

2021 U.S. Masters Swimming Annual Meeting — Virtual

Committee Name: Diversity and Inclusion

Session #: 1

Committee Chair: Sarah Welch

Vice Chair: Jeff Commings

Minutes recorded by: Sarah Welch

Date/time of meeting: August 4, 2021

Actions Requiring Approval by the HOD:

1. Adopt the Minutes for August 4 Diversity and Inclusion Committee

Motions Passed:

1. None

Number of committee members present 12	Absent: 0	Number of other delegates present: 7
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 Segal, Janelle Munson-McGee, Tom Moore, Blair Bagley, Virgil Chancy		
Ex-Officio: Chris Campbell: VP Community Services, Wilson Josephson Liaison Coaches Committee (not present), Daniel Paulling: National Office		
Not present: NA		

Minutes

The meeting was called to order August 4 at 8:01 EDT (Also see companion presentation slides of the meeting)

Sarah introduced the meeting agenda and protocols for the Zoom meeting including the discussion/Q&A session for the last 1 minutes of the meeting.

1. **LMSC Initiatives Report:** Tom Moore, Lead LMSC Initiatives, Tom outlined the work of this group: 1) The group developed a role description for a Diversity and Inclusion Coordinator at the LMSC level. Several LMSC's have spontaneously developed coordinators role. This group drafted a role description which we will share with LMSC Development for adoption. 2) **D&I Training for LMSC Leadership:** building on the successful 2020 Coach Training on D&I, the group adapted the training for an LMSC Leadership. The Committee offered the training for LMSC Leaders in June. Follow-up sessions on five specific diversity topics are offered throughout the next six months including a July session on Age Diversity, Physical Ability / Mental Health / Intellectual Ability / Neurological Attributes Diversity. An August session will focus on socioeconomic differences and religious and political diversity.
2. **Develop a Diversity and Inclusion Recognition Program:** Diana Triana. Diana presented a draft Recognition Program for D&I with awards criteria and thanked her work group members for their contributions. The proposal is to be presented to Recognition & Awards for their consideration and feedback. The proposal goal is to encourage nominations from throughout USMS. Diana will follow up with her work group on some fine tuning of the proposal with a goal of passing it on to the R&A Committee next month for their approval.
3. **Best Practices:** Janelle-Munson McGee Janelle shared the philosophy of this group: to gather ideas and thoughts from throughout USMS about what has worked and what could be applied to other groups and clubs knowing that each group is different Janelle shared where to access D&I resources on the USMS website including write ups of best practices which were finalized this past year. Megan Johnston reviewed how the work group solicits and writes up best practices and encouraged people on the call to share their ideas to add to the resources of best practices. Write to diversity@usmastersswimming.org In another major initiative, this work group has engaged clubs to test and evaluate inclusive equipment that offer possibilities for a more diverse swimmer base. Blair Bagney shared the group's work on 'inclusive product testing'. They contacted 7-9 swim product partners, particularly Swim Outlet, a USMS sponsor, to see what products they carry that would support diversity and inclusion such as swim clothing, caps,

goggles and adaptive equipment. The group has engaged several USMS clubs/teams to test this equipment and write up reviews which will then be shared on the website and magazine.

4. Guidance for USMS and Local Programs for recognizing holidays: Tim Murphy, Lead. Tim shared that the committee 's guidance for event and meeting planners on how to consider community into account for event planning. Rather than a calendar that prescribes 'do's and don'ts, the calendar lists holidays for many cultural and community groups. Local planners can take these events into account when planning, either not scheduling on certain dates or choosing to recognize a holiday or celebration during their event. The calendar links to a more detailed description of holidays. The Committee recommends that event planners honor groups by mentioning such holidays or celebrations during announcement times during a meet with focus on local groups. D&I agrees to create a calendar like the example presented at the meeting, each year for use by LSMC's and meet planners.
5. Other Initiatives (Sarah Welch)
 - o The National Office rolled out member self-service with the community platform which asks members to add demographic information to their profiles (such as adding ethnicity or gender identity), The Committee consulted with the National Office on definitions and groups for the self-service information.
 - o The Committee collaborated with the National Office to draft USMS' statement on violence against the AAPI community and followed many other race and social justice issues throughout the year, weighing in on several of them.
 - o The Committee deferred the 2021 Coach Survey on Diversity due to USMS attention on getting swimmers back into the water as programs began re-opening.
6. Legislative Proposal Code of Conduct. Jeff Commings, Lead. Jeff reviewed D&I's legislative proposal which was prompted by USMS Pres. Peter Guadagni and modeled after USA-Swimming's Code of Conduct. The proposal has been reviewed and is posted as part of the Legislation Committee report to the Annual Meeting. The proposal expands the USMS equal protection provisions beyond 'events' to all activities and from members to all people present. The proposal also adds Section 402.4.6 to prohibit discrimination, harassment or offensive comments based on an individual's age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law. The proposed Legislation will be considered at the September annual meeting.
7. Report from coaches committee Wilson Josephson is the liaison between Coaches and D&I committee and sent an update for the meeting:
 - o 1) The search for folks able to write content for Web Workouts should begin sometime in September. The Coaches Committee and Wilson suggest that members share this info with their network.
 - o 2) Planning is getting under way for a National Coaches Clinic in October of 2022, likely somewhere in the western half of the US
 - o 3) the ALTS side of USMS is in the planning stages for some kind of mentoring program; folks should feel free to send input to Wilson about this initiative.
 - o 4) and, importantly on August 19 there will be a peer to peer call about adaptive coaching. You can find info and registration here! <https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls>
8. Report from VP Chris Campbell. Chris acknowledged the work of this committee and thanked them for their contributions.
9. Open Forums:
 - o Connor Bailey shared his background is as a rural sociologist and professor at Auburn in Alabama. His concern is USMS lack of ethnic data by which to track progress in attracting and retaining a diverse swimmer base, especially Black members. He advocated for USMS to collect data along with member registration annually. Without empirical data we can only observe, mostly in our local communities, what our demographic makeup is. He also shared the notion of making acknowledgement of recognizing the people who came before us such as native people who occupy this land before us as another way to recognize diversity. Discussion included Nadine Day's reflection that the BOD approved the collection of demographic information several years ago.
 - o Elaine concurred with Connor's recommendation that we collect demographic data about our membership. Elaine has been contributing articles throughout her area (Georgia) and share the

- diversity of swimmer backgrounds but without knowing member backgrounds, she has difficulty reaching out to new members to invite them to interview for articles. .
- Jeff C. shared that USMS is the only Aquatic Sports that does not collect member demographic information, largely due to the other organizations being required to do so by the federal government—both because of the receipt of funds and because of their being a USOC sport. They report ethnicity, age, and disability for members/athletes, coaches, volunteers. USMS is unique in that they are not an Olympic sport. Other Masters athletes generally fall under their sport such as masters' water polo members are part of USA Water Polo and so their demographic data is collected and reported through their sport. All of these sports members and volunteers have an option to not report.
 - Virgil Chancy commented on the inadequacy of data collected by USA-S due to the number of people who do not report. He also mentioned that the standard demographic categories do not necessarily meet individuals' description of their unique background and advocated for a 'fill in' description that people may use to describe their backgrounds more accurately. Virgil also mentioned that there is still confusing about working with transgender athletes and that deck officials are in an awkward position not having information an athletes' gender nor wanting to be in a 'policing' position on deck. Sarah suggested that the committee receive a briefing for the committee, including Charles Cockrell who administers the USMS Transgender policy so that members can be a knowledgeable resource on this evolving issue and also to identify if there are any gaps in information on the policy.

Tasks for the Upcoming Year

1. Gather more best practice ideas, programming ideas, and innovations that support diversity and inclusion from members, volunteers, LMSC's, coaches and clubs and share these ideas through USMS publications and website.
2. Initiate the Diversity, Equality, and Inclusion annual awards program once it is approved by the Recognition and Awards Committee with a goal of presenting awards at the Annual Meeting 2022.
3. Review USMS Rulebook to determine whether legislation or rule changes that support diversity and/or inclusion are recommended for consideration at the Annual Meeting.
4. Conduct a survey among USMS coaches to determine the ethnic/gender/disability demographics of their swimmers and coaching staff and identify coaches who are making a difference with diversity. The survey generates a contact list of coaches who share their unique ways of supporting a diverse and inclusive club/workout group. This would be a re-initiation and refreshing of the 2018 coach survey by D&I.
5. Build on relationships and sharing with other Aquatics Sports organizations that support diversity and inclusion, particularly USA Swimming's Diversity, Inclusion and Equity group and Diversity in Aquatics.
6. Participation/collaborate with the LMSC Leadership Events and Coaches Committee's Coaches conference to offer resources and support for continuing development of diversity and inclusion principles within USMS
7. Work with the National Office and USMS Leadership on Diversity and Inclusion issues that may arise throughout the year.

The meeting was adjourned at 9:18 pm EDT