

2019 U.S. Masters Swimming Annual Meeting — St. Louis, Missouri

Committee Name:	Diversity & Inclusion	Session #:	
Committee Chair:	Sarah Welch	Vice Chair:	Diana Triana
Minutes recorded by:	Carol Nip	Date/time of meeting:	September 13, 2019

Actions Requiring Approval by the HOD:

1. Approval of the Strategic Plan 2019-2021

Motions Passed:

Number of committee members present: 12 **Absent: 2** **Number of other delegates present: 30**

Committee members present (list all, including chair and vice chair): Sarah Welch, Diana Triana, Carol Nip, Ally Sega, Jeff Commings, Donita Flecker, Tim Murphy, Virgil Chancy, Martha Fowler, Janelle Munson-McGee (phone)

Ex-Officio: Skip Thompson, Daniel Paulling

Ex-Officio Members Absent: Onshalee Promchitmart, Jessica Reilly,

Guests (32): Shaun Anderson (USA-S D&I), Patricia Mathison (Central ALTS, Kentucky), Karin Wegner, Holly Newman, Bill Meier, William Kolb, Tricia Baldwin, Chris Campbell, Carol Cracchiolo, Bruce Hopson, Jack Gloselle, Brigid Bunch, Kerry O'Brien, Ian King, Susan Hengstenberg, Jeff Motie, Scott Halliburton, Lorena Sims, Sarah King, Ben Wyclorf, Mia Erickson Stevens, Marcia Benjamin, Sharon Anderson, Peter Guadagni, Patty Miller, Alana Aubin, Eric Hektner, Emily Cook, Mel Goldstein, Melodee Nugent, Chris McPherson, Laura Ladd

Committee Members Absent: Leslie Scott, Mike Malik

Minutes

The meeting was called to order at 10:47 am

1. **Welcome & Announcements** - Sarah Welch recognized members of this committee. She explained how prior to the formation of this Committee, the D&I Task Force - worked five years under the USMS Board - to develop Strategic Plan 2019-2021. From this plan, Best Practices and Coach Interviews are featured today. Groundwork that lay the foundation of the D&I Strategic Plan: Nadine Day and Jeff Commings teamed to gather data describing "Who are we?" of the 65,000 USMS members. 340 coaches responded to their inquiry, answering questions about the diversity of their teams. From these responses, Jeff identified 15 coaches to interview. Eleven of these 15 interviews are available on the USMS Forum for any member to access. Best Practices, an ongoing effort, complements what coaches and teams do to include others in masters swimming.
2. **Approval of Minutes of September 4.** Virgil M to approve, Ally S, everyone A.
3. **Best Practices - Report.** Diana Triana recognized Janelle Munson-McGee, Mike Malik and Tim Murphy as their working group. Challenged to form, organize and execute Best Practices, based on coach interviews, they created templates covering Team Ambassadors, Paraathletes, Representation Matters, ALTS Graduates, and Masters Open Water 101.
4. **Coach Interviews - Report.** Jeff Commings recognized Donita Flecker and Carol Nip as their working group. With more than 300 responses, Jeff sorted through data to determine that 70% of USMS clubs are 80% or more Caucasian, split on male and female breakdown. Unusual differences in the composition of a team determined what 15 coaches to interview. Montana, for example, with a 15% Hispanic team population, was singled out. Chris Campbell, Coach Mountain View, CA, expressed he did nothing to bring in diverse swimmers, but once they were in, he does his best to keep them returning. Coaches successfully interviewed range from California, Texas, Washington, D.C., Florida and Maryland to Ohio.

5. **D&I Strategic Plan 2019-2021 - Report.** Sarah Welch recognized that Ally Segal, Virgil Chancy and Martha Fowler comprise this group. Ally reported the plan is broken into three groups: 1) the collection of data, 2) organizing data and developing resources, and 3) the sharing of data and resources. By means of the Forum, USMS members are welcome to contribute their ideas, and take away information from this work.
- a. Bruce Hopson, Ozark, asked “There is no emphasis on sexual orientation, why?” Answer: the D&I Committee found that diversity includes not only sexual orientation, highlighted in several Coach Interviews, but also included languages, para-athletes, Hispanic-Latino, Black Americans, and Generational themes.
 - b. Bridgett from Arizona expressed how delightful her special olympics athletes are. She recruited two down syndrome swimmers to their masters program, resulting in great joy to everyone.
 - c. Marcia Benjamin would like to see women sponsorship from USMS, for the Women in Aquatics breakfast.
 - d. Kerry O’Brien asked about any “wow” moments when interviewing coaches. Jeff responded that there were many, highlighting Montana and Alaska’s large Hispanic populations. A female coach from Houston described her team as 100% female African Americans, but they have “vanished” as they did not register membership the following year.

The Committee **voted to approve the D&I Strategic Plan 2019-2021** as presented. Virgil M, Donita S, and all A.

6. **Diversity & Inclusion, Workshop #5 - The Ways We Differ - How to Include Others.** Sarah announced that the Workshop will be Saturday, 11:15-12:30 pm, Regency C&D. To grant more time to Small Group discussion, biographies of each of the five panelists will be posted online rather than read aloud by Jeff, Moderator.

Announcements

Shaun Anderson (USA-S D&I), founder of Diversity in Aquatics. Shaun talked about mentorship programs between USA-S communities and their municipalities. A growing community of swim team programs target large municipalities to grow. The Chicago Parks & Rec team, for example, are all members from outreach through Illinois Swimming. Programs in larger cities have much to offer, and masters swim teams in larger cities have opportunities for partnerships.

Sarah clarified that any involvement with USA-S Diversity would not conflict with and would be supportive of USMS Swimming Saves Lives initiatives.

Shaun announced the **Diversity in Aquatics Convention, April 24-26**, Embassy Suites, Washington, DC.

Tasks for the Upcoming Year

1. See Strategic Plan Approved

The meeting was adjourned at 11:43 a.m.
