



**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, JULY 7, 2019**

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

Meeting conducted via Zoom Meeting

**ATTENDANCE**

Name	Attended Mtg
Wade Atkins	<input checked="" type="checkbox"/>
Mariejo Truex	<input checked="" type="checkbox"/>
Ashanée Player	<input checked="" type="checkbox"/>
Noah Wilson	<input checked="" type="checkbox"/>
Chris Sheppard	<input type="checkbox"/>
Emily Melina	<input 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 type="checkbox"/>
Nadine Johnson	<input checked="" type="checkbox"/>
Paul Stockett	<input checked="" type="checkbox"/>
Ruth-Ann Bode	<input checked="" type="checkbox"/>
Sarah Dawson	<input type="checkbox"/>
Terrence Anchrum	<input checked="" type="checkbox"/>
Verónica Hernández	<input checked="" type="checkbox"/>
Mark Rieniets	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

**MINUTES**

**Review of our Mission Statement:** Wade

**Meeting called to order (EST):** 8:02 PM

**Approval of Agenda or Additional Items:** Approved

**Approval of Minutes:** June Minutes Approved (with correction of name spelling and attendance list)

Moved by: Ruth-Ann    Seconded by: Kathy

**National Disability Committee Report:** Paul - Webinar coming July 10th at 10:00 AM (MT) on why, how and when to use the new motivational time standards. Time standards to be used at LSC level up to Sectional level. Working on education for coaches on Autism.

For **New Para Motivational Time Standards**, please go to:

<https://www.usaswimming.org/utility/landing-pages/club/disability>

**Zone Reports of By Laws/DI Chairs:** Wade – Asked Zone Chairs to survey their LSC’s to determine the following:

- 1) Has your LSC updated their By-Laws, and if so, how did they address the D&I Leadership role: Voting Board Position or Coordinator?
- 2) If they have not updated their by-laws yet, what is the planned approach for the D&I Leadership role, Voting Board Position or Coordinator?
- 3) Have they approved a budget for D&I expenses?

**Central Zone: Terry** – 50% responded, at least 3 moved from voting to non-voting, some kept vote, one combining D&I and disability

**Southern Zone: Ruth-Ann** – 10 of 16 reported back. Most done with approval of revision. Most no vote, those that had a vote kept, most do have budget regardless

**Eastern Zone: Nadine** – No full report yet, but most don’t have vote and many lost vote

**Western Zone: Vern** – 7 of 16 responded, 2 gained a vote, 1 lost a vote and others did not change, all have some kind of budget

**Action Items:**

1. **Wade** – volunteered to contact each LSC Chair to get responses
2. **Terry, Ruth-Ann, Nadine, Vern, MJ, Ashanee** – Creation of LSC Database with information on D&I
  - a. **Data to be collected:** LSC D&I Chair name and contact email, vote/no vote, previously had vote/had no vote, budget/no budget, budget for past 5 years and actual spent each year
3. **Vern** – creation of initial spread sheet on Google Docs to be shared with Zone Chairs, Wade, MJ and Ashanee
4. **MJ** – help collect info that USA-S already has
5. **Ashanee** – maintenance of database
6. **Wade** – coordinate a meeting time to discuss further with Zone Chairs and use Hilary to facilitate scheduling of said meeting

**Discussion of Equity and Parity In Zone Select Camps:** Wade – Are the D&I Zone Camps treated the same as the Zone Select Camps, structure of the two, funding support, national office, what is the history?

MJ – Discussion is at least a decade old. They are not treated the same as zone select camps. Zone Select: no application, athletes are selected, funded, owned and operated by USA-S, there are 4 camps held each year, one in each zone.

Zone D&I is not funded the same, not owned and operated by USA-S. Instead, USA-S reimburses \$10,000 to host LSC, out of which comes the expenses of the selected camp coaches. LSC or Zone pays the rest.

USA-S wants to make it the same as other camps, and eventually bring them in house to be run like Zone Select. Selection of athletes is the hardest part because not enough athletes check the box, which vastly diminishes the pool of athletes to select from. Without that information, selections would miss anyone that who did not disclose.

They were created as a stepping stone to National Diversity Select Camp. Level of athletes are not the same between Zone Select and Diversity Zone Select, but the goal is to move them closer together. Now only accepting LC times for both camps.

Ruth-Ann – time standards to get into Diversity Zone Select made a big difference on ability level at this year’s camp.

Nadine – Go with IMX Scores not just time standards.

**Action Item:**

1. **Terry, Ruth-Ann, Nadine, Vern** – share what Diversity Zone Select Camp selection criteria are. Send to Wade before next meeting.

**Convention D&I Programming (E/I/C):** – Unpack your backpack happening. Committee meeting business meeting, D&I 101, and session on Hosting a Roundtable are scheduled. Presenting to General Chairs and Getting Funding from Your Board, How Does Governance Work, How to Increase Your Influence topics moved to Spring. Leave time during Roundtable presentation to ask what is needed/wanted from us.

**Open Discussion/Brainstorming/Strategic Planning:** No additional conversation

**Wrap Up and Next Meeting Announcement:**

1. Next Meeting originally scheduled for Aug 4<sup>th</sup>
2. Motion to move next meeting to **Sunday, August 18<sup>th</sup> @ 8 PM EDT**  
Moved by: Jenny                      Seconded by: Terry
3. Motion passed

**Adjournment (EST):** 9:26 PM

Moved by: Ruth-Ann      Seconded by: Nadine

**Minutes submitted by:** Verónica Hernández