



**USA Swimming Diversity, Equity, and Inclusion
Committee Meeting Minutes
(01/23/2023)
4pm PT/5pm MT/6pm CT/7pm ET**

USA Swimming Mission: USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

USA Swimming Priority Results:

1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the “Best in Class” National Governing Body.

ATTENDANCE

Name	Attended Mtg
Wade Atkins	X <input type="checkbox"/>
Leland Brown III	
Tina Dessart	
Pam Lowenthal	
Jim Peterfish	X <input type="checkbox"/>
Tommie Jackson	<input type="checkbox"/>
Emily Murray	
Michael Fuji	X <input type="checkbox"/>
Richanta Pollard	
Zoe Summar	<input type="checkbox"/>
Annie Norris	X <input type="checkbox"/>
Alaina Simmons	X

AGENDA

1. **Welcome: Wade**
2. **Check in exercise: Wade – what color are you? Blue – calm and collected, yellow – cautiously optimistic, pink – apprehensive and wondering what you got yourself into.**
3. **Volunteer for meeting minutes: Wade - Alex Cramer**



4. Updates from USA Swimming: Leland and Noah -

- a. Community impact grant is open to three main criteria – women or people of color, teams that run in a municipal pool and teams that are affiliated with USAS. All teams welcome to apply, closes on Feb 3rd.
- b. 1st disability education took place, vision impairment 101, next is about rule 105 and can be found on the website for registration.
- c. Will be choosing DEI and Disability awards to be presents at workshops in April. Submit names to Noah as soon as possible. Wade – how do we send nominations? Noah – directly to me and will send out list for committee to vote. Two awards for Disability and one for DEI. Looking for athletes, coaches and officials for awards.
- d. Tina - Still working on accommodations component to SWIMS registration platform, will have more info to share at next meeting in February. During registration process, athletes would be able to select accommodations, P1,2,3 category and update info so it's held within the system. Long term is to connect it to meet entry profiles. They would have to make a selection that their information could be shared.
- e. Leland – look at website for updated info, resources, and things we have created. Continue to use it and send it to others who are looking for help from us.
- f. Regional diversity select camps will open up in February. One for each zone. As soon as applications are open it will be available on the website on the DEI page.

5. Appointment for Disability Subcommittee: Wade – Jim Peterfish

6. Committee Membership Expectations: Wade

- a. Committee Orientation: Wade -
 - i. Review of mission and vision
 - ii. Core objectives – build the base, promote the sport, achieve sustained competitive success
 - iii. Committee charter – directly connected to USAS mission, to assist USAS in fostering a culture of inclusion and opportunity for people of diverse backgrounds
 - iv. Strategic alignment – DEI and USAS core values are connected and DEI Committee and Disability Subcommittee work together through strategic plan
 - v. Committee make up – 12 members
 1. Members – 8 non-athletes appointed by President and CEO, 4 athlete members appointed by the athlete advisory committee – Alaina Simmons and Richanta Pollard. Had 2 spots to fill this year and had 22 applicants! We are leaders



but we are all empowered to recruit others to help us with projects. Ruth-Ann is great example as someone who has decided to stay on to help and mentor someone to cover Education role.

2. Chairperson – Wade appointed by President and CEO
3. Staff leads – Leland Brown III, Tina Dessert, Noah Wilson
- vi. Subcommittee
 1. Disability – led by Jim Peterfish
 2. May develop some new subcommittees for the future
- vii. Committee purpose – to support USAS in these areas:
 1. Increasing participation of people from diverse populations
 2. Create atmosphere for others to address inclusion
 3. Create initiatives and programming to educate people on the inequities and discriminations faced by underrepresented groups
 4. Partner with other organizations to achieve mission.
 5. Programmatic support
 6. Educational support
 7. Research support
 8. Other duties as assigned
- viii. Microsoft teams – tried to use it, put our work products in it, but mostly we stick to our smaller groups and send out information as necessary. It is available, can use it and upload to it. Channel has already been created for all NDEI Committee members
- ix. Meeting cadence – meet monthly, 4th Monday each month at 7:00pm ET. Not a working meeting, but a reporting meeting. Need quorum to vote or post minutes. Important that we have attendance, if you can't make it, please let Wade know and if you miss more than 2 we need to talk to Leland and Noah about commitment without judgement. Work on projects between meetings and ask for help or advice to get things done.
- x. DEI award – campaign to identify award recipients.

7. Project Proposals 2023: Wade

- a. Educational Events: Ruth-Ann – had one back in late fall with coaches of diverse backgrounds. Were meant to head into another event but had to postpone. Jennie Shamburger and I are rolling off as members and would love to have someone take over to head these projects with me in a mentor roll. Reached out to Tharon Drake and Julisa Azave to be participants in our next webinar. Zoom format, set date amenable to participants, submit questions to them. Want to give voice to diverse



athletes and coaches, officials, etc. Can use help in finding voices that we want to amplify and would be good presenters. Webinars last an hour. Need someone who is passionate about hearing from others, looking for our next webinar to be late February, early March. Anyone who has a knack for creating power points would also be helpful. Happy to be available as an assistant just not as a leader for this group. Leland – we have specific data from LSC DEI chairs that we can use in terms of what they want to learn and hear about. Wade - Been invited to make a presentation at spring workshops on how you can embed DEI concepts across whole LSC, will be working with Noah and Leland to create that.

b. Develop three (3) resources for Coaches, Athletes, and LSC Boards:

Alex -

- i. Guide for creating DEI task force on your team – 10 page document that is in PDF format to go onto USAS website for anyone on a team to pick it up and understand how to start a DEI task force with intent to diversify and make sure marginalized voices are amplified and heard. Long document but worth it because it has a wealth of information and is very thorough. Aware of one team who's done this in the past, Portland Aquatic Club, which is what inspired this document. Has been sent out to new committee members and am willing to share it with anyone. Has been officially submitted to USAS staff with another document, Glossary of DEI terms, that we are also looking to put on website. Created from several websites who are led by folks that the definitions may apply to.
- ii. 30 ASL signs – generic signs that any coach could use on a pool deck for hard of hearing or deaf athletes. Handed over to Jim and was back burnered for copyright issues. Looking into creating videos instead to share via social media or on website. Please let me know if you know someone who may want to participate that is hard of hearing or deaf. Ruth-Ann mentioned Carli Kronk in the comments.
- iii. LGBTQ+ how-to scenarios: what to do if someone comes out to you. How to communicate effectively and handle situations. Looking at possible making this a webinar with the education group. May need to push out due to Education schedule.
- iv. Interview with elite athlete on social media platform – like Insta live with a Q&A. Want to talk to athlete committee members to get help.
- v. Chronic health – how chronic health may affect athletes and coaches. Idea from Tommie Jackson.



- vi. Need people who understand behind the scenes or those who are interested in getting resources into people's hands. Would also love to have an athlete since we lost ours in the group.

8. Disability Subcommittee: Jim

- a. A lot of improvements on the DEI and Disability pages on USAS. A lot of info and articles that are outdated with language but with good content. Trying to get people to USAS website to put info from USAS on their local sites to keep things current. A good example is parallel time standards. Intent is to have regular communication with zone disability chairs by having a meeting every other month to disseminate information to zone and LSCs.
- b. Had educational series on vision impairment. Though low incidence population within USAS, was valuable and got lots of info out. Permanent video that can be shared whenever. Next is Feb 9th looking at article 105, and implications of swimmers with disabilities, presented by Jim and Susan Meckler. Going to turn into series and look at different areas, athletes, coaches, officials, meet admin and club admin, how to include swimmers with disabilities in regular programming. How do we get them into competitions, what it looks like to accept athletes with disabilities onto your team. Education is key when it comes to coaches, especially those who own their team, deciding how to work with athletes with disabilities. If you have a particular passion about an area of disability, reach out so we can accumulate information to get out to the masses. If you're interested in education or engagement in competition would love to have you. We are required to have an athlete on our subcommittee – Alaina will step up for that spot. Ruth-Ann – can we get a non-committee member athlete with a disability on your subcommittee? Yes, as long as they are a member in good standing.
- c. Survey – looking to finalize and will be disability specific and may change course of direction we are going once data is collected
- d. Up against legislative deadline – around May 15th – to make changes and amendments and have prepared for spring workshops.

9. Develop and Disseminate DIS Chair Experience Survey: Wade -

- a. Developed and distributed survey, still working on data analysis for that. Now getting ready to start similar survey for Disability chairs

10. Social Media Awareness Campaign: Noah – geared toward our athletes. Idea is to create a hashtag that we can use throughout the year for different celebrations, black history month, women's month, etc. Would like committee athletes to be involved.



DEI
DIVERSITY, EQUITY
AND INCLUSION

11. **Adjournment (EST):** 8:25 PM ET

12. **Minutes submitted by:**

a. Alex Cramer