



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, NOVEMBER 3, 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"/>
Ashanee 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 type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>

Name	Attended Mtg
Michael Switalski	<input checked="" type="checkbox"/>
Nadine Johnson	<input checked="" type="checkbox"/>
Paul Stockett	<input checked="" type="checkbox"/>
Ruth-Ann Bode	<input type="checkbox"/>
Sarah Dawson	<input checked="" type="checkbox"/>
Terrence Anchrum	<input type="checkbox"/>
Verónica Hernández	<input checked="" 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):** 08:03 PM
- 3) **Approval of Agenda or Additional Items:** Approved
- 4) **Approval of Minutes:** October Minutes Approved (with correction of name spelling and attendance list)
 - a) Moved by: x Jenny Shamburger Seconded by: x Michael Switalski
 - b) Motion Passed by acclimation
- 5) **Informational Sharing From July Disability Call:** Paul -
 - a) No call as of yet. Next call on Thursday, November 11, 2019

6) **Reports of Work Groups:**

- a) D&I Chairs Engagement: Sarah: Describing action items from Sub-committee call on 10/9/19. Sarah is exploring possibility of utilizing university students for content for DEI 101 Webinar and animation of the webinar. MJ us looking at utilizing an e-learning company and then in future in-person meetings will revolve with conversations on how to start their first term (2 years).
- b) Knowledge Bank: Mike: 12 responses up from 4 from last meeting, no response from WZ. No deadline for actionable items, looking for guidance. Wade requested preliminary guidelines for to committee with crossover to safety and other pieces for meet admins. Small projects committee of Jenny and Noah to put together a 1st draft of setting ground rules bullet points/scripts for use by adults and athletes in multiple settings (i.e. briefings at swim meets, DEI camps, marshals, LSC meetings, etc.). Deadline for 1st draft submission is by the next DEI meeting in December.
- c) Resource Guide Reviews: Ashanee: Chris is pulling 2-3 people to help with resources in updating the LGBTQ+ resource guide (specifically). MJ is looking for a specific person to help as well and then to roll out the new guide by the new quad. This will be, again, just specific to LGBTQ+ as the other resource guides just need small adjustments (i.e. stats updates).

7) **Open Discussion/Brainstorming/Strategic Planning**

- a) Wade: Ideas to MJ and Ashanee. One idea is to separate the components of our mission statement and have small meetings regarding discussion surrounding the mission statement initiatives without strict agenda line items. Put to committee members on the call, consensus of callers is that it would be beneficial and to refocus on "Celebration," outside of just the awards. Ashanee: Newsletter Re-activation: Brought up and will be brought back for discussion into the DEI Engagement task force. Will get back to the committee at next National committee meeting. Most likely, if assistance is needed from staff, most likely to happen in the next quad. Committee on call requests to have more "highlights" of DEI issues throughout the country.
- b) MJ: Zone camps like the 1-year in advance. USA Swimming needs only by 1st of Jan., but zones will maintain as of April of previous year. AA Standards for Zone Select camps. 2020 contact is MJ, Ashanee and Morgan. After 2020, will most likely change. Budgeting/Finance: No less than \$5,000 and is back to National that it is in fact \$10,000, but will get back. Communication flow: Correspondence from WZ coordinators to include General Chairs and DEI Chairs in all communication. Complaints/Issues: Step by step guide from National, pushed down to Zone coordinators to ratify and sent to LSCs.

8) **Wrap Up and Next Meeting Announcement:**

- a) Next Meeting: December 1, 2019 @ 5:00 P.M PST,
- b) Motion to move next meeting to
 - i) Moved by: Nadine Johnson Seconded by: Kent Yoshihara
 - ii) Motion passed

9) **Adjournment (EST): 08:59 PM**

- a) Moved by: Wade Atkins Seconded by: Sarah Dawson

10) **Minutes submitted by:** Sarah Dawson