



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, DECEMBER 1, 2019

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

Meeting conducted via Zoom Meeting

ATTENDANCE

Name	Attended Mtg
Wade Atkins	x <input type="checkbox"/>
Mariejo Truex	x <input type="checkbox"/>
Ashanee Player	x <input type="checkbox"/>
Noah Wilson	x <input type="checkbox"/>
Chris Sheppard	x <input type="checkbox"/>
Emily Melina	x <input type="checkbox"/>
Jenny Shamburger	x <input type="checkbox"/>
Terrence Anchrum	<input type="checkbox"/>
Verónica Hernández	x <input type="checkbox"/>
Kent Yoshiwara	x <input type="checkbox"/>

Michael Switalski	<input type="checkbox"/>
Nadine Johnson	x <input type="checkbox"/>
Paul Stockett	x <input type="checkbox"/>
Ruth-Ann Bode	<input type="checkbox"/>
Sarah Dawson	<input type="checkbox"/>
Mark Rienets	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Meeting called to order (EST):** 8:06 PM
- 3) **Approval of Agenda or Additional Items:** Everyone sign up for note taking!
- 4) **Approval of Minutes:** November Minutes Approved
- 5) Moved by: Chris Seconded by: Noah
 - a) Motion Passed
- 6) **National Disability Committee Report:** Paul: quick convention wrap up. Workshop frustrations; it was competing for time against multiple other important topics. Restructuring committee with 3

sub committees. Discussed disability motivational time standards for next quad. Talked about coaching clinic in Nov 2020.

Discussed disability/DEI committee crossover/relationship. Much discussion has been had. At the end of the day, the consensus is that there should be more integration as there is much overlap. Disability is under the umbrella of Diversity. Paul is accomplishing maintaining this relationship by himself. Its working for now, but may have to be revisited if the committees change.

7) **Reports of Work Groups:**

- a) **DEI Chairs Engagement-** Newsletter in progress. Audrey Bell would like to come back to task force, so Emily will contact her.
- b) **Knowledge Bank-** Mike dealing with weather, couldn't make the call.
- c) **Resource Guide Reviews-** MJ/Chris: 2 people have been identified to help with project. Beth Neirnberg, social worker, worked with families with kids who are transitioning and Andres Garcia, Director of Creating Change conference. Both will give professional feedback on language, writing, and information. Money is in budget to create and release these online.

8) **Open Discussion/Brainstorming/Strategic Planning:**

Noah/Jenny--guidelines or tools for setting ground rules to have productive conversations: took community discussion guidelines presented at convention as well as the community discussion guidelines from last convention--got 20 total. Noah and Jenny pinpointed the important ones, and want to present them to students to discuss. Created a script to help facilitate conversation, have 10 bullet points. Goal: depending on audience, we as a group need to have different ways to present it, and this should help; but we want to make sure everyone is trained to use this tool positively. Highlight: discussion, debate, dialogue and the differences between them. MJ will take a look at it, and by next meeting they will bring it to the group.

MJ/Ashanee: strategic planning is going on.

Revisit meeting time, poll will go out.

Revisited note taking signup process--is there anyone who LOVES taking notes? Should we keep it like it is with a signup, rotate with a few people who like it, or one person who loves it. Poll will go out.

9) **Wrap Up and Next Meeting Announcement:** January 5th, 2020 (unless new consensus from poll)

10) **Adjournment (EST):** 8:52 PM

- a) Moved by: Jenny Seconded by: Chris

11) **Minutes submitted by:** Emily Melina