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 DESSART, SAYA RYAN, HANNAH KUKURUGYA

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

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