

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 MARCH 3, 2019

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

AGENDA

Attendance:

Wade Atkins(Chair), Kathy Mendez, Nadine Johnson(EZDC), Kent Yoshiwara, Noah Wilson (Athlete), Veronica Hernandez(WZDC), Jenny Shamberger, MJ Truex (Staff Lead), Mike Switalski, Paul Stockett, Chris Sheppard

Note taker: Mike Switalski

Meeting started at 8:04

Minutes approved. No additions.

Agenda approved. No additions.

Review of our Mission Statement

Action Items for all D&I Ambassadors- Where do we go now?

1. Transgender policies
 - a. Frequent inquiries from LSCs, parents and coaches
 - b. Policies are located at usaswimming.org/diversity, policies and guidelines
 - c. Encouraged to be discussed with D&I chairs in each zone
 - d. Webpage being developed in addition to the current pdf
 - e. **Suggestion:** create a link to D&I page from Zone and LSC websites
 - f. Can refer to LGBTQ Resource Guide as well.
 - g. **Suggestion:** Highlight the importance of athlete privacy and their desire to control who they want to know about their identity

2. Demographics
 - a. Letter writing campaign can be useful
 - b. Zone Coordinator encouraged to focus on “Checking the Box” with LSC D&I Chairs
 - c. Important for allocating appropriate resources to the right places
 - d. Language that appears in demographic question during registration: USA Swimming is committed to developing a culture of diversity while protecting the information of our membership. To do that we need accurate, voluntary data. We encourage you to support our efforts by self-selecting your demographic information. Thank you. #SwimClusion
 - e. What you can say if they want to know why exactly? USA Swimming would like to make sure that proper resources are allocated to our membership. Data to support our demographics helps provide needed support and funding. USA Swimming is committed to a culture of inclusion and encourages diversity growth in its membership.
3. Crisis action plan
 - a. In the near future, script to be created on steps to be utilized in case of crisis
4. Resource library
 - a. Best Practice Items used for D&I that can be scaled up or down should be submitted
 - b. Should be no bigger than a whole page

Educational Material

1. MJ to send out an intro about equity vs equality
2. Encouraged to critique
3. Discussions to follow
4. Purpose: to be used at meetings as an icebreaker and peak curiosity to educate on terms and create a framework for future meetings

Subcommittee Action Updates

1. D&I Engagement- Report submitted
 - a. **Suggestion:** to find a new athlete rep for subcommittee
 - b. Noah volunteered to help with Facebook page
2. D&I Resource Center (Knowledge Bank)- Report submitted
 - a. **Suggestion:** to find an athlete rep for subcommittee
3. Anyone interested in joining a subcommittee can do so at any time or wait for future subcommittees to be formed.

Spring Zone Meetings

1. Registrations are open
2. D&I does have a track at the meetings
3. Alicia and Bridget from Convention Education Committee will be keynotes and facilitate 2 workshops.
4. All D&I positions are encouraged to attend, flight need to be picked up by LSC
5. **Suggestion:** If anyone is attending in an additional role to D&I, important to have a conversation about how to cross-pollinate about D&I during the meetings

Open Discussion/Brainstorming/ Strategic Planning

1. Paul is working on a demographic tool for LSCs to do a comparison of membership
2. Maryland has started to host roundtables about D&I- athlete rep table, coach rep table, non-athlete/non-coach table
 - a. Minutes were taken and will be shared
 - b. Start a letter writing campaign
 - c. Examined funding
 - d. Adopting the transgender policy from USA Swimming with the exception of adherence to state indecency laws in Maryland. An attorney is investigating case law for a definition of indecency
3. 2019 Convention
 - a. Committee member roles to be determined
 - b. Speakers/facilitators are being organized by staff
 - c. D&I Chair 101 is still happening

Meeting adjourned at 9:11 pm

Next meeting scheduled for April 7, 2019 8:00 pm EST