



**USA Swimming Diversity, Equity, and Inclusion
Committee Meeting Minutes
(May 23, 2022)
4pm PT/5pm MT/6pm CT/7pm ET**

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

Name	Attended Mtg
Wade Atkins	x <input type="checkbox"/>
Leland Brown III	<input type="checkbox"/>
Tina Dessart	<input type="checkbox"/>
Jennie Shamburger	
Jim Peterfish	x <input type="checkbox"/>
Rendy Opdycke	Error! Bookmark not defined.
Alex Cramer	<input type="checkbox"/>
Michael Fuji	x <input type="checkbox"/>
Ruth-Ann Bode	Error! Bookmark not defined.
Samantha Brabeck	Error! Bookmark not defined.
Sophia Elliott	Error! Bookmark not defined.
Zoe Summar	Error! Bookmark not defined.
Diya Ackerman-Vallala	x <input type="checkbox"/>

AGENDA

1. Review of our Mission Statement: Wade Technical difficulties occurred – Mission statement was not read.



2. Meeting called to order (EST): 7:00 PM

A. **Approval of Agenda or Additional Items:** Approved

B. **Approval of Minutes:**

a. April minutes - Motioned approval: Ruth-Ann Bode Second: ?

C. Check-in Exercise: What color are you today?

D. Introduction of Noah Wilson, USAS Staff DEI liaison. Past Hx: Former Athlete Rep to the prior national DEI Committee, from Maryland Swimming; 2022 graduate of Emory and Henry College

E. Celebrations:

a. USAS partnered with Diversity in Aquatics in Houston, TX where they held the first international water safety day

b. The first Impact Grant cycle will close at the end of the month and grants will be announced June 1.

c. 5 candidates sent in letter of interest in joining the National DEI Committee. Jim, Jenny, and Wade will review the names and assist the USAS staff and Tim Hinchey in the selection (since the CEO now appoints to committees) - hopefully will have announced by next June meeting.

d. Sophie – there is interest from athletes for joining (currently have 4 athletes on the National DEI Committee) - but names must come through the AEC/AAC to join. Participation, however, on the sub-committees/projects by athletes does not need to come through this avenue.

3. Report of Projects

a. **Coaches:**

Jim Peterfish along with Alex and Sam, are working on completing the project with the previous disability committee members focusing on the ASL brochure for coaches with common swimming signing. Currently nothing in the TEAMS. Jim reported difficulty connecting with former disability committee members who worked on this so may be restarting the project. Once the ASL brochure is completed, they would like to turn it into a PowerPoint presentation easily available for coaches.

Making progress with the Swimmers With a Disability (SWAD) Coaching guide – there was already an older document in TEAMS that they have been re-vamping and should have finished soon.

Resources for coaches for LGBTQ – there are already resources in this area but need to be revisited and the sub-committee is working on them.

Wade encouraged the sub-committee to look at timelines and set dates for meeting goals. Jim sent the sub-committee minutes for insertion into DEI TEAMS.

b. **Webinar:**



Jenny, Ruth-Ann, and Sophie are on this sub-committee and are looking for another athlete to join. Ruth-Ann will ask a Kentucky athlete Meg Robinson as to her interest. The committee plans to meet in the first week of June to discuss the previously generated topics (done with input from Leland) and select 3 topics for focus. Goal is to have something ready by the end of August to October. Looking at podcast, PowerPoint, Round table, and Zoom options.

c. Athlete Influencer:

Diya, Sophie, and Zoe are working on this. They are looking for a coach to join their sub-committee. Ruth-Ann suggested Abbie Fish, a Triton Swimming coach from KYLSC.

d. Membership Survey:

Wade reported that this is being developed in conjunction with USAS, 15 question minimum. Intent is to send to all membership to get the “pulse” of the membership at the LSC level.

e. Ad Hoc:

Jim – Children with Challenges and Ellie Roche (Univ of North Dakota) have been approached to expand on her presentation/research so that it can be in a format useful for coaches and clubs.

Wade - Quarterly DEI Trainings – nothing in place as yet

Wade - Legislation changes submitted for consideration at ABM:
Update Article 105 in the technical rules (officiating SWAD): Declare the disability in advance to the meet referee requesting accommodations so that no DQ would occur; other infractions would stand as a DQ if not in the requested accommodation.

Update the start signals for Deaf/hard of hearing swimmer.

Wrap Up and Next Meeting Announcement:

Next meeting: June 27, 2022

Noah will send out new Zoom invitations for even and odd month meetings.

Adjournment (ET): 7:45 PM

Minutes submitted by:

Ruth-Ann Bode