

Committee Name:	Diversity & Inclusion	Session #:	5
Committee Chair:	Sarah Welch	Vice Chair:	Diana Triana
Minutes recorded by:	Carol Nip	Date/time of meeting:	6/5/2019 8:00pm EST

Actions Taken:

1.

Number of committee members present:	9	Absent:	3	Others Present:	4
Committee members present (list all, including chair and vice chair): Sarah Welch, Carol Nip, Leslie Scott, Ally Sega, Jeff Commings, , Janelle Munson-McGee, Donita Flecker, Diana Triana, Tim Murphy					
Others Present: Onshalee Promchitmart, Jessica Reilly, Daniel Pauling, Skip Thompson					
Not present: Virgil Chancy, Mike Malik, Martha Fowler					

Minutes

The meeting was called to order at 8:03 pm EDT.

1. Sarah announced that we are awarded a **workshop at Convention**, slated for Friday, 9/13 as a regular meeting of our committee, one hour long. Everyone is invited to attend. It will be an annual meeting. Skip asked that our workshop be scheduled Saturday.
 - a. Half of our Committee responded to a survey sent by Sarah about Convention. If you're not a Delegate from your LMSC, become one through Sarah who has the opportunity, via Patty Miller, to so appoint you. Patty can designate a few spots, but it comes without funding. **You must respond by Saturday, 6/8.**
 - b. Convention info is found by scrolling to "Volunteers" at the bottom of USMS home page. Click on Convention, then 2019. Info is refreshed now to September.
 - c. **Jessica reported deadlines for submission into the Convention packet** were announced in the most recent Streamline for volunteers. July 15th – special chairs are to send agendas, and July 31 – consolidate info and send national reports for inclusion.
2. Carol motioned to **approve the April minutes**, Leslie 2nd and everyone approved.
 - a. Sarah gave a housekeeping correction, Section 3 - Item 3, motioned for approval by Jeff, 2nd by Carol, unanimously approved.
3. Jeff's Report. **Coach interviews are going well.** Eight are complete with 4-5 more to go, for a total of 14 in the next few weeks. Since our last meeting, Jeff assigned himself, Donita, Carol and Leslie 2 coaches each to contact. Donita – 2 (including her own), Carol completed 4, Leslie to get hers in when the school year is complete. Jeff is challenged to get in touch with coaches assigned from last year (team has no website, phone is coach's personal cell). Another coach in

North Texas is hard to reach. Goal is to have interviews complete by 9/11, and on USMS Forums page.

- a. **Jeff to post completed interviews on the Forum** in the next 48 hours.
4. Skip reported that a separate section on the **General Swimming Forum for Diversity & Inclusion is in progress** as Rob Copeland (forum moderator) is to discuss with Dawson. Jessica and Onshalee are teamed together on this and graphics and materials are to be sent to them.
5. Sarah's report. The **Strategic Planning** group (Sarah, Virgil, Ally) discussed: 1) General Swimming Forum, and 2) Strategic Planning 2019-2021, 3) coach certification courses – adding material for Levels 1 & 2.
 - a. Jessica had more conversation at the National Office about data collection, demographics, race and ethnicity with regard to registration. One goal is to **make the registration process as simple and streamlined as possible** – even more concise in the future. In keeping, we do not want to include diversity data in the registration flow, but to make it a part of the member journey, in the next year, to build up a new member profile where members can add a lot more data points about themselves: likes, interests, hobbies. We want to build into the future, not build into registration.
 - b. Regarding a target for the revised registration system, Jessica informed that the registration flow is actually what everyone registered online for 2019, from multiple pages to one streamlined flow. About the target for changes to member profile, Jessica reports that **the new community platform will hopefully launch after convention and into 2020**, incorporating improvements in our IT and website.
 - c. Jeff's one issue with placing race and ethnicity info on profile, and not on registration, is that answering this becomes optional, not required. It becomes an issue with a 30% response rather than 100%. Jessica clarified that we can't require people to provide that information. **How to get true representation of data**, Virgil mentioned, is also an issue with USAS.
 - d. Jessica shared that the national office will be able to run reports for an LMSC to determine diversity of their swimmers. USMS diversity is defined by what people want in a masters community – learn to swim, competition, age, male/female. There is a wide variety of diversity, including race and ethnicity, para-athlete and disability, distinctions that are part of master swimming.
 - e. Janelle wondered about the **option to print out a physical form** of the new questionnaire and mail in, as some prefer. Jessica didn't envision a paper form, but that's something to consider.
6. Diana's report (committee: Diana, Janelle, Tim, Mike). We're working on program content and how to promote. **We're working on Best Practices** for the website, FB page and Streamline for Coaches. Tim added their discussion about partners as leverage into events - partnering with USMS sponsors in events around country (booth at Chicago marathon to capture more swimmers at sports events).

- a. Sarah asked Jessica if Tim's idea was something they can contact Jay (National Office Marketing Office) about. Jessica offered that Onshalee has transitioned to Coordinator for Volunteer Events to work with marketing and would be a good contact. Tim offered that most marathons are in the fall or spring so the timeline is in line with the sub-group's planning. Sarah asked **Diana's committee to present in our August meeting**, giving them time to develop ideas.
7. Sarah solicited volunteers for the **Workshop Group**: *Ally, Diana, Carol and Donita* stepped up. From this, Sarah wants to designate a lead person to convene the group, keep it moving forward, and provide direction. No one stepped up, at this point.
 - a. We need to get very specific about what we are trying to achieve, our target audience, message. Interactive, profile coaches? **We want to share what we've developed. We have a lot of potential content. How can we be effective in a one-hour time frame?**
 - b. Diana asked about our deadline. Sarah answered that **we need to know what we're going to do by July 1** as we have to turn in our outline soon thereafter. Diana would like a portion of the workshop to make people aware of the new curriculum for the coaching certification program/training.
 - c. Jeff thinks it a really good idea to have one or two coaches from the interviews at the workshop and they can answer questions from the attendees.
 - d. The working group will take these ideas and come up with an outline and content and delivery method for the workshop and report back to the full committee.
 8. New Business.
 - a. Sarah announced that committee members may see draft legislation through their LMSC's that would change the Committee name from Diversity and Inclusion to Outreach and change the committee purpose. She was asked by Richard Garza, Chair of Legislation to comment on the proposal and Diana drafted a response for the Legislation Committee to review. Our hope is that the issue does not get support. The proposer states that they are trying to clarify our mandate, and that our purpose would be to identify and help geographic and social groups (which is quite distinct from our purpose in the Rule Book.) Our current purpose is: *"The Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs, and local volunteers"*.
 - b. Ally announced exciting events in her area: Ally's local adaptive sports program had its first swim, potential new members. All US Para-swimming promotes USAS or USMC, recruiting their coaches. Para swimming is a distinct set of circumstances – a national organization and locally, the para swim group includes disabled swimmers. Adaptive swimmers meet every week – ideally to get advice on specific disabilities. Para swimmers must swim competitively with USAS or USMS. We can add as a resource, create the links, to adaptive sports in our area.

The meeting convened at 9:10 pm EDT. Next meetings July 3, August 7