

Committee Name:	Diversity and Inclusion Committee	Session #:	4
Committee Chair:	Sarah Welch	Date/time of meeting:	4/1/2020 8:00pm ET
Minutes recorded by:			

Actions Taken:

1. Approved: Minutes of March meeting

Number of committee members present: 11	Absent: 2	Guests:
Committee members present (list all, including chair and vice chair): Sarah Welch, Tim Murphy, Donita Flecker, Jeff Commings, Janelle Munson-McGee, Ally Segal, Blair Bagley Kyle Jackson, Megan Johnston, Tom Moore, Diana Triana, Virgil Chancy, Leslie Scott, Ex-Officio: Chris Campbell, Kathy Gallagher, (newly volunteered as member of Coaches Committee to work with D&I)		
Not present: Daniel Pauling, Jessica Riley		

Minutes

The meeting was called to order at 8:05 pm ET.

1. Welcome and Announcements: Sarah reminded people that the meeting was being recorded. She mentioned that she had issues getting into the phone call (others did as well and many used the USMS ‘paid’ line and got in). Sarah did a roll call and asked members to briefly share their experiences with social distancing. Many members do not have their typical access to pools and are trying to find alternative ways to exercise. Everyone is trying to adjust to the new norms but are eagerly looking forward to things getting back to something more normal.

Sarah then introduced Kathy Gallagher, our new liaison from the Coaches Committee. Kathy gave her background as the coach of a small masters team in Arizona and that she works in legal aid, which is being considered essential staff. She requested that if people have things to discuss with her, to please email her at flagstaffswimmer@gmail.com.

2. Approve Minutes for March Meeting: Virgil moved to approve the minutes, and Jeff seconded the motion. There was no discussion. All approved and there were no nays or abstentions.
3. Discussion/Decision Topic for Workshop/Speaker at Convention: Sarah reminded the group that we should be thinking about workshop ideas. Ally suggested a workshop on how to handle diversity issues/differences of opinions. Chris suggested this would be a good idea to coordinate with the coaches committee. Diana suggested that this might be repetitive of the workshop from last year. Ally suggested seeing if we could find an expert in the field, such as an expert in conflict resolution. Megan suggested using ideas from the marketing and advertising subcommittee, including how to recruit from other diverse groups, such as running clubs. Janelle suggested a round table like last year but with different topics. Sarah mentioned doing a workshop based on the Level 1&2 Coaches Certification, but also mentioned that Tom has reminded us that not all the people at Convention are coaches and we should think about making information that is valuable to all USMS members. Chris liked that idea. Virgil suggested that we should try to get the workshop in as early as possible at convention so that we can maybe avoid more conflicts.
Kathy volunteered to take the idea a workshop topic to the Coaches committee who are having a phone meeting soon. She noted that she can share our conversations with them and get their input. Sarah

suggested a Committee subcommittee, and Virgil, Diana, Ally volunteered. Sarah said she would be willing if wanted too. Kathy offered to invite members of Coaches to join with the group.

4. Coach Interviews Update: Jeff said that they are not currently working on interviews and won't until the new round of surveys goes out. He put a preliminary survey on the forum. Virgil questioned if having questions about what type of swimmers are on the team, triathlete, competitive swimmer, or fitness only swimmers and if questioning how swimmers found the team, such as word of mouth or advertising would be helpful. Sarah suggested a question about how many participants versus actual usms members would be helpful in figuring out the discrepancies in reporting we say last round of the survey. Jeff requested that anyone with input to please email him.
5. Best Practices Group Update: Janelle said that the group had run into limitations and were going to revise their timeline and draft. She said that some of the interviews had not really flushed out the best practices as much as would be helpful for the project. Sarah asked if they had reached out for more information and Janelle said that they had tried. Sarah then told Kathy that she would explain about the D&I work plan, including best practices after today's meeting. Janelle said that she would also like to talk to Kathy about this project.
6. Promoting D&I throughout USMS Update: Sarah said that they had a call and had put together ideas for the USMS Diversity video, including starting an image board. She had not yet completed the minutes. Megan has started a discussion on the forum and has requested that people send pictures and videos. Diana said that she might have some good pictures from Pan Am Games.
7. Chris Campbell-any items/issues for the committee: Chris told us that he has two items for us to work on: 1) workshop ideas and 2) the committee statement. He reminded us that he believes the work we do is important.
8. Outstanding Items outside the working groups: Sarah gave a status update on sending people to programs. The Diversity in Aquatics program has been cancelled so we will not be sending Virgil and Diana. The ALTS program has been postponed and we are hoping to still be able to send Janelle, eventually.
9. Announcements: Donita question if there are any plans to cancel convention. Chris said that while this is possible, USMS has only cancelled events through April.

The meeting was adjourned at 9:21.

Next Meetings Wednesday: May 6th, June 3rd, July 1st