



National Diversity Equity 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.

WEDNESDAY SEPTEMBER 11, 2019

10:00 am – 11:20 am CST

Location: Grand H, Hyatt Regency, St. Louis, MO

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 checked="" type="checkbox"/>
Terrence Anchrum	<input type="checkbox"/>
Verónica Hernández	<input type="checkbox"/>
Shaun Anderson	<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>
	<input type="checkbox"/>

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Call to Order, Roll Call, Welcome and Warm Up (CST):** 9:03 AM

Wade called for a moment of silence to honor families and victims of 911. Wade also honored all who have served and protected our country and their families.

- 3) **Approval of Agenda or Additional Items:** Approved
- 4) **Approval of Minutes from the 2018 Annual Business Meeting:** 2018 Annual Business Meeting Minutes Approved
 - a) Moved by: MS Seconded by: NJ

b) Motion Passed

- 5) **Review of Policies and Procedures:** MJ – Preparing for P & P review in January 2020.
 - 6) **US Swimming updates:** MJ: Ashanee Player joined DEI staff July 2019. Ashanee’s focus will be education of staff and volunteers for correct and consistent messaging to membership. Juan Carveo moved to USA Swimming Western Zone Program Development Manager from USA Swimming DEI consultant. Ashanee and Morgan Weinberg will now coordinate all dry side operations of camps. Dr. Shaun Anderson will continue his role in DEI. The name for Diversity and Inclusion was changed to Diversity Equity and Inclusion last week. The mid year in person meeting has been changed to a conference call. Eventually all educational sessions will move to Spring Zones meetings. May 1 -3 are dates for 2020 Spring Zones meetings. USAS Convention focus will be governance.
Shaun Anderson: Reported the Chicago Parks and Rec program now has over 3,000 swimmers, 99 coaches and 15 officials. Shaun thanked Pam Lowenthawl for her involvement through IL Swimming. The program has Saturday Invitational workouts for the top athletes and reported on swim meets for the initiative.
Ashanee Player: Preparing one page handouts for clubs, 4 topics – Bias vs. Unconscious Bias, Equity vs. Equality, Inclusive Language, Stereotype and Stereotype Issues. Ashanee is also developing GUIDE – Guide for useful inclusion diversity equity advocate. MJ added the Inclusion guides are also being updated, specifically the LGTBQIA.
MJ: Speaker for LGBTQ breakfast will be Veronica Malone.
 - 7) **Athlete Engagement:** R. Gibson, Clean Sport Fellow, Athletes want to be engaged at every level. Athletes are excellent at helping with strategies at the club, LSC and national level. Encouraged adults to welcome athlete’s ideas and opinions. The athlete voice resonates. Athletes want to help their sport and are looking for areas they can be productive. Athletes are very good at getting a message out quickly through social media. Wade “Listening to our athletes closely allows us to hear lots of wisdom for our sport.”
 - 8) **Reports of Work Groups:**
 - a) LSC Engagement – E. Melina: Continuing social media through Face Book. Sarah and Emily will conduct DEI 101 at USAS. It’s challenging maintaining a current list of DEI chairs due to the revolving door in the position. Restarting quarterly newsletter.
 - b) Knowledge Bank- M. Switalski: Four areas to address: 1) online resource available to all at usaswimming/diversity. 2) DEI resources outside USA Swimming 3) DEI Chairs survey to determine what needs to be addressed. 4) Knowledge bank – manage and update. There are ten people on the committee with 2 to 3 assigned to each area.
 - c) Discussion of Equity and Parity In Zone Select Camp- MJ: Task force put together to standardize progression to camps. Designed so Zone DEI camp would be stepping-stone to National DEI camp.
 - d) Data Collection for LSC D&I Initiatives: R.Bode and A. Player: Began collecting data regarding governance within LSC boards with restructuring. Staff will now take over data compiled. Goal is coordinate and facilitate partnerships between LSC’s.
 - 9) **Open Discussion/Brainstorming/Strategic Planning:** Mike discussed possibility to bring forward to TU and TM a solution for reporting of ethnicity. Would a “decline” button allow for an opt out option? Outreach manual should it be updated and posted as a resource to clubs? It’s been 20
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years since the outreach membership was introduced. An updated manual could assist clubs in finding resources for funding. Additionally model is based on volunteers, could this be revisited and revised? Kent discussed funding challenges. Good discussion on funding opportunities and language followed. Discussion on PSA's multicultural market leading up to Olympic year. Nadine discussed adding data collection item of LSC's who give outreach money to scholarship swimmers in LSC.

10) Wrap Up and Next Meeting Announcement:

- a) Next Meeting scheduled for October 6th
- b) MJ thanked Kathy Mendez for her eight years of service to DEI as a chair and member.

11) Adjournment (CST): 11:05 AM

- a) Moved by: **KM** Seconded by: SD

12) Minutes submitted by: Kathy Mendez