

Committee Name:	Diversity and Inclusion	Session #: 5	2021
Committee Chair:	Sarah Welch		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	5/5/2021 8pm EST

Actions Taken:

1. MSA'd Approve minutes from April meeting.
2. MSA'd Approve Diversion, Equality and Inclusion Award to be forwarded to the Recognition and Awards Committee for review. (Attached)
3. MSA'd Approve Proposed Legislation regarding Code of Conduct to be submitted to Legislation Committee. (Attached)

Number of committee members present 10	Absent: 2	Guests: 0
Committee members present (list all, including chair and vice chair): Sarah Welch, Jeff Commings, Donita Flecker, Megan Johnston, Diana Triana, Tim Murphy, Kyle Jackson, Ally Sega, Tom Moore, Janelle Munson-McGee, Tom Moore Ex-Officio: Chris Campbell, Wilson Jefferson, Daniel Paulling.		
Not present: Blair Bagney, Virgil Chancy		

Minutes

1. Sarah called the meeting to order at 8:06 pm ET..
2. The Committee approved the minutes of the April meeting with no corrections.
3. Work Group Updates:

- ✓ Recognition Program – Creating D&I Recognition (Diana Triana/Lead)

Diana reported that the work group had completed their recommendations and presented the overview. (Their recommendations are appended to these t). They offered a simple, one page format. They relied on other Committee recognition and award programs for the criteria. Diana asked for any input from the Committee. Janelle suggested Diversity, Equality, and Inclusion as the award title. The Committee discussed using Equity v. Equality. Donita shared a definition of each for consideration. The Committee approved the criteria and recommendations in the award with the title as Diversity, Equality, and Inclusion with minor editing. Sarah thanked the work group for their work. .

- ✓ Update: LMSC Initiatives-Training, Job Description, other (Tom/Lead) Tom reported that the LMSC Initiatives work group is meeting the following day so will have a report at the upcoming meeting.
- ✓ Best Practices (Janelle-Munson McGee/Lead) Janelle thanked all the Committee members who offered to help out with testing products. She and Blair worked on templates and forms to help with groups testing products. She also shared the work group's outreach request for ideas on D&I that will be sent to Coaches Streamlines and the Swimmer Magazine ad.
- ✓ Guidance on Holidays (Tim/Sarah) Status deferred

4. 2021 Legislative Proposal-Code of Conduct (Jeff)

- ✓ Jeff shared the Legislative Proposal to expand the definition of the USMS Code of Conduct and presented the history of the proposal and its implications. The proposal came from Peter G. USMS President to the Committee. The proposal would expand the application of the Rules to all USMS activities rather than it's current limitation on events. The proposal would add 'culture' genetics, and gender identity as protected. Jeff shared the proposal with Charles Cockrell, Chair Legislation Committee who provided some valuable input (adding protected health and medical information, for example). In the discussion: Chris C inquired

about the application of the proposed Rule to spectator or ‘bystanders’. Ally provided an example supporting this suggestion. Tom voiced support for adding the new protected areas (genetics, culture, for example as well as adding protected medical information as Charles suggested). Janelle asked someone to distinguish the difference between protected health information and protected medical information. The Committee approved the revisions to the legislative proposal and Jeff agreed to forward it to the Legislation Committee through Charles Cockrell. The revised approval was moved by Tom and seconded by Ally and unanimously approved by the Committee. The approved Legislative Proposal from D&I is attached to these minutes.

5. Wilson Jefferson-Updates from Coaches Committee Updates from Coaches Committee. Wilson updated from the Coaches Committee that there are no actionable items from Coaches Committee.
6. Chris Campbell-any items/issues for the committee from Executive Committee/BOD. Chris said the BOD is working on national events. He has been asked by the Exec Committee to update Committees on webinar dates which Tom Moore is coordinating in his other role with USMS. Tom outlined the webinar approach for the year and outlined D&I’s Diversity and Inclusion training including the breakout sessions which entails 6 actual webinar proposals. He checked in also on the timeframe for offering training. Sarah recommended that the training for volunteers be conducted prior to the annual meeting and, that some follow up’s be completed prior to the LMSC Leadership summit planned for next year.
7. Wrap Up and Announcements
 - ✓ Tom updated the Diversity and Inclusion Coordinator idea and how it’s spreading through the LMSC’s. With the addition of Georgia having D&I Coordinators we now see 4 coordinators having spontaneously been created by LMSC’s
 - ✓ Jeff shared a photo of his masters swim practice. They are now into shoulder to shoulder, circle swimming. He challenged his group to all get vaccinated which would allow them to resume ‘normal’ workouts. It’s been 14 months since they’d been able to have a full workout.
 - ✓ Daniel Paulling highlighted the Swimmer Magazine diversity articles over the coming months.

The meeting adjourned at 9:20 pm Eastern Time