

Committee Name:	Diversity and Inclusion	Session #:	9	2021
Committee Chair:	Sarah Welch			
Minutes recorded by:	Sarah Welch	Date/time of meeting:	10/6/2021 8pm EST	

Actions Taken:

1. None

Number of committee members present	10	Absent:	2	Guests:	0
Committee members present (list all, including chair and vice chair): Sarah Welch, Donita Flecker, Megan Johnston, Tim Murphy, Kyle Jackson, Ally Segal, Janelle Munson-McGee, Tom Moore, Blair Bagney, Virgil Chancy Ex-Officio: Chris Campbell, Wilson Josephson Guests: Connor Bailey and Vicki Shu					
Not present: Diana Triana, Jeff Commings, Daniel Paulling.					

Minutes

1. Sarah called the meeting to order at 8:06 pm ET. Members introduced themselves, primarily to introduce themselves to the two guests, Conner Bailey from SE LMSC and Vicki Shu from Pacific. They also shared their backgrounds and interests in diversity and inclusion.
2. Announcements: Sarah reminded members and guests to complete the USMS National Office survey asking for volunteers on national committees in 2022. The deadline is Sunday (October 10th) to volunteer for a national committee.
3. Update LMSC Initiatives: Tom Moore updated the Committee, reminding us that the intention of the webinar series was to offer five topical sessions with peer sharing. We grouped our nine diversity categories from our training into four sessions, plus a session on Creating an Inclusive Culture as a wrap up session. This, our third breakout session, is on Gender and Sexual Orientation. Tom noted that while attendance in these webinars has not been very high, the quality of the discussions has been excellent. They are all also available on the USMS website as recorded session. For next week's session, Jeff Commings is the host and Rook Campbell from West Hollywood Aquatics has agreed to co-host the webinar. Conner asked where to locate the webinars for sign up and recordings and noted that he hadn't previously heard about them. (Webinar Registration is at: <https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls> Past Webinar minutes/notes are at: <https://www.usms.org/admin/minutes/index.php?GROUPID=119&EVENTID=> and recordings are at: <https://www.usms.org/admin/minutes/index.php?GROUPID=123&EVENTID=>

Tom walked Committee through all these resources. He asked members to share these links and this information with all their LMSC colleagues. In his role on the LMSC Development Committee, Tom's goal is to have 3 months of future webinars published for registration and to spread the word about their availability to promote attendance and good discussion of all the topics.

Sarah updated the Committee about Jeff's and her conversation with Rook Campbell. The Committee had learned about Rook through the Swimmer Magazine article Daniel Paulling shared with us: (<https://www.usms.org/swimmer/SWM-21MJ-DIGITALEDITION/index.html#page=1>) featuring him. Sarah described how inspired she was learning about Rook's work creating training aquatic facility staff at all levels to be inclusive to all swimmers, particularly transgender and gender non-conforming athletes. This conversation led to Rook volunteering to co-lead the webinar and he helped update some of our training materials.

4. Discussion: 2022 Work Program:

Sarah introduced the discussion by reminding the committee that we do a plan each year and have done one each year since we were a task force—about 7 years ago. The Committee held a general discussion suggesting initiatives for the 2022 Committee Work Plan and reviewed initiatives that are ongoing or not yet completed. Tom had already introduced the LMSC initiatives in his introduction. There are several ongoing initiatives such as updating the D&I Calendar and Guidance, reviewing the Rulebook to determine whether to submit legislation to the Annual Meeting, getting approval for the Recognition Program and soliciting nominations in 2022. Identifying best practices and writing those up as well as completing the review of diverse swim apparel and gear is another work plan item that will continue into 2022. Other thoughts and ideas included:

- Collecting member’s demographic information at the time of registration is of interest of many committee members.
- LMSC initiatives including continued education, the peer-to-peer webinar series and further training and webinars for coaches and LMSC leaders and other volunteers.
- Adding best practices through our working relationship with the Coaches committee. Virgil suggested we continue to ask for input from coaches for best practices so we can share them more broadly
- Coach Survey and Interviews. We deferred the survey and follow up interviews (due to COVID). 2022 could be the year to survey coaches about their member and coaching staff demographics and seek examples of how they support diversity and create an inclusive culture. The survey is followed by selecting and interviewing coaches who offer new best practices.
- LMSC’s creating D, E and I coordinators and committees, as part of LMSC Development Initiatives. The committee would support those LMSC’s who have created such roles and encourage others to do the same.
- Updating the Holiday Guidance and adding a 2022 Calendar

Discussion:

Chris encouraged us to keep going with our current initiatives and encouraged us to ‘stay the course’ with them. He noted that there are many things that can pull us in different and new directions and we have a lot currently on our plate to complete.

Conner asked Chris if he knew about the ‘National Office’ concern with adding demographic information at the time of registration. Dawson had mentioned to him that there were expense considerations with adding ‘fields’ to the registration software. Chris agreed to explore this further with Dawson.

Vicki asked about the purpose of the Holiday Calendar/Guidance. Tim explained that the calendar is a compilation of dates celebrating different community events and holidays and it provides guidance and in depth. Tim asked for volunteers to help update the Diversity Holiday Calendar. Virgil volunteered to work with him noting that he hadn’t seen many of holidays of Asian cultures mentioned in the 2021 version and that his area, So. Cal has a very large, diversity of Asian communities. . Tim offered to bring the update to the December meeting.

The committee had a short discussion about how to proceed from this discussion to adopting an annual work plan. She asked for volunteers to work on a draft work plan, and no one jumped in to volunteer. She then posed an approach to have subgroup leads (Tom, Janelle, Diana, and Jeff) work together to come up with a draft plan and said she would put that in motion.

5. Update from Coaches Committee - Wilson Josephson, Liaison Coaches Committee. Wilson shared two key things from the last Coaches Committee: 1) an initiative to expand small programs or start new ones. The Committee had a long discussion about the possibility of supporting new and expanding programs from the National level but the discussions are in their early stages. 2) Adult

Learn to Swim is beginning to hold certification sessions and there are now 4 available for registration between now and the end of the year. (These in person). Sarah suggested that Janelle, Jeff and Wilson

Tom noted that October 21st the Coaches Committee will host a webinar on “Differently Abled Swimmers-Water is the Great Unifier” and encouraged committee members to join in.

6. Executive Committee/BOD updates Chris Campbell-Chris had nothing to add to previous comments

Announcements: The Committee sent best wishes to our colleagues, Jeff Commings and Ally Sega who are competing at Long Course Nationals in Ohio.

The meeting adjourned at 9:12 pm Eastern Time