



**Sunday, April 7, 2019**  
Conference Call 8:00pm – 9:00pm EST

<b>Attendees:</b>	
Wade Atkins	Michael Switalski
Mariejo Truex	Chris Sheppard
Noah W	Emily Melina
Ruth Ann Bode	
Sarah Dawson	

<b>Absent:</b>	
Jenny Sham	Kathy Mendez
Kent Yoshiwara	Terrance Anchrum
Veronica Hernandez	Nlileikas
Candice Howard	

**Meeting called to order:**

**Approval of Agenda or additional items**

**Approval of Minutes from the March Mtg.**

**Review of our Mission Statement** - Chair intro topic of Equity v Equality, this is the 1<sup>st</sup> of 5 or 6 education topics to review working with NASHI. This was provided to fellows and will be added to the list of things when called upon to present.

M.J. will present at Spring Zone Meetings for modeling or make it your own. It is a simple thirty thousand foot view with open ended questions and responses from the audience, repeat and summarize, confirming bold points. Reminder to always start with “Rules of Engagement” and “Thank you for your . . . .”. A 20 – 30 min. sample of what were working on, filled with good content if asked to speak on, and can be taught to athletes.

Model in use – Regional Summits & Convention (4)

- Bias
- Language

Possibly go over a topic at business meeting, encourage to use but don't go far off script.

Don't you think:

- Thought provoking
- Self-awareness

Purpose is to get people thinking and how it applies, we are just planting seeds. People may leave with more questions than answers. Very open ended and purpose. **M.J. would love to hear feedback on our next call.**

**Subcommittee Action Updates:** Nothing new to report

### **Open Discussion/Brainstorming/Strategic Planning**

Question – Can Equity v Equality be put in the knowledge bank? Yes eventually, but we'd like to test prove it first.

**Curious how experience goes for each of us?**

Develop feedback and share; Athletes are likely more comfortable than older folks. If using this before the Spring Zone meeting, M.J. will share rules of engagement. How much time is needed? 20 – 30 min. deep discussion 45 min. – extend length for comments

**Spring Zone Meeting:** How we can help by having an active role! Audience – Officials & General Chairs – 30 min. Each person will be assigned a meeting. Operational Risk; Registration; Safety; Safe Sport

M.J. will assign to members, based on availability but not across the time that the Consultants will be addressing D & I. The idea is that it would be great to have people hear from this group. Keep in mind that Officials tend to be very engaging.

Gina – the person who coordinates the USAS conference on behalf of USA Swimming; wants an educational session not just an overview. This is rear – ask questions and be thoughtful. Officials are getting engaged and want to know. M.J. will send out list and schedule and you can decide which you want.

Convention D & I Programming (E/I/C):

The conversation topics in a shortened version along with intro of Transgender or Mike proposed a Round table discussions similar to what was done in Maryland – Two fold:

- Experiencing
- Learning how to

Only 3 rounds:

- Coaches
- Athletes
- Non Coaches & Non Athletes

Identifying some of the biggest barriers to inclusion; Hidden things happening; Demystifying these things. Group from Maryland meet 6 – 7 times to plan and ensure it was being presented positively and didn't go in a negative direction.

Let Wade know if we can do a working group: Volunteers – Chris S.; Mike S.; Noah; Sarah & Ruth Ann.

M.J. has sent 2019 Convention request for:

- D & I National Committee Business Meeting

- D & I Chair 101 (Need to flesh out overview; Emily & Sara)
- Unpacking backpack – Facilitation Part 1 & 2
- Educate; Initiate & Celebrate – Round Table
- Co-hosting LGBTQ Breakfast – Committee Plan – Safe Sport is Co-hosting
  - LGBTQ – Speakers

Bring forward ideas – focal point of the Breakfast – Would love to bring in a parent of a transgender athlete. No budget; looking for someone who wants to volunteer to lead - Get in contact with Wade by May 1<sup>st</sup>

Recommendation of possibly an interactive activity – Ruth Ann may want to help

Has anyone ever heard of Ryland Withington (11 year old) possibly his parents? Mike & Ruth Ann making for a good task force

Spirit of light and Celebration – might be costly?

Perhaps someone trying to change in data base talked about?

An offer made to a D & I Coordinator – Documentary called “Swim Team” Autistic Swimmers [www.swimteamthefilm.com](http://www.swimteamthefilm.com) It was really informative on many levels Equity & Equality – you can purchase movie on-line.

Mike researched St. Louis and it is considered one of the most Gay friendly cities.

Wade spent morning as deck ref. for Special Olympics, it was amazing, 100 kids who just wanted to swim. Perhaps a topic jointly with disability is something we can work on in the future.

It was identified that we’ve done great work on Education & Initiation start thinking of what were doing that we can celebrate.

Honoring someone who’s done something Inside or out D & I.

Next meeting 5/9 Spring meeting call; a poll will be sent out to see if there is a more appropriate time to have greater participation. Wade celebrate last child moving out.

Motion to Adjourn @ 9:05pm - Sara – so moved & Noah – seconded.

Respectfully submitted: Nadine J.-Jesionek