USA Swimming Diversity, Equity, and Inclusion
Committee Meeting Minutes
(04/23/2022)
3:30pm MT @ USA Swimming 2022 Workshop, Denver CO

USA Swimming Mission: USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

USA Swimming Priority Results:
1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the “Best in Class” National Governing Body.

ATTENDANCE

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Wade Atkins</td>
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<tr>
<td>Leland Brown III</td>
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<td>Tina Dessart</td>
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<td>Jennie Shamberger</td>
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<td>Jim Peterfish</td>
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<td>Rendy Opdycke</td>
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<td>Alex Cramer</td>
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<td>Michael Fuji</td>
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<td>Ruth-Ann Bode</td>
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<tr>
<td>Samantha Brabeck (Athlete)</td>
<td>☑ Via Zoom</td>
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<td>Sophia Elliott (Athlete)</td>
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<td>Zoe Summar (Athlete)</td>
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<tr>
<td>Diya Ackerman-Vallala (Athlete)</td>
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AGENDA
1. **Review of our Mission Statement:** Wade Atkins

2. **Meeting called to order (MT):** 3:30pm
3. **Approval of Agenda or Additional Items:** Additional items Approved

4. **Welcome** *(Wade Atkins)*

5. **Overview of USA Swimming Mission/Priority Results** *(Wade Atkins)*

6. **Assigning Meeting Minutes** *(Wade Atkins)*
   a. Jennie Shamburger agreed to take minutes at this meeting. Meeting also recorded and broadcast via Zoom.

7. **Introduction of Leland Brown**
   a. Leland Brown was introduced by Wade. He spoke about the need for engagement, education, empowerment and elevation within our sport and our communities. The National committees will be involved and responsible for education and empowering membership in line with the Mission Statement and Priority results.

8. **Project Updates (WA)**
   i. **Develop (3) Resources for Coaches, Athletes, and LSC Boards**
      1. Alex Cramer presented report. Committee working on resource ideas for athletes, coaches and officials.
      2. Project members – Alex Cramer, Jim Peterfish, Sam Brabeck, Jennie Shamburger
      3. Ideas include how to create an athlete committee for your team, an ASL guide to help coaches work with athletes and create a more inclusive environment and revision of Article 105. Ideas and feedback can be sent to Alex at alexdavies1986@outlook.com
   
   ii. **Hold (1) Webinar – Educational Event**
      1. Project members - Jennie Shamburger, Ruth-Ann Bode, Sophie Elliot
      2. Committee being built. Hope to have educational events beginning in Sept/Oct and hold them bi-monthly in multiple platforms: webinars, round table discussions, PPT presentations, Zoom calls etc. Committee will work closely with Leland and USA Swimming on these presentations.
      3. Ideas and feedback can be sent to Jennie at coachjennsham@gmail.com
   
   iii. **Create (1) Athlete Influencer Toolkit**
      1. Project members – Diya Ackerman-Vallala, Sophie Elliot. Sophie presented report.
      2. Goal is to create a toolkit for athletes to be able to inspire other athletes via social media and also be accessible to athletes without access to social media.
      3. Safe Sport will be involved with the creation of these materials.
   
   iv. **Attend Quarterly DEI Trainings**
1. These will be led by the National team (Leland, Tina and another that will be joining the DEI office soon).

v. Develop and Disseminate (1) Membership Experience Survey
   1. Wade presented this report.
   2. Project members: Alex Cramer, Sam Brabeck

vi. Ad Hoc Assignments: Material Reviews: Children w/Challenges, position descriptions, etc., Inclusion CRP, DEI/DIS Awards
   1. Review of materials needed to help children with challenges. Is the language current with how we work with athletes with disabilities? If you know someone across the country that may be helpful, we can have them work with the committee on this task.
   2. Project members: Sophie Elliot, Jim Peterfish. Contact Jim Peterfish at youthletics@columbus.rr.com

vii. Reminder: Each group will start their work within the project and bring it back to the full committee where we will work together and have input on each project. Some members aren’t present and Wade has the ability to assign them to a project based on their strengths and interests mentioned in their committee application and where help is needed.

9. DEI & Disability Award (WA)
   a. Wade recognized Ben Peartree with the DEI Award and he was congratulated by the room for his contributions as LSC DEI Chair and his impact in the Chicago community.
   b. Jim Peterfish recognized Susan Mechler as the winner of the Disability Service Award. He spoke of her contributions to her club, her LSC, the Central Zone and all of Ohio Swimming. Her influence has been felt nationwide.

10. Committee Membership (WA)
    a. COI Disclosure + USOPC Training
       i. Please contact Wade Atkins if you are interested in serving on the National Committee.

11. Other Business
    a. Presentation from Ellie Roche via Zoom. “Inclusivity in USA Swimming: A Sport for Every Ability”.
       i. It was her graduate project and Leland Brown and Talia Butery were her mentors.
       ii. It highlighted the contrast and similarities between OT and swimming.
       iii. Moving forward, the project will be shared with the DEI committee and presentation will be emailed to all registered for this meeting.

12. Adjournment (EST): 5:01pm MT
13. Minutes submitted by:
**Committee agreed on meeting schedule going forward. Odd months beginning in May 2022, meeting on last Monday of the month at 4pm PST/5pm MT/6pm CT/7pm EST. On even months (beginning in June 2022), meeting will be on last Monday of the month at 10am PST/11am MT/Noon CT/1pm EST.