

Task Force Name:	Diversity Task Force 2016	Session #:	1	Report #:	1
Task Force Chair:	Sarah Welch	Vice Chair:	TBD		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	April 6, 2016		

Motions Passed:

The Diversity Task Force (MSA'd) to recommend to the BOD:

1. Communicate with members/registered swimmers at Spring Nationals to recognize the discriminatory legislation in North Carolina and affirms that USMS is an inclusive organization. (discussion included that possible USMS actions would be: a written statement from USMS, information at the meet registration area, an informational table about the issue, an announcement at the meet by Dawson).
2. Include language in future national championships bids requirements and USMS-Meet Host Agreements that USMS is an inclusive organization and that we expect the host to support an inclusive and nondiscriminatory environment at the event.

Number of task force members present:	7	Absent:	1	Number other delegates present:	0
Task force members present (list all, including chair and vice chair): Jeff Cummings, Dave Coddington, Nadine Day, Dr. Jane Katz, Marty Hendrix, Lisa Dahl, Sarah Welch, Chair					
Absent: Benicia Rivera					

Minutes

The meeting was called to order at 9:02 pm EDT

Update and Next Steps:

At prior meetings the Diversity Task Force identified several areas to move our work forward* (see Summary Below). The Task Force members discussed which areas to focus on in the months until convention. We determined to focus our next steps on communication (media, web page, newsletter-representing inclusion and celebrating diversity) and the workshop for convention.

Convention Workshop:

Nadine asked what USA Swimming plans to do at convention. Lisa Dahl who is a member of that USA swimming committee, agreed to report back at our next call. Dave Coddington said the USA swimming meeting he will attend in April might also clarify what USA swimming's program is at convention and will also report back.

Discussion about the convention workshop included: Defining the audience—coaches, LMSC officers, members. Ideas for areas to cover were: LMSC representatives sharing information about how diverse their swimmer base is, offering best practice for inclusion, Jeff offered that we could use the workshop to get a better understanding of how different areas around the country are experiencing diversity-who they serve, what the challenges are geographically-because the areas and issues are very different. To that end, the workshop can help the task force to set priorities going forward.

Nadine cautioned that we should look at opposing workshop topics to see if our audience is being drawn to other topics. Marty added that we need to get the LMSC development committee involved (Paige Buehler, Chair) and could promote the workshop through the peer to peer webinars and even follow up with a webinar on diversity after convention.

The sub-group to work on the workshop will be headed up by Lisa Dahl with Marty, Jane and Benecia working together to develop the topics/outline for the next meeting.

Communication Strategies: Nadine suggested we focus on communications-media, web, newsletters, social media etc. She suggested focusing on a couple of diversity celebration months as a way of describing what's happening in local programs to celebrate diversity. Members suggested celebrating such as June as Pride Month, February as Black History Month and October as indigenous people month.

Jeff, Nadine, and Jane volunteered to participate-working with the National Office Communications department to generate stories and other means to focus our communication during these nationally recognized months.

Greensboro Nationals: With Spring Nationals in less than a month, members of USMS have inquired about USMS' position regarding holding Spring Nationals in a state that has just recently enacted legislation prohibiting municipalities from passing nondiscrimination laws regarding gay, bisexual and transgender persons (among other issues identified in the legislation). Patty Miller had asked the Diversity Task Force for a recommendation of actions (if any) that USMS should take at this time. Nadine encouraged the task force to focus on longer term actions rather than the specific event of Spring Nationals.

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Wrap Up: Nadine suggested we adopt a regular monthly meeting schedule. Sarah agreed to schedule the meetings through convention.

The meeting adjourned at 10:36 EDT

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- ❖ Previously the Diversity Task Force identified and following strategies:
 - Communication: web, newsletters, magazine, social media
 - Club and Coach Services: coaches training, review curriculum for opportunities, mentoring, Club Development
 - Local Programs: LMSC, Club, Workout Group, Programs, Approaches, Best Practices: Peer to Peer and Convention Workshop
 - Marketing, Partner Organizations and other public outreach opportunities
 - Adult Learn to Swim, Swimming Saves Lives Foundation and other related approaches
 - Policies: (e.g. criteria for bidding national events?)