

Committee Name:	Diversity and Inclusion	Session #:	2	2021
Committee Chair:	Sarah Welch			
Minutes recorded by:	Sarah Welch	Date/time of meeting:	2/3/2021 8pm EST	

Actions Taken:

1. Approve minutes from January meeting.

Number of committee members present	11	Absent:	1	Guests:	0
Committee members present (list all, including chair and vice chair): Sarah Welch, Jeff Commings, Donita Flecker, Megan Johnston, Tim Murphy, Janelle Munson-McGee, Kyle Jackson, Blair Bagney, Ally Segal, Tom Moore, Virgil Chancy Ex-Officio: Chris Campbell					
Not present: Diana Triana, Ex-Officio: Daniel Paulling					

Minutes

1. Sarah called the meeting to order at 8:04 pm ET
2. The Committee unanimously approved the minutes from the January meeting as presented, Jeff moved, and Ally seconded the motion.
3. Work Program Updates.
 - ✓ **LMSC Initiatives:** Tom reported that are currently two initiatives—the development/rollout of LMSC Development Training on D&I and to develop the role of Diversity and Inclusion Coordinator at the LMSC level. He confirmed that Tim, Donita, Ally and Megan are in the group and asked if anyone else wanted to join. There were no takers. Tom is also a member of LMSC Development Committee which should dovetail with the D&I initiatives. That committee has yet to begin its work rollout for the year.
 - ✓ Tom reminded the Committee that we have another outstanding initiative from last year that he hopes D&I will continue to be involved in—that is following up from last year’s D&I Coach Training. That training provided a high level overview and Tom noted that in the ‘chat’ room during the training coaches really wanted to have discussions about what was being presented. The timing and format didn’t allow for that, but we agreed to offer follow up webinars on specific D&I topics. We haven’t mapped out any details to date. Tom has reached out to Kenny Brisbin, Chair Coaches Committee about how to follow up. Among LMSC Development, Coaches Committee and D&I we’ll need to determine how to follow up with these webinars.
 - ✓ Jeff added that he connected with a volunteer from Georgia who wants to be involved with the LMSC Development Initiatives. Leann Rossi is also on the Georgia LMSC Board. In their introductory meeting about volunteering with D&I, Leann offered that she’s creating a D&I sub group with the Georgia LMSC. Tom agreed that she sounds like a good addition to the group.
 - ✓ **Recognition:** Diana was unable to make the call and will be meeting with her group soon.
 - ✓ **Best Practices** Janelle and Blair are working with Daniel at the National Office to reach out to coaches and the membership to generate more ideas for best practices. Blair is preparing a half page article for Swimmer Magazine and writing a short description to be included Streamlines for Coaches. Janelle noted that Kathy Gallagher is now working with their group.
 - ✓ This group is excited to be offered the opportunity to test products that support more diverse needs of swimmers than traditional gear. Janelle reminded members of the product testing results from Swimmer Magazine—caps, goggles, tech suits have all been featured in the past. This idea is to test products such as caps for all types of hair and suits that provide for different

coverage choices. Swim Outlet stocks many such products. They would ship the products to local teams who volunteer to do testing and the teams/members would try out and write up reviews for the products. Blair has a full list of items which Janelle shared during the meeting. Janelle clarified that she and Blair are looking for teams who would be interested in testing out products and writing up reviews. The timing does not have to be immediate--we could wait for the open water season if necessary.

4. Coach Committee Liaison: Sarah reported that she will follow up with Kenny Brisbin with the Coaches Committee on his designation of a liaison.
 5. Chris Campbell-VP report. Chris reported that the BOD is focusing on refining the assumptions for participation and helping teams getting back to the water. Chris updated the committee on his follow up regarding Virgil's inquiry about a working relationship between USMS and Sigma Gamma Rho. Chris checked in on this idea with Dawson Hughes. The USA Swimming Foundation is now working with USMS in partnership for our Swimming Saves Lives efforts. The Foundation Board is scheduled for a meeting in the coming week and Chris will get an update from that meeting. Chris will continue to track this and report back. USMS members represented on this committee are Jeff Moxie, Jay DeFinis and Dawson Hughes. Virgil offered to answer anyone's questions about Sigma Gamma Rho and their learn to swim initiatives.
 6. Announcements and Updates: Coach Survey: Jeff reported a conversation with Daniel at the National Office that due to the number of issues related to getting teams back in the water, we will postpone the coach survey for the time being. Look for something probably in the fall.
- ✓ Kyle asked about efforts to reach out to new people as pools and programs re-open. Jeff reported that that the Arizona LMSC is looking to reach out to a more diverse membership in the course of re-opening. Jeff initiated this approach now that most Arizona pools are up and running and programs are looking at how they 'restart'. The discussion acknowledged that USMS is in the midst of a reset and this provides an opportunity to look at membership differently.

The meeting was adjourned at 8:38 pm ET.