

**USA Swimming Diversity, Equity, and Inclusion
Committee Meeting Minutes
(03/27/2023)
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
Leland Brown III	X
Tina Dessart	X
Pam Lowenthal	X
Jim Peterfish	X
Tommie Jackson	
Emily Murray	
Michael Fuji	X
Richanta Pollard	X
Zoe Summar	
Annie Norris	X
Alaina Simmons	X
Alex Cramer	X

AGENDA

1. Welcome - Wade
2. Check In exercise - Wade

3. Meeting Minutes – Emily (Alaina- Back Up)

4. Updates from USA Swimming – Leland and Noah

a. USA Swimming Workshop presented by Livebarn

Leland- Wade, Noah and I are in charge of giving the DEI presentation.

b. Community Impact Grants

Leland- The third Friday of April is when names are going to be released.

c. Make-a-Splash Tour

Leland- Tina is spearheading the in-water activities, Leland will be spearheading the out of water activities. The tour stops will include Houston, Lake Charles, Wood River, and Billings.

d. Community Engagement- Fort Lauderdale

Leland- The DEI Team hosted local athletes from the Fort Lauderdale area to come see the TYR Pro competition. DEI has now been invited to all national events, the next community engagement event will be in Mission Viejo and the Philipps 66 National championship.

e. Community-Based Water Safety Programming Part 2

Noah- Our next webinar in the monthly DEI educational series will be Water Safety Festivals 201. This will be Part 2 of this conversation following Water Safety Festivals 101. This educational session will take place on April 13.

5. Project Update for 2023 - All

i. Educational Events – Ruth Anne

Ruth-Ann- The Zoom meeting was successful with Tharon Drake and Juli Arzave. They are prepared for the questions. It will run on a 45-minute schedule with 15 minutes for questions from the audience. The webinar will occur on April 3. It will be from the perspective of athletes and their experiences.

ii. Resources for Coaches, Athletes, and LSC Boards – Alex

Alex-We are still workshoping some names for the Vulnerability Series. We have 5 scenarios to think about. We would like any input from the committee about how to format the delivery of these scenarios.

iii. Social Media Awareness Campaigns (previously Athlete Influencer Toolkit – Zoe, Noah

Noah- We are in the process of finalizing the smaller details of the campaign.

iv. DIS Chair Experience Survey – DIS Chairs -Wade

Wade- Nadine created a disability survey. We will be looking at the survey data to help gather ideas for potential projects. There has not been a clear-cut theme for ideas that everyone would like to do.

v. Disability Team Projects

1. Revision to Rule 105

2. Standardized approach to requesting accommodation(s) and consistently managing deferrals (working with the Officials Committee?)

Jim- the proposal for rule 105 standardizes a request for accommodations across the LSC's

3. Children w/Challenges – Jim

4. Adaptive Coaching Guide resource-Jim

vi. Other/New/or Partnering Project Ideas

Re-evaluating the suit waiver process for age group athletes

6. Other Business – Next Meeting 4/17 (before the Workshops) or 4/24 (scheduled date and just after the workshops)

7. Next meetings – Wade

Wade- Our next meeting will be on April 24, 2023 at 5pm Mountain Time, 7pm Eastern Time, 4pm Pacific Time.

a. Note Taker: Richanta and Back Up: Tommy

8. Closing - ALL