



NATIONAL DIVERSITY EQUITY & INCLUSION COMMITTEE

MISSION STATEMENT:

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

VISION STATEMENT:

Educate. Initiate. Celebrate.

SUNDAY, MARCH 15, 2020

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

Meeting conducted via Zoom Meeting

ATTENDANCE

Name	Attended Mtg
Wade Atkins	x <input type="checkbox"/>
Mariejo Truex	x <input type="checkbox"/>
Ashanee Player	x <input type="checkbox"/>
Noah Wilson	<input type="checkbox"/>
Chris Sheppard	x <input type="checkbox"/>
Emily Melina	x <input type="checkbox"/>
Jenny Shamburger	x <input type="checkbox"/>
Terrence Anchrum	<input type="checkbox"/>
Verónica Hernández	x <input type="checkbox"/>
Kent Yoshiwara	x <input type="checkbox"/>

Michael Switalski	x <input type="checkbox"/>
Nadine Johnson	x <input type="checkbox"/>
Paul Stockett	x <input type="checkbox"/>
Ruth-Ann Bode	<input type="checkbox"/>
Sarah Dawson	<input type="checkbox"/>
Mark Rieniets	<input type="checkbox"/>
	<input 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):** 8:06 PM
- 3) **Approval of Agenda or Additional Items:** Everyone sign up for note taking!
- 4) **Approval of Minutes:** November Minutes Approved
- 5) Moved by: Chris Seconded by: Noah
 - a) Motion Passed
- 6) **National Disability Committee Report:** Paul: disability call: nothing new, still getting subcommittees in order; discussed merging DEI and disability committees. spoke about ways to easily combine resources etc. Came up All-American criteria for disability swimming, talked about

liability issues for adding disability meets onto USAS websites that aren't sanctioned (many are not sanctioned), talked about if an athlete could move back and forth between disability and non-disabled status--what should be the criteria? Wade added officials should get certified for disability meets. MJ: headquarters/staff are trying to come up with a process/procedure in which they field questions. Historically, they have passed this on to Randy to take care of, but recently they have gotten increased inquiries and now feel they should have more informed responses/different process.-working on a big initiative to launch a coach certification course in 2021. There is a children with challenges course that will be the first offering online.

- 7) Ashanee - update for athlete rep for committees. Almost every project has an athlete (outreach manual/dana) still looking. She will do an athlete introduction once the AEC has parent emails to comply with MAAPP.

8) **Reports of Work Groups:**

- a) **DEI Chairs Engagement-** Newsletter in progress. Facebook page active, DEI 101 webinar still working on
- b) **Knowledge Bank-** mike needs to take a step back, so we will pull back on this task force/meld it into another group possibly. MJ/Ashanee will discuss.
- c) **Camps/events:** had a phone conference with staff, discussed zone meeting presentation--one sheet from Ashanee. Still developing. MJ spring zone meetings still on as of right now, however everything else leading up to that weekend is cancelled. There are still some things canceled outside of the 30 days, but it may not be. if we don't have zone meeting, there will be an online forum/conference. But the plan is to still facilitate the one pagers if the meetings happen. Ashanee is working on the one-pagers with staff. If you are interested in facilitating, let MJ know. Jenny and Dana willing to help.
- d) **Resource Guide Reviews-** no major updates, we've added Skylar Baylor and Jamie Bloom to task force--will help with editing. With it a quad happening, review won't happen until Q3. No print versions for distribution this year.
- e) **Celebrations:** DEI Award given out at convention, nothing to report at this time.
- f) **LSC/DEI chair manual and outreach manual:** questions for group: want it to align with the 101 presentation? yes. Manual talks about year 1-2 of position, and if the chair position changes every 2 years, does this mean that the new person starts over? New chairs coming in should do an audit. Might be prudent to add in succession planning/transition from chair to chair. Suggestion that manual may have "roles" to help people identify what they are looking for. Outreach Manual: There is an FAQ sheet, there is a 15 page document plus many living documents. Dana would like guidance about paring it down and what should be included. MJ advises the simpler and easier for people to read and use, the better.
- g) **Job descriptions:** tried to update them to make things clearer and easier. Weren't able to incorporate the athlete member as much given that they had made significant progress before athlete was added. One thing Ken didn't do, was edit on the grammatical/voice side, so there is some inconsistencies in the voice. MJ encourages to reach out to other people to help edit, review, contribute--reach out to others!
- h) **LSC board training:** discuss w Jenny/Veronica Taskforce for a baseline. Still needs to work on it.

Open Discussion/Brainstorming/Strategic Planning:

Mentorship for athletes: MJ took many calls to gather information, IN LSC is working on this, but still processing. Ultimately want to let the athlete lead what they need/want. Waiting for Tony to follow up.

Nadine asked why we changed from D and I to DEI. MJ: it was in the state of the sport report sent out last year. MJ will resend to anyone who wants it.

9) **Wrap Up and Next Meeting Announcement:** May 17th, 2020

10) **Adjournment (EST):** 9:33 PM

a) Moved by: Chris Seconded by: Everyone

11) **Minutes submitted by:** Emily Melina