outside contacts to assist in the review of the documentation. All new guides planned release, at the end of the Quad
- c) **Mike** – Lecturing at the World Clinic. Received large grant, searching to fill 3 positions
- d) **Ruth Ann** – working on forming a new team

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

- a) Next Meeting at Convention
- b) Send topics to Wade

9) **Adjournment (EST): 8:58 PM**

- a) Moved by: Ruth Ann    Seconded by: Chris

10) **Minutes submitted by:** Kent Yoshiwara

Attachment: Notes from Ashanee

## **Notes from Ashanee:**

### **Camps:**

“Hi team,

What a productive call we had! Thank you to everyone for participating. I think we are traveling in the right direction if our ultimate goal is to:

1. have the Diversity camps be a stepping stone to National camps, and
2. have athletes that participate in these camps compete on the National team.

As promised, here are the key takeaways from the call:

1. This years Zone Diversity Select Camps had great parity, particularly the Western Zone due to the fact that they have set some time standards for the athletes and coaches to work towards.
2. Our goal is to standardize the Zone Diversity Camps so that they are more similar across the board. In order to do this, time standards and IMX scores will be our benchmark; this is something that Terry and the Central Zone has already used. Another thing to consider is the NCAA’s A and B qualifying system.
3. Juan has a working document that covers this topic and is more in-depth but wants to work with Morgan and coaches to solidify it. The plan is to get this document worked through and tested this Fall so that it can be utilized in the Spring.
4. Juan has also been talking with Tim L. from Team Unify to create a system where we can have athletes enter and apply for the camp. Most of the Zones use Team Unify already, so this system should be something we can work well with. If this is not something we feel would be useful, we will stick with the system that was adopted this year with Qualtrics and just do some “fine tuning”.
5. Morgan mentioned LSC Camps that are funded and planned by the LSC with USA Swimming providing swag. These camps are flexible in that LSC can create a theme (i.e. D&I focused) and can work with a wide range of budgets. There are 5 camps left in the budget for this year. More information on these types of camps can be found at [www.usaswimming.org/camps](http://www.usaswimming.org/camps).
6. Education on how to utilize the information gathered from athletes for these camps needs to be created and available for access at any time. A webinar was mentioned, and sounded well received from the group.
7. Education for new D&I Chairs also needs to be created so that they understand the camp process. The D&I Chairs Manual may be a good place to have this information.

Some concerns were raised with creating time standards, but the consensus is to make the time standards and IMX scores a suggestion for Zones to follow as they set their own standards. It will be at the athletes and coaches discretion whether to apply for the camp or not. It is also a hope that in creating these benchmarks, athletes are motivated to achieve these standards, thus creating great parity and a high level of camps.

I know we mentioned scheduling another call before Convention, however, the document Juan is working on will not be done before Convention, and creating a new system through Team Unify will certainly take even more time. Instead, Juan has proposed to give a quick update at Convention on where he is in the process, then have another call scheduled after that. Knowing

how much work we have on our plates already, I second the notion.



That is all I have for now. If anyone has any questions, please feel free to email me separately. Wishing you all a great work week!”

### **Database:**

“Hi team,

I am providing a recap of the main points from today's call.

- Verónica has created a Google Sheet template for information regarding LSC D&I chairs that needs to be collected. The Western Zone is partially filled out and should work to provide as guidance on how the sheet should be populated. This document should have been emailed to you all, but if you did not get it or do not have access to it, please email Verónica.
  - Names and emails for current D&I Chairs will need to be filled out. If you have budget, bylaws, and vote information, please provide that as well.
- Regarding the Google Sheet that Verónica sent out, if there is any missing information, as far as data collection, that you feel should be included, please email the group. We would like to have everyone's input in one week from today. (Tuesday, July 30<sup>th</sup>)
- Following this process, we will hold another conference call to speak about what information we will include in the survey that will be sent out to the D&I chairs and how the survey will be distributed.

Some things to think about going forward:

1. What is the ultimate goal for this project?
2. What data do we need in order to achieve our goal?
3. Is it realistic to ask D&I Chairs for the requested data?
4. What will we do with the collected data? (i.e. mentorship, best practices newsletter)
5. How often will we ask for the data to keep up with turn-over?
6. What data will we provide for the chairs to have access to?

I believe this project can be an extremely useful tool for D&I volunteers. We just need to have a clear and concise process and goal to complete it!

