



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, MAY 17, 2020

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

Meeting conducted via Zoom Meeting

ATTENDANCE

Name	Attended Mtg
Wade Atkins	X
Mariejo Truex	X
Ashanee Player	X
Noah Wilson	X
Chris Sheppard	X
Emily Melina	X
Jenny Shamburger	X
Terrence Anchrum	
Verónica Hernández	X

Kent Yoshiwara	X
Michael Switalski	X
Nadine Johnson	X
Paul Stockett	X
Ruth-Ann Bode	X
Sarah Dawson	X
Dana Holder	X
Randy Julian	

MINUTES

- 1) **Review of our Mission Statement:** Wade
- 2) **Meeting called to order (EST):** 8:05 PM
- 3) **Approval of Minutes: May** Minutes Approved (with correction of attendance list)
 - a) Moved by: Veronica Hernandez Seconded by: Ruth Anne Bode/Kent Yoshiwara
 - b) Motion Passed
- 4) **TEAM check in:**
Wade asked for all attendees to share out how they are navigating through the COVID 19 pandemic and if any support was needed. All attendees shared their personal experiences.
- 5) **Informational Sharing from the Disability Committee:** Paul Stockett reported the following information:
 - a) Focus is now on establishing and filling the sub committees
 - b) Next week the expectation is to get reports from the sub committee members

- c) Would like to receive the equal support for the DI Committee from National, LSC's and Clubs (possibly model after the DE&I Committee)

6) **Projects/Teams for 2020 Update:** Wade – Are there any updates to report?

- a) Christopher – two meetings held and the plan is to hold meetings every other week. A decision was made to start from scratch due to the outdated information. New outline was developed and a meeting will be scheduled to revamp the project.
- b) Jenny- The focus is “How to have more engagement –possibly a video for DEI
- c) Ashanee/Noah- 2-3 calls with the athlete committee. Ashanee & Paul are working with families & dividing it into three phases. A hash tag was established #swimmIngasone & may use smaller descriptive has tags to reflect what swimming is one means. Plans include scheduling a call in the next couple of weeks. Previous zoom call was shortened due to the time constraints with ZOOM – problem resolved.
- d) Paul- ZOOM call was held with at large athletes. There are concerns about the goals of the program and its success – what do we hope to achieve. Hope to turn a bad experience into a learning experience.

7) **National Convention Update** – Will be different than in previous years. Everything will be virtual and may be held during the same week/time frame. Rule changes will be held on Saturday as planned. Educational tracks will not be the same and may be held outside the time frame. DE&I can decide what will be done and establish a time frame.

MJ- -Potentially hold off with the virtual meetings during the week of the Convention.

- Hold a series of meetings over the course of weekends over a year
- DE&I Committee can offer things decided by the committee (ex: grant writing)
- Collaboration with NGB (water based sports – diving, water polo, canoeing, sailing)
- Diversity 101 will be recorded and used virtually

8) **Virtual Meetings (To Convention and Beyond):**

DEI workshops may be held over several weekends. Veronica asked, “Who will be the audience?” MJ expressed that there are no parameters and everything will be virtual. We cannot force non-DEI people to become involved. Mike suggested that getting a “hook” in place for the first couple of presentations. Paul would like to see something involving disability and Wade asked if a safe community could be a workshop. Noah expressed that he would like to see one. Attendees provided a list of suggestions for future virtual meetings. All topics should be sent to Wade, Veronica, and Jenni. A vote on the topics will take place at another time.

9) **Open Discussion / Brainstorming / Strategic Planning:**

Discussion began about the impact of COVID19 and Outreach Budgets

- Wade – May want to look at budgets and evaluate the impact of your outreach budget. May have to use additional monies to keep swimmers.
 - MD –Increase was requested along with changing the application process. Unemployment letters can be used to qualify.
 - NE – Decrease in the outreach budget was requested.
 - Paul – Budgets were cut to look /address the sustainability of clubs.
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10) Wrap Up and Next Meeting Announcement:

- a) Next Meeting scheduled for July 19th via Zoom

11) Adjournment (EST): 9:43 PM

12) Minutes submitted by: Dana Holder