



## NATIONAL DIVERSITY & INCLUSION COMMITTEE

**MISSION STATEMENT:** Educate, encourage and support the membership of USA Swimming to achieve Diversity & Inclusion growth at all levels.

### CONFERENCE CALL – NOTES

5/9/17

4:00 P.M. EST

#### I. Roll Call

- **Kathy Mendez** – Committee Chair....Swim mom. Does a lot of outreach work through program for kids with incarcerated parents and outreach into the Native American
- **Thomas Luchsinger** – Athlete Representative,
- **Jennie Shamburger** – Been involved in swimming for over 43 years.....Has been the Age Group Chair for Gulf Swimming for 4 years
- **Lisa Dahl** – Pacific Northwest Outreach Committee, Masters Swimmer
- **Stanley McIntosh** – Columbia, South Carolina – D& I Chair South Carolina
- **Audrey Bell** – Started swimming for Pirates Swim Club (Magna, UT) at young age. Since 2007 has been the head coach....Diversity Chair for Utah
- **Emily Melina** – Head Coach Lake Oswego Swim Club
- **Naomi Grand’Pierre** – Athlete Representative, Represented Haiti at the 2016 Rio Olympics
- **Juan Caraveo** – USA Swimming Diversity & Inclusion Consultant ...athlete to swim instructor to coach. April will mark his two year anniversary at USA Swimming.
- **Mariejo Truex** – USA Swimming Director of Programs & Services.....Has worked for USA Swimming for over 12 years. Prior to working for club development Mariejo Truex work for the National Team. She has 33 years of experience.
- **Manuel Banks** – USA Swimming Diversity & Inclusion Membership Specialist, Staff Liaison to committee....Been at USA Swimming for over 10 years.

#### II. USA Swimming Update

- Manuel Banks – Manuel Banks and Mariejo Truex will be attending the CZ workshops to talk to General Chairs, Athletes, Safe Sports Chairs, and Officials on how they can get involved in D&I. Juan Caraveo attended the SZ Workshops and the WZ workshops (with Manuel Banks). Mariejo Truex attended the EZ Workshops. The response from everyone has been overwhelming positive.

### III. Task Force Updates

- **Grant Writing Task Force – No new updates**
- **“Template” for Successful Programming Task Force – No new updates**
- **D&I Chair Engagement Strategies Task Force** – Below are the notes that were submitted by the Task Force prior to the conference call. The notes are from the May 2<sup>nd</sup> conference call.

Attendance: Manny Banks (Staff), Kathy Mendez (National D&I Chair), Juan Caraveo (Staff), Emily Melina (Co-Chair), Audrey Bell (Co-Chair), Naomi Grand’Pierre

#### **Review of outline**

What we wish we had known. Who to connect with for help and resources. Is there an LSC with a similar demographic to reach out to? Juan spoke with GC at the WZ meeting and gave us an idea of questions we might be getting from them. Job description of the D&I chair? What should they be doing and is there communication happening on a regular basis?

#### **Zone Calling Assignments**

Western Zone: Emily

Southern Zone: Emily and Naomi

Eastern Zone: Lisa Dahl and Audrey

Central Zone: Debbie Meyers and Audrey

Calls will be made between Tuesday May 9<sup>th</sup> and Tuesday May 30<sup>th</sup>. Purpose of the calls is to verify that the person is the D&I chair, and that we have the correct contact info so we can send them the survey and the welcome packet. If a D&I chair is not listed the General Chair will be contacted.

#### **Next Steps**

Welcome packet: Finalizing handbook

Update chair list: After calls are made

Newsletter

Kathy suggested a list of the LSC’s with membership #'s, questions for the D&I chairs to include their participation at convention, camps, multi-cultural meets, summits.

#### **Assignments**

Audrey will send out the questions for the calls by Tuesday May 9<sup>th</sup>.

Juan will pull the D&I list from SWIMS and send to Emily so she can compare it with the list she created.

Emily will update list and create a google doc for the task force.  
Kathy will follow up with John about our mug request.

The next conference call will be June 6, 2017 at 2:00 p.m. Mountain Time.  
There being no further business, the meeting adjourned.

- **Outreach Membership Statement Task Force**
  - i. Audrey Bell – Held a conference call on May 2<sup>nd</sup>. Outreach Membership documents have been updated along with the timeline.

#### **IV. D&I Award**

- Manuel Banks discussed the award process and how the committee presented the award
  - i. Voted on the award recipient at the in-person meeting
  - ii. Emailed USA Swimming membership nomination forms
- Kathy Mendez asked Manuel Banks when he needed the names. Manuel Banks told the committee that he needed the name by September 1<sup>st</sup>.
- Kathy Mendez asked Stanley McIntosh and Lisa Dahl if they would be willing to be on the task force that would update the documents. Stanley McIntosh and Lisa Dahl agreed to be on the task force. Tentative calendar.
  - i. June 6<sup>th</sup> Candidates
  - ii. June 13<sup>th</sup> Conference call go over candidates

#### **V. Ex Officio Members**

- Note: The committee was emailed the list of possible candidates prior to the meeting.
- Audrey Bell asked the committee if do we vote on the candidates? Mariejo Truex stated that it would more than likely be best if the committee ranks who they should approach first.
- Kathy Mendez asked the committee if it would be best to send questions to the group and then vote on which candidates to pursue.

#### **VI. Individual Updates**

#### **VII. Vice President Updates**

- John Bitter via email gave the go ahead to order the mugs for the D&I welcome Packet

#### **VIII. Other Business**

- Juan Caraveo
  - i. National Diversity & Inclusion Camp – 48 athletes attended the camp. Abby Liu was the head coach. The camp was well received by all.
  - ii. The athletes for the Zone Diversity Select Camp are:
    1. Giles Smith – Eastern Zone Diversity Select Camp
    2. Katie Meili – Southern Zone Diversity Select Camp

#### **IX. Adjournment**

- 4:41 p.m. EST