

<b>Task Force Name:</b>	Diversity Task Force	<b>Session</b>	10	<b>Report #10</b>
<b>Task Force Chair:</b>	Sarah Welch	<b>Vice Chair:</b>	TBD	
<b>Minutes recorded by:</b>	Sarah Welch	<b>Date/time of meeting:</b>	September 5, 2018 7:30 pm EDT	

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**Motions Passed:**

- 1) MSA'd approve minutes for the August 8 Diversity Task Force meeting

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

**Actions:**

1. MSA'd to approve the minutes of the August 8 meeting.

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**Minutes**

The meeting was called to order at 7:36 EDT.

- 1) The TF approved the minutes for the August 8 meeting.
- 2) Preparation for Convention: L-45, the legislation to create a Diversity and Inclusion Standing Committee will go before the House of Delegates. It is recommended 'do pass' from the Legislation Committee. This means that the legislation will only be discussed if someone on the floor asks to 'pull' it; otherwise it is approved as part of the legislative package. Our goal is to be prepared as committee members to address issues that might arise during discussion if the legislation is pulled. See Meeting Notes on the Q and A (attached). Sarah agreed to draft the Q and A based on our discussion and send to the TF by the end of the week. TF members are welcome to add and comment. TF members were asked to select a topic they would like address. The goal is to cover all topics and to avoid presentations from being redundant and to cover all the bases in the Q and A. Board and TF members will be encouraged to comment as needed if the legislation is pulled.

Sarah will draft an agenda for the meeting we will hold at convention. We plan to have guests who are interested in the work of the TF. The purpose of the meeting will be to showcase what we are doing and our plans, to educate our guests, to discuss/share our reasons for recommending the standing committee in a way that helps our guests to see what we've been up to and to generate questions if they have them. The meeting will last 1 hour.

- 3) Membership on the Committee: Sarah and Nadine reminded the Task Force members that when the Standing Committee is approved, all appointments will be new. Task Force members who wish to serve will want to request the Committee on their survey forms for committee assignments. Since volunteers are asked to just serve on one committee, members will need to prioritize their choices, especially if they currently serve on a different committee or have multiple interests.

Regarding potential new members, Sarah asked that the TF members share information about the TF and our strategic plan and what we've accomplished with interested volunteers and that they find out about interested volunteers. When TF members have these conversations and find interested volunteers, Sarah asked that they provide her with names/contact information so she and perhaps Patty can follow up. TF members are asked to educate and get to know potential members but are reminded that the decision is up to the USMS President in consultation with the Chair. Appointments will occur in the month or so following convention.

- 4) Curriculum for Coaches: Sub-Committee-Diana and Virgil. Diana and Virgil reported back their thoughts on what to provide to add Diversity and Inclusion into the Coach Training. They are inclined to present a case-scenario that provokes questions and discussion, rather than written materials to just read. Virgil mentioned several topics already addressed in the curriculum that provide a discussion starter for diversity and inclusion, especially around bringing new swimmers into a workout group. After some discussion and input, especially from Nadine, the sub-committee will contact Bill Brenner/Mel Goldstein to present their ideas, learn what amount of time they envision dedicating to diversity and inclusion and determine what would be the best possibly way to address the topic to the coaches. The goal is to give them some information such as the one-page for coaches to read in their preparation and then meet with them at convention. The subcommittee agreed to work on a 'one-page' description about diversity in masters swimming and get in touch with Bill/Mel. Some of the current curriculum may be addressing the suggested approaches to diversity such as the recommendation that coaches use a masters 101 approach for new swimmers and this could be integrated with an approach that creates inclusivity towards new swimmers at a club or workout. Nadine pointed out that what the subcommittee develops might be used for the Coach Conference or the Coaches Committee and not limited to the Coach Curriculum. The input from the Diversity TF gets integrated will be up to Bill and Mel.

- Update on Convention: **Wednesday September 26 2:30 pm. Diversity Task Force: Room City Terrace 8 (agenda to be developed)**
- **Diversity TF Social: Wednesday September 26 @ 730 pm**, place TBD (Sarah will identify a location after arriving in Jacksonville and send out information. We can meet in the hotel lobby and either Lyft/Uber or walk.)
- **USA-S Diversity/LGBTQ Affinity Breakfast THURSDAY morning September 27th** (When you register, purchase this separate ticket) –this is an opportunity to join USA-S diversity and inclusion committee at their annual breakfast meeting.

Sarah recommended that all TF members download the current Annual Meeting Schedule from the USMS website and review it to begin planning your detailed schedule. See link:  
<https://www.usms.org/-/media/usms/pdfs/2018%20convention/schedule.pdf?la=en&hash=D2E502E0E3E1F8ADD5107066CE310721130D1C7E>

The convention information will be updated frequently between now and Convention.

- 5) Next meeting scheduled for Convention Wed, Sept 26 2:30 pm Room City Terrace 8