



NATIONAL DIVERSITY, EQUITY & 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, JANUARY 24, 2021

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

Meeting conducted via Zoom Meeting

Meeting Recording:

<https://usaswimming.zoom.us/rec/share/mO5y5OkARd3VISRwT9hSm2HQKR-aKezhOQufPS3mGrsjMuUtEMQj41qJVeP9lCk.WW7wfwqNFR51THsM>

Access Passcode: NDEIC12421!

ATTENDANCE

Name	Attended Mtg
Wade Atkins, Chair	<input checked="" type="checkbox"/>
Mariejo Truex, Staff lead	<input checked="" type="checkbox"/>
Ashanee Player	<input checked="" type="checkbox"/>
Jennie Shamburger	<input checked="" type="checkbox"/>
Kent Yoshiwara	<input checked="" type="checkbox"/>
Michael Switalski	<input checked="" type="checkbox"/>
Hannah Kukurugya, athlete rep	<input checked="" type="checkbox"/>
Saya Ryan, athlete rep	<input checked="" type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Name	Attended Mtg
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<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):** 8:05 PM
- 3) **Mission Statement Review:** "Educate, encourage and support the membership of USA Swimming to achieve Diversity & Inclusion growth at all levels."



Wade called to adjust and review mission statement. MJ gave background that website MS and committee MS were the same. After some years and recommendation from staff government lead, they went their separate ways. Jennie brought up that a subcommittee she was a part of said the current committee's mission statement was not clear and defined.

Ashanee proposed that we each write our own version of the committee mission statement then come back as a committee to vote on this.

Date to submit to Wade and Ashanee: **Feb. 14, 2021**

- 4) **Roll Call & Welcome:** Wade Atkins of Maryland swimming is the chair of the NDEIC. Kent Yoshiwara of Pacific Swimming is interested in sharing what we've done to push USA Swimming to do more. Jennie Shamburger of Guld Swimming is on her second term with the DEI committee and has a goal to make the pool deck more welcoming. Mike Switalski of Niagara Swimming is interested in making our efforts more of a public conversation. MJ Truex of USA Swimming is the Senior Director of Team Services & Programming Development and has overseen DEI since 2014. MJ has just shifted focus out of DEI but will still integrate DEI in other areas. Ashanee Player of USA Swimming is the DEI Ed. And Programming Coordinator. Saya Ryan of Pacific Swimming is appreciative of what the sport has given her and hopes to give back. Hannah Kukurugya of Indiana Swimming is a senior at Stanford and wants to bring her experience to the committee.
- 5) **Informational Update from USA Swimming:** DEI is now under membership affairs with Safe Sport primarily due to case-load work. Abby Howard now oversees DEI. MJ just had another title change to Senior Director of Team Services & Programming Development. Ashanee and new DEI Director will lead the committee once a director is named. Abby Howard may pop in on calls every once in a while. Shaun is still with us and now reports directly to Joel Shinofield (Managing Director of Sport Dev.) as the Senior Advisor. Wade asked if there was a plan to communicate this to membership. MJ said Sport. Dev. may be able to help in that regard as they have just absorbed the Safe Sport Communications Coordinator who will now expand her role to lead sport development communications.

DEI Council and Team BLAC: Maritza is the chair for both. Have been meeting with her every week. Last meeting: team BLAC has an email address: teamlac.swim@gmail.com. They will also start an athlete mentorship program under MJ. Communications directly with USA Swimming communications staff. Lamar D. will work with Team BLAC for LSC connection. DEI Council will meet every quarter (22 members) will be broken down and given specific projects. Want to look at starting more athlete groups, like Team BLAC, for other communities. CEO looking for a new group every year of this quad.

ZDC: meeting the 3rd Tuesday of every month. Nadine is leading this group as she has been in the position since the inception. Will share best practices and Nadine will offer some guidance and tips. DEI Chairs engagement task force duties has been handed to the ZDCs. Will focus on engagement and monitoring, they will join out meeting in March. Ruth-Ann Bode, Veronica Hernandez, Terry Anchrum, Nadine Johnson-Jesionek.



Disability Committee: Randy Julian who led the committee has retired and MJ now co-leads with Tina Dessart. They are small and mighty and want to combine meeting with DEI possibly every quarter. Looking at February to meeting with them, however, MJ will meet with Wade and Ashanee on this.

MJ just had a call with the National Disability Committee and will host 4 focus groups this month with them to look at how we will help them diversify their ranks.

MJ and Ashanee will live in DEI education mainly moving forward.

Kent has asked about a Strategic Plan. MJ said it will live with the Diversity Director however there are no SPs that are public.

6) **Recap of best meeting date/time:** The 3rd Sunday of every month at 8pm EST are the only fit for our group to meet.

7) **Review of NDEIC Projects/Direction for 2021:**

a) What do we Start, Stop, and Continue?

- i) LSC DEI Chairs Engagement Task Force (move to ZDCs): Moving to the ZDCs
- ii) LSC DEI Chair Manual Updates: Nadine was leading this before the ZDCs moved separately. Will need to touch-base with Nadine to see where this document is at. MJ to take the lead on connecting with Nadine.
- iii) Outreach Manual Updates: MJ proposed this to be a new project for the new Diversity Director. It is related to their job description, so this makes sense. One of the objectives is for it to be more user friendly (just some advice for when it is shared with the new Director).
- iv) Volunteer Job Descriptions Updates: Kent shared that he can share a “cleaner” version of the document for Lamar. Almost at the finish-line.

Minnesota has approved their DEI Chair as a voting member. Georgia, Wisconsin, and another LSC vote on it next week. LSC Committee and Athlete Committee are championing this with the DEI Committee supporting this. MJ said we are in talks with Lamar on how best to support him. MJ suggests that this committee puts out an official statement of support for Lamar’s initiative. Lots of gaps in the Central and Southern Zones that could use more support. Lamar will have screen-time during the Spring Zone meetings. Wade has asked Jennie to draft the committee’s support.

8) **Note Taking:** Ashanee will take notes during joint ZDC/NDEIC meetings. Athlete reps will not take minutes so that they can focus on discussion as a means of learning/development. Wade will establish the note taker at the end of each meeting. **Jennie will take notes in Feb.**

9) **Last Thoughts:** MJ talked about on-boarding and mentorship for new committee members and for DEI Chairs. Want to discuss this moving forward. Athlete reps: “What I wish I knew before our first



meeting.” Mike: said there is a real heavy conversation surrounding transgender athlete inclusion. Chris Sheppard shared a post surrounding education on the subject that has gone over very well.

10) **Wrap Up and Next Meeting Announcement:**

- a) Next Meeting scheduled for **Sunday, February 21st @ 8 PM EST**
 - i) Moved by: N/A Seconded by: N/A
 - ii) Motion passed: N/A

11) **Adjournment (EST):** 9:25 PM

- a) Moved by: Kent Yoshiwara Seconded by: N/A

12) **Minutes submitted by:** Ashanee Player