

Task Force Name:	Diversity Task Force	Session #:	June	Report #:	8
Task Force Chair:	Sarah Welch	Vice Chair:	TBD		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	July 11, 2018		

Motions Passed:

- 1) MSA'd approve minutes for the June Diversity Task Force meeting

Number of task force members present: 6	Absent: 3	Number of others present: 0
Present: Jeff Commings, David Morrill, Sarah Welch, Virgil Chancy, Dr. Jane Katz, Jessica Porter		
Absent: Benicia Rivera, Nadine Day, Diana Triana		

Minutes

The meeting was called to order at 7:35 EDT.

- 1) The TF approved the minutes for the June meeting.
- 2) Report back on interviews

Jeff report back on his interview with Chris Campbell. Mountain View Masters is a very large team and the area is a melting pot ethnically with the hi-tech economy. Mtn View holds lots of workouts. Every ethnic group is represented. The club does no specific recruiting to bring in the diverse community. They are the only full-fledged masters team in the area. Chris works hard to keep the swimmers of diverse backgrounds to insure all feel included and the groups are not cliquish. For Chris who grew up in the mid-west, it was very mind-altering to get to California. His job is to make sure everyone feels welcome and included.

Chris wishes he could do more outreach—try to make sure the team has a presence in the community to let people know he is there. Some swimmers do not speak English very well but can read the white board—language is not a hinderance. Someone else to speak language or new to area (built in buddy-mentoring program). He does not have a formal program for new members. The culture of the club to be inclusive.

Chris and his coaches are more proactive with '*newer to sport*' swimmers. They do have a swim lesson program. Chris interested in helping with our work.

David – interviews. Not able to make contact with his coaches.

Virgil: is Still trying to connect with assigned coaches, He has talked to people on deck during his officiating role. The majority are white swimmers. People reflect not knowing about underserved populations and not really thinking about diversity in swimming. They reflect on the issue out of their conversations with Virgil. Clubs are made up of people who know each other and that reflects the composition of the team. It is out of our comfort zone to recruit for new members. This is an area for us going forward.

Sarah reported that she is still trying to connect with her list.

Discussion about interviews:

Virgil-Interviews need to be ongoing and we can report in every 6 months. Regarding write ups, while some coaches may not want to be identified specially, we want to identify a region or zip code to give readers a frame of reference to compare.

We need to ask coaches about how much identification they want. Name of team/name of person? The interviews are our record tying the person to the team. Gives us the opportunity for follow up and to retain for recognition.

Jeff: Recommendations for how we report out: Not more than a page, summarize in concise language. Follow journalistic style: *Who what where when why and how*. He'll use this model for his write up of his interview with Chris.

Sarah: Wrap up this phase of interviews by August 1st. Next Meeting August 8.

3. Update Legislation to form a Diversity and Inclusion Committee for USMS. David asked about legislation. It has been referred to Legislation by the Board and will be presented for approval at convention.

4, Diversity and Inclusion Committee within USMS structure: What is the most optimal alignment? Jessica distributed the vice president assignments with current alignments. Average Committee Size: some have parameters. Some have 1 from each Zone. 10-16 members. The recommendation is to start around 13 members with representation from each zone.

5, Meeting at convention: Task force meeting will be Wednesday at 3 pm. Notice about room will be shared later. (It will be same room as BOD meets in all day Wednesday) The TF agreed to get together Wednesday evening for informal time. Members encouraged to attend Diversity breakfast for USA swimming—separate ticket at registration.

David shared that Jane Katz has been nominated as a pioneer contributor to the International Swimming Hall of Fame. We all acknowledged her contributions.

Next meeting scheduled for August 8th