



National Diversity Equity 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.

SUNDAY OCTOBER 6, 2019

5:00-6:15PM PST

Zoom Call

ATTENDANCE

Name	Attended Mtg	Name	Attended Mtg
Wade Atkins	<input checked="" type="checkbox"/>	Michael Switalski	<input type="checkbox"/>
Mariejo Truex	<input checked="" type="checkbox"/>	Nadine Johnson	<input checked="" type="checkbox"/>
Ashanee Player	<input checked="" type="checkbox"/>	Paul Stockett	<input checked="" type="checkbox"/>
Noah Wilson	<input type="checkbox"/>	Ruth-Ann Bode	<input type="checkbox"/>
Chris Sheppard	<input checked="" type="checkbox"/>	Sarah Dawson	<input type="checkbox"/>
Emily Melina	<input checked="" type="checkbox"/>	Mark Rieniets	<input type="checkbox"/>
Jenny Shamburger	<input checked="" type="checkbox"/>	Kimi Davidson (Guest)	<input checked="" type="checkbox"/>
Terrence Anchrum	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Verónica Hernández	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>		<input type="checkbox"/>

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Call to Order, Roll Call, Welcome and Warm Up (PST):** 5:05 PM PST
- 3) **Approval of Agenda or Additional Items:** Approved
- 4) **Approval of Minutes from the Annual Business Meeting:** Approved
- 5) **Informational Sharing from August Disability Call:** Paul. No call since convention. No quorum at convention either. Working on restructuring committee a bit to be more efficient. Amanda Pope did an "Autism 101" talk for coaches at Convention, incredibly successful. Possible name change for committee, more to TBA.
- 6) **Reports of Work Groups:**

- a) LSC Engagement – USAS Board Members Kenneth Chung on our DEI page and has positive things to say. Kathleen Prindle (Board Member) is on the page as well. Facebook page is picking up traction, posted information on page from convention due to requests. Lots of allies on the USAS board for DEI! Continue to encourage page engagement.
 - b) Knowledge Bank- still need more responses on surveys, please encourage everyone to fill out the survey. Zone DEI Coordinators will send this out to encourage participation.
 - c) Discussion of Equity and Parity In Zone Select Camp- Ashanee reports that Juan says they're looking at a few options. A) AAA 13-14 Standard and/or B) 2500 IMX score as *minimum*. You can still apply without these times, but encouraging the times to keep a standard. Outreach brought in as a recommendation. Biggest move is to put this registration information on TeamUnify so that people can easily filter out applicants. Recommendation was based on time information from each LSC. Can TU add a box for LGBTQIA as well? Ashanee will see where Juan is with TU tech limitations.
 - d) Data Collection for LSC DEI Initiatives: SC's.- Ashanee and MJ will be meeting about educational opportunities they want to push out. Clarification: is this group to be helping people get an idea of if DEI chair has a vote...morphed into a group to collect information about matching similar sized LSCs with other similar sized LSCs for mentoring information regarding governance issues/challenges. MJ suggests that maybe this group needs to be dissolved. Knowledge bank task force already exists to share info. DEI Engagement task force already exists, and perhaps with staff, these two work groups could come together; perhaps this is a redundant group at this point. Discussion about how to keep things updated and disseminate information the best way occurred. MJ, Ashanee, Zone Coordinators, Mike, and Emily will get on a call and create a strategic map.
 - e) Resource Guide Reviews- Chris. There is no update, TBD.
- 7) **Review of the Convention sessions:**
- a) DEI 101: make it a webinar so all can see it on demand. Currently the slides are on the facebook page. Athletes added but also made for an interrupted flow. Webinar would allow constant access to accommodate changing LSC board roles as well as allow other people the educational experience. Could possibly change the format or add another DEI 201 if there is a need.
 - b) Unpack your Backpack I & II: Privilege activity was intense, and a reminder not to just bring that to groups. Staff created topics that had priority, then the committee would be exposed, then other DEI allies. This was in line with this.
 - c) Roundtable: We skipped the step of the “rules of engagement” to keep the environment safe. Perhaps we need a more complete script, but for ourselves but also for the others who might want to host a roundtable.
- 8) **Educational materials or session for US Swimming Staff/Board:** 15 board members, 30% are women, still working on equity. But, its an improvement. 1/3 of the board has had a DEI connection. Also 5 POC on the board as well. At a good place with DEI right now. Presented to the Board—will continue to inform and be involved.
- 9) **Wrap Up and Next Meeting Announcement:** Sunday Nov 3, 2019 5:00pm PST
- 10) **Extra:**

- a) Chris: NE Swimming had a meeting, and recently had their second HoD to adjust bylaws etc. DEI Chair has a vote now in New England Swimming!!
- b) Perhaps we switch to consent agenda; effort to be more productive.

11) **Adjournment (PST):** 6:15pm PST

12) **Minutes submitted by:** Emily