

Committee Name: Diversity and Inclusion Committee

Chair: Jeff Commings

Minutes recorded by: Chris Campbell

Session #7

Date of meeting: 7/3/2024

Time of meeting: 8 pm EDT

Actions Taken:

1. None

Number of Committee Members Present: 5

Absent: 7

Guests: 1

Present: Jeff Commings (Chair), Chris Campbell (Vice Chair), Tim Murphy, Virgil Chancy, Mary Jurey

Guests: Megan Shovlin (Georgia LMSC D&I Chair).

Ex Officio: Kenny Brisbin (VP Community Services), Daniel Paulling (National Office)

Not Present: Leann Rossi, Vicki Shu, Ally Sega, Laura Dennison, Lina Bot, Nadine Ford, Lucia Davies

Minutes

The meeting started at 8:05 pm EDT. A quorum was not reached during the meeting, so no voting actions were taken at the meeting. Voting actions were taken via email communications during the week following the meeting. This evening's meeting consisted of discussions and updates.

1. MSA of the June 2024 Committee Meeting Minutes took place via email during the week after this meeting.
2. Jeff gave an update on the proposed D&I presentation at Relay 2024 in October. Rather than a lecture/webinar, this presentation is envisioned as a roundtable discussion with breakout groups. The first draft of slides was presented, along with timelines and structuring of the proposed five breakout groups. The initial presentation and level setting of the discussion objectives include working definitions of what Diversity and Inclusivity mean, and perhaps more importantly, what they do NOT mean. At this meeting, 3 discussion scenarios were presented, with more requested. During the following week, Ally was able to provide 2 additional scenarios, and more are solicited prior to presentation lockdown in August. As noted in the June meeting, there are concerns with the concurrent scheduling of Relay 2024 with the National Coaches Clinic (NCC) in October. Much of the desired audience for the D&I presentation are coaches, and those present will most likely be engaged with the NCC. In addition, the attendance funding mechanisms between Relay and NCC are different, with varying levels of funding between the National level, the LMSCs and the individual clubs. NCC attendance, in particular, is funded by the LMSCs and clubs. It is also the pricier option, but registration there allows NCC attendees to attend Relay events. Relay 2024 registration does NOT include NCC participation. The bottom line is that much of our target audience may well be otherwise engaged.
3. Jeff gave an update on the status of the USMS Transgender Competition policy. There were no immediate comments to the supporting documentation that Jeff had included in the announcement for this meeting. In addition, any USMS policy will not be put in place until vetted by the USMS Rules Committee. As a policy, there are no rules spelled out in the Rulebook, and any changes, updates or amendments are under the purview of the USMS Board of Directors. This has the advantage of allowing for more flexibility in interpretations and implementation, rather than having to go through the House of Delegates, which would allow for only annual changes, barring emergency amendments. In addition, USMS rules and policies in this regard are required to be in compliance with those of World Aquatics. It is noted that there is evolution at both levels, so changes are to be expected.

4. There was a single nomination for the Diversity, Equity and Inclusion Award submitted by the deadline. However, as a quorum was not present to MSA the nominee, the MSA process of accepting the nomination for the award took place via email the following week.
5. VP Community Services update: Kenny reported that the outreach calls to the LMSC and Zone leadership from members of the USMS Board of Directors are currently underway, with topics including College Club Swimming, Grown Up Swimming and fee structuring. Final outbriefing of these calls is pending their completion.
6. Additional discussions not included in the agenda: Virgil commented about the proposed combination of USMS practices and USA-Swimming (youth) practices, noting that the plan was to station a marshal outside the locker room, and a marshal inside the locker room. It is not clear who will supply these marshals, if they will be background checked, and who will cover any expenses involved with this implementation. Stay tuned.

The next Committee meeting is scheduled for Wednesday, August 7, 2024 at 8:00 EDT. Per the Annual Meeting schedule, this will constitute the Committee's annual meeting, open to all USMS membership. It will primarily be a retrospective of the Committee's work since the 2023 USMS Annual Meeting.

The meeting adjourned at 8:55 pm EDT.