

# National Diversity and Inclusion Committee

## MISSION STATEMENT:

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

## 2019 Kick Off Meeting ZOOM MEETING

SUNDAY JAN 6, 2019

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

## AGENDA

### Attendance:

Mike Switalski, Chris Shepperd, Noah Wilson (athlete), Nohea Lileikis (athlete), Wade Atkins (Chair), Kathy Mendez, Kent Yoshiwara, Terry Anchrum (CZDC), Ruth Ann Bode (SZDC), MJ Truex (staff lead), Emily Melina, Jennie Shamburger, Candice Howard (D& I Consultant), Juan Caraveo (staff), Nadine Johnson (EZDC), Sarah Dawson

Absent: Veronica Hernandez, Disability Committee representative

Note taker: MJ Truex

[https://docs.google.com/spreadsheets/d/1t1Oj8yGHVvMwH\\_g\\_yIm4sV2i1K4Jq56CkEXJbujEsA/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1t1Oj8yGHVvMwH_g_yIm4sV2i1K4Jq56CkEXJbujEsA/edit?usp=sharing) (Please sign up for note taking before all the good ones are gone)

New to the committee is rotating minute taking.

Topic	Leader	Time Allotted
<b>Welcome and Introductions</b>	<b>W. Atkins</b>	<b>15 min</b>
Committee members introduce themselves. Give one word that comes to mind when you hear the word Diversity.		
<b>Approval of minutes from last meeting</b>	<b>W. Atkins</b>	<b>2 min</b>
Wade quickly goes over Robert's Rules for motions. Minutes approved as presented.		
<b>Approval of agenda</b>	<b>W. Atkins</b>	<b>2 min</b>
Agenda approved with the addition of: Travel for in-person business meeting added to New Business.		
<b>Governance and Committee Relationship</b>	<b>MJ Truex</b>	<b>2 min</b>

National committees all under direction of staff. Staff Liaison is now called Staff Lead. 3 areas of focus for the group: 1. D&I Education: providing the same information, language and knowledge of key D&I

topics to provide a greater scope of what D&I really is. Example topics: Microaggressions, Privilege, Bias, Stereotype and Stereotype Threat. How can we take this information and communicate/disseminate to the D&I Chairs and the greater membership, 2. USA Swimming initiatives, and 3. Ideas from this group.

**Key Resources, Roles and Vision**

**W. Atkins**

**11 min**

Candice Howard, D&I Consultant: Responsible for the educational piece and how to move that to our membership. Candice will help maintain integrity of the new communication system.

MJ Truex, USA Swimming Staff Lead: Responsible for supporting this group by honoring collaboration, building high trust and accountability for its members.

Wade Atkins, Chair: First point of contact for the committee. Responsible for keeping the work of the committee on track, helping members remain accountable, and provide support in a positive and fun environment.

Wade's contact information: Cell: 301-768-7819, [xjwa@aol.com](mailto:xjwa@aol.com), [jatkins@cc.nih.gov](mailto:jatkins@cc.nih.gov). Wade lives in the Eastern Time Zone.

**Expectations of a functional committee**

**W. Atkins**

**5 min**

The committee will use subcommittees and reporting out on the work being done within those groups. The committee will use a consent agenda moving forward.

**Open or new Business**

**Team**

**5 min**

MJ discussed travel for upcoming meeting. All travel and hotel arrangements through Trish Hughes, USA Swimming admin. Expenses will be covered, and the meeting will take place at the tail end of the Safe Sport Workshop in Colorado Springs, CO at the Colorado Springs Marriott. Ruth Ann flying into Denver if others need to carpool.

Open business from past National Committee:

1. Standing D&I Chairs Engagement Task Force (Emily Melina)
2. Bridge Program Task Force (may turn into Resource Library Task Force) (Mike Switalski)
3. Non-athlete Outreach Membership Task Force (Stanley McIntosh)
4. Tabled: D&I Club Education Program (Jennie Shamburger)

**New Meeting Announcement**

**W. Atkins**

**1 min**

No conference call on February 3, 2019 due to in-person Business Meeting in Colorado Springs.

**Adjournment**

Meeting adjourned at 6:51pm MTN