



**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.

**FRIDAY, SEPTEMBER 18, 2020**

**1pm HST/3pm Pacific/4pm Mountain/5pm Central/6pm 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 checked="" type="checkbox"/>
Emily Melina	<input checked="" type="checkbox"/>
Jenny Shamburger	<input checked="" type="checkbox"/>
Terrence Anchrum	<input checked="" type="checkbox"/>
Verónica Hernández	<input checked="" 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 checked="" type="checkbox"/>
Sarah Dawson	<input checked="" type="checkbox"/>
Dana Holder	<input checked="" type="checkbox"/>
Jim Peterfish	<input type="checkbox"/>
Paul Stockett	<input checked="" type="checkbox"/>
Open to Guests	<input checked="" type="checkbox"/>
	<input type="checkbox"/>

**MINUTES**

- 1) **Review of our Mission Statement:** Wade A.
- 2) **Meeting called to order (EST):** 6:04 PM ET
- 3) **Review of Community Guidelines:** Wade A.
- 4) **Approval of Agenda or Additional Items:** Approved by Mike S.. Second by Ruth-Ann B.
- 5) **Approval of Minutes:** September Minutes Approved
  - a) Moved by: Mike S.      Seconded by: Jennie S.
  - b) Motion Passed

- 6) **Review of policies and procedures:** MJ- push to January meeting to review policies and procedures. Wade seconded that we move to January. We look at that annually along with mission, vision, etc.
- 7) **Program/Initiatives Reports:**
- a) **LSC Chairs Engagement submitted by Emily:** moving toward a recording of educational components Emily said it is still being worked through but still on the table. Starting to look at what the best format is. 201 in addition? Production side has stalled it. MJ mentioned moving this to the USA Swimming university platform in 2021. Want to be able to share content as soon as a chair is brought on-board.
  - b) **Workshops submitted by Jennie:** Veronica speaking – just going through a series of topics along with USA Swimming topics that are put out. Zoom meeting format. Some topics: DEI 101, some recognition of previous DEI award members, recruiting to grow the sport and how to retain members. Looking to have various topics... maybe grant writing, athlete experience panel getting input from athletes at the higher levels and how coaches can improve experiences with their athletes. MJ added that the Disability committee work will be integrated as former staff lead, Randy Julian has retired. Have asked Disability committee to add some topics that we can support. Wade thanks the committee for their work.
  - c) **LSC DEI Chair Manual update submitted by Nadine:** Have taken a one round through the manual that Ashanee started on. Dana, Mike, and Nadine have started and gone through in the first round. There are a series of questions that they want to pose to the committee. Professional development opportunities and suggestions for how-to run meetings. More questions surrounding this so looking to provide guidelines. More information on the DEI Committee business meeting. Incorporating feedback from Wade and Ashanee but about 50% complete to this point. This group will also look to use the same/similar process for the Outreach Manual
  - d) **DEI Volunteer Job descriptions submitted by Kent:** Used experience from the roll of the DEI chair. No handle of what the National Strategy. Should LSCs look to support specific items? Something in writing will help them to support the National direction. Possibly an executive summary to give enough info to members of the sub-committee. Acknowledged that MJ has gone over this with the committee in an earlier meeting. MJ added that she and Kent have discussed his question for all of the various positions within DEI volunteer structure. The job description is a list of what one might expect to do as they come into their position. Wade added that we have a few more folks working on projects that are not part of the
  - e) **LGBTQ Guide by Chris:** small team of 4 working on this. Have not had the chance to meet recently but have met twice to look at the existing guide. Have concluded that there needs to be a lot of work done on this.
  - f) **Other guides update:** Wade asked MJ to elaborate if there are any updates on other 4 guides. MJ has introduced Carli as the new co-lead for the DEI Committee. Carli works with the National team. Ashanee to step into MJ's role as the staff lead. Ashanee, Carli, and MJ have met about updating these guides and have decided to pause due to 2020 census and 2020(1) games to highlight for the most updated guide. Looking at Q2/3 for final update.
  - g) **Outreach Manual submitted by Dana:** have met once. Dana has made revisions. Some items are taking a bit longer to update links. Looking at splitting manual into 3 areas (Coaches, LSCs, DEI) to shorten and have most important info in each area. About 20% complete.
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- 8) **Celebration of 2020 DEI Award Winner:** Wade – Description of the award. Proud recipient is Marvin Thorpe II of Maryland Swimming. Description of Marvin based on Sandy’s submission. Ashanee shared a video and Wade shared THORPE before introducing Marvin to say a few words. Marvin- Wade told him he did not have to say much so he won’t. Thank you and very grateful.
- 9) **USA Swimming Updates from the National Office:** MJ sharing the press release about DEI Council (22 members, providing strategic feedback, diversities being represented); Team BLAC being led by Maritza. DEI Leaders Staff Group revitalized, and executive sponsor is Lindsay Mintenko. This group will talk about DEI education for staff. We have had training, but many feel it is time to move past the 101 topics and have difficult conversations. Last update from MJ is that we have shared the information for the former Zone Diversity Select camps. Now Regional Diversity Select camps. 2 camps per year. Same sites as the Zone select camps. Full criteria is on the website (LINK HERE). USA Swimming to fully own. Joel sharing about USA Foundation changes and looking to get funding here to further DEI programs. Will become a pillar within the Foundation with a goal to fund HBCU programming and CSP. Up until the 80s HBCUs had programs but looking to partner HBCUs with our teams. SWaM component to fund teams which are led by women or multicultural leaders. Final grant for Outreach focused teams. Shaun has done an incredible amount of work on this. Looking to increase funding over the next 3 years. Wade question: Joel answer. Terry question. Joel answer. Greg question. Joel answer. Wade asked Bob to say a few words as well as Tim Hinchey.
- 10) **Lamar Decasseres Initiative:** We want to add DEI chair as a designated member of the LSC Board of Director and Officers. This will enable the DEI position to be more effective in assisting LSC’s to develop, implement and incorporate the plans and procedures to achieve its Diversity, Equity and Inclusion goals. To achieve this, we need to understand what our roles are as DEI Chairs within our LSCs. We must advocate for a change within our LSC to amend the by-laws to effect this change and increase the number of DEI Chairs that are voting board members. This will require submitting proposed legislation in a timely manner, to the board for a vote at your LSC House of Delegates meeting.

**Strategy:** Familiarize yourself with your LSC By-laws and Policy & Procedures, House of Delegates, Board of Directors, Officers and Directors, Divisions, Committee, Coordinators, Organization, Amendment of By-Laws, Administrative Review Board,

Participate in all Board meetings, even if it’s just a matter of you being present and visible. I encourage you to be active in the meeting and know that you can seek to be heard at the discretion of the GC. Develop DEI presence on LSC website. Use as opportunity to inform and build support from both athlete and non-athlete members. Strengthen your DEI committee with larger presence of athletes. Find a minimum of one ally on the Board of Directors who understands the importance of the DEI position and will use their voice to advocate and vote in your favor. Reach out to your fellow chairs, Zone Directors, Coordinators, and National Committees to name a few for support. Do not be scared to ask questions!! This process can be intimidating, but there are others who have been in the same situation and have been successful. Lamar will provide strategies to the committee to share out.

- 11) **Recognizing Committee members who are leaving:**  
a) Sarah Dawson and Anisa Nelson completing their terms.

- b) Noah Wilson, Emily Melina, and Chris Sheppard: leaving due to DEI Council appointment
- c) Now have open seats on the committee.

12) **Q&A Segment (see recording for full details):**

- a) Lamar question: re-organizing contact info for DEI chairs and other important people
- b) Greg Hutchins: what steps are USA Swimming / Maryland Swimming taking to develop a pipeline of diversity coaches?
  - i) MJ answer
  - ii) Anna Summerfield (Maryland Swimming General Chair) answer
- c) Marvin Thorpe added: Laxing requirements for coaches (based on their history)
  - i) Wade answer
  - ii) MJ answer
- d) Tristan Formon: we should challenge ourselves to continue to be purposefully inclusive in how we present our sport to increase participation from potential coaches / non athletes from underrepresented populations. Such as Anna Summerfield's comments and update that she shared.

13) Darcy Samson: Caucasian mother of an African American swimmer. Located in Minnesota. Can we have council for these swimmers? Team BLAC would be helpful.

- a) Terry input
- b) Nadine input
- c) MJ input

14) Next Meeting: Sunday, October 18 at 8pm ET

15) **Adjournment (ET): 7:40 PM ET**

- a) Moved by: Terry A.      Seconded by: Kent Y.

16) **Minutes submitted by: x**