

Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings

Minutes recorded by: Ally Sega

Session #9

Date of meeting: 10/4/2023

Time of meeting: 8 pm EDT

Actions Taken:

1. None.

Number of committee members present: 9 Absent: 0

Committee members present (list all, including chair and vice chair): Jeff Commings, Ally Sega, Vicki Shu, Laura Dennison, Virgil Chancy, Ken Brisbin: Liaison to the National Board, Wilson Josephson: Coaches Committee Liaison,

Others present: Ahren Lehnert, Lucila Davies

Not present: Sarah Welch, Leann Rossi, Leo Letendre, Katherine Weathers, Daniel Paulling: Liaison to the National Office

Minutes

1. Welcome and Announcements. Jeff welcomed people to the call. Jeff introduced guests Ahren and Lucy and gave them a chance to introduce themselves to the group. Next Jeff introduced Ken Brisbin as the Liaison to the National Board, replacing Chris Campbell.

2. LMSC D&I Chair/Coordinator Update: There are up to 8 LMSCs with the position filled. Jeff noted that the position should be considered similar to a Coaches Chair and Officials Chair. Ally, Katherine, and Leo had created a letter. It has been suggested to send it to the Chair, Vice Chair, and the Communication Officer. It was suggested that Chairs might be overwhelmed with emails and the Communication Officer might be able to send it to their membership. Ken suggested that it might be helpful to send it to Zone Chairs. Virgil suggested having fliers with a QR code and Ally suggested adding it to a Streamlines for Volunteers or Swimmer Magazine. Jeff liked both ideas. Texts were also suggested but it was decided that it might not be feasible or cost effective.

3. Code of Conduct Webinar: It is scheduled for Nov 9 and it does require registration, even if you are on the D&I Committee. It will be hosted by Jeff and Phyllis Quinn.

4. USMS Clubs in existing USA Clubs: The thought would be to look for USA programs that are succeeding in having diverse and inclusive teams and then looking to add a USMS component to that

program. Virgil suggested also looking for places with ALTS programs and then create a Masters team for people to progress into. Ally wanted to caution that before trying to add a USMS component to a USA team, it would be good to make sure that there isn't already a USMS program at the pool that they would be competing against. Ken questioned if there would be safe sport issues. There does appear to be work arounds, including making sure that the programs are using separate lanes and trying to establish rules around locker rooms. Both Ally and Virgil noted that there does seem to be regional differences to how rules are interpreted. It was also noted that Safe Sport is not just for swimming but is used for many sports.

5. Hasna Muhammad Moth Story: Jeff would like to everyone on the committee to listen to Hasna's story on Moth Radio Hour. Many of the members already have and Ally was actually at the live taping in New Haven to see it told live. It was agreed that the story is very powerful, for anyone of color swimming in a pool of predominantly white people, but for anyone who has felt like the odd person at a pool. There were suggestions on how we could share this story and/or Hasna with more members of USMS.

6. Wilson's Coaches Committee Update: The committee did not meet in September, but will meet again in October.

7. Ken's National Board Report: Jeff said that he would not make Ken give a report at this meeting. They agreed to help each other share Board info with the group together. Jeff said they would have stuff to report at the next meeting.

8. Wrap Up: Vicki shared that Pacific would be putting a program together to help support people and programs that work with adult learn to swim. It could include helping pay for membership, equipment, etc.

The meeting adjourned at 9:15 pm EDT. Next meeting is November 1, 2023.