

National Diversity, Equity, and Inclusion Committee

MISSION STATEMENT:

To create, sustain and enhance opportunities for diversity, equity and inclusion in the USA Swimming community.

VISION STATEMENT:

Educate. Initiate. Celebrate.



2020 ZOOM MEETING MINUTES

SUNDAY AUGUST 15, 2021

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

PRESENT: WADE ATKINS, KENT YOSHIWARA, MIKE SWITALSKI, LELAND BROWN III, TINA DESSERT, SAYA RYAN, HANNAH KUKURUGYA

GUESTS: JIM PETERFISH, SUSAN MECHLER, PAUL STOCKETT, DAVE SMITH

| | Leader | Time Allotted |
|--|---------------------|---------------|
| 1. Statement Call to Order, Roll Call, Welcome | W. Atkins | 2 mins |
| 2. Mission and Vision review | W. Atkins | 1 min |
| 3. Review of Community Guidelines | W. Atkins | 1 min |
| 4. Celebrations | All | 5 mins |
| a. Wade- Disability Committee legislation to have rulebook change the rules to reports start with swimmer's name instead of disability | | |
| b. Wade- DEI Committee legislation to have all LSC DEI Chairs as voting members on the board | | |
| c. Leland- Kent for encouraging change in the DEI space | | |
| 5. Update From the National Office | L. Brown/T. Dessart | 5 mins |
| a. DEI Strategic Framework-Leland | | |
| i. Leland recognized the committee needs access to the plan and guidance for their role | | |
| ii. Plan is on its third revision | | |
| b. Facebook Discussion-Tina | | |
| i. DEI Facebook Page- page was created by DEI National Committee at the time. USA Swimming is looking at the following options: | | |
| 1. Bring the Facebook page inhouse if it is deemed relevant | | |
| 2. Ask admins to take the page down | | |
| 3. Ask admins to remove the USA Swimming branding and allow it to remain an open forum with DEI Committee oversight | | |
| 4. Discussion will be continued in NDC meeting | | |
| 5. Need to look at ways to communicate with all members of USA Swimming | | |

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| 6. | MS Teams and Committee work | T. Dessart | 15 mins |
| | a. | Plan is to use MS Teams to conduct committee work plus document access and maintenance | |
| | b. | Committees will still be given the option of using Zoom for meetings | |
| | c. | Current project update worksheets will still be used with MS Teams | |
| 7. | Update on NDEI/NDIS Committee structure | L. Brown/T. Dessart | 3 mins |
| | a. | Goal is to identify common needs | |
| | b. | Want transition to be seamless | |
| | c. | Metrics will be used for accountability | |
| 8. | Leadership Transition Meetings | | |
| | a. | Chairs will begin meeting August 19, 2021 | |
| 9. | NDEIC + NDC Open Meeting (9/16/2021 & 6:30pm) & Closed (9/19/21 & 6pm) | | |
| | a. | 9/16/2021 Meeting | |
| | i. | Open meeting | |
| | ii. | Evaluation of current status, what needs to be done and 101 training | |
| | b. | 9/19/2021 Meeting | |
| | i. | Closed meeting | |
| | ii. | Work on strategic plan | |
| | iii. | Establish meeting dates | |
| | c. | Outcomes from two meetings will be used to jumpstart combined committee in October | |
| 10. | Program for LSC Development series 8/24/21 | H. Kukurugya/Saya Ryan | 15 mins |
| | a. | 40 minutes of content/ 20 minutes of Q&A | |
| | b. | Zoom meeting format not webinar format | |
| | c. | Athlete Reps from DEI Committee will lead the conversation | |
| | d. | Looking to add more content on athlete engagement in the DEI space | |
| | e. | Working on opportunity for registrations of individuals beyond General Chairs | |
| 11. | NDEIC Project Updates and Q&A | Committee Members | 15 mins |
| | a. | Volunteer Job Descriptions Updates -New Approach/Athlete Focus- Hannah/Saya | |
| | i. | Wrapping up National DEI Committee Member Job Description | |
| | ii. | Starting work on Zone DEI Chairs Job Description | |
| | b. | Developing LSC DEI Support System via DZC+NDEIC- Kent | |
| | i. | Spreadsheet is being created for tracking DEI contacts and if the LSC has ability to offer support, needs support , is unable to offer support on topics: | |
| | 1. | Communication | |
| | 2. | Board of directors | |
| | 3. | Leadership | |
| | 4. | Programs | |
| | c. | LSC DEI Development and Coaching for BOD/GCs/DEI Chairs- Mike | |
| | i. | Louisiana Swimming has expressed an interest in hosting a conversation on DEI | |
| | ii. | Assisting Wisconsin Swimming DEI Chair | |
| | iii. | Visited with a coach from Kansas | |
| | d. | Publicity/Promotion/Manuals- Jenny | |
| 12. | Next Note Taker | W. Atkins | 1 min |
| 13. | Next Meeting date: Sunday Sept. 19, 2021 (unless ABM conflicts) | W. Atkins | 1 min |
| 14. | Adjournment | | |