

<b>Committee Name:</b>	Diversity and Inclusion	<b>Session</b>	1	<b>Report #1</b>
<b>Committee Chair:</b>	Sarah Welch	<b>Vice Chair:</b>	Diana Triana	
<b>Minutes recorded by:</b>	Sarah Welch	<b>Date/time of meeting:</b>	February 6, 2019 8 pm EST	

**Motions Passed: none**

<b>Number of committee members present: 7</b>	<b>Absent: 4</b>	<b>Number of others present: 4</b>
Present: Virgil Chancy, Donita Flecker, Tim Murphy, Carol Nip, Leslie Scott, All Sega, Sarah Welch (Others Present: Skip Thompson, V-P, Jessica Reilly, Ohshalee Promchitmart, Daniel Pauling)		
Absent: Janelle Munson-McGee, Jeff Commings, Martha Fowler, Diana Triana, Michael Malik,		

Actions:

1. None

## Minutes

The meeting was called to order at 8:04 pm EST

1. Sarah welcomed the group giving a bit of background on the Committee. The Diversity and Inclusion Committee was recommended after 4 years of work by the Diversity Task Force that reported to the Board of Directors. Four of the 12 members to the committee (Diana, Sarah, Virgil and Jeff) served on that task force. The strategic plan was another product of their work. Four members of the committee are ‘ad hoc’ and members of the USMS staff. They will support our work as needed and based on their job focus.
2. Meeting Times/Schedule Sarah reported that the first Wed of each month at 8 pm EST (or EDT, when applicable) appears to be the meeting time that fits for most members. Still several members were not able to attend this first meeting. Until further notice, we will hold the meetings at this time.
3. Introductions-Each member introduced him/her self, answering the question, “what motivated you to be interested in the Diversity Committee for USMS?”. A short summary of introductions is...

Tim Murphy: from South Texas LMSC living in Austin, has work experience with Wells Fargo Bank in diversity and inclusion; worked to select people to be recognized for their contributions.

Donita Flecker: Pacific LMSC Head Coach of, has her own masters team, High School Coach and has taught group and private swim lessons for 13 years. Working as a substitute teacher and getting a multiple subject teaching credential. working for her teaching swim team where she promotes diversity and inclusion.

Carol Nip: Pacific LMSC and Albany, CA where she has been a coach for 15+ years working with USA-S, and coach of Albany Masters. Teaches at USA-S diversity camps. Connected with Virgil at Convention to learn about this committee.

Leslie Scott: South Carolina LMSC Head Coach and Director of Greenville Splash. 30 years of experience with swimming at many levels. School teacher with a passion for teaching people of all ages to swim, active with ALTS.

Virgil Chancy: Southern Pacific LMSC. 45 years in aquatics as swimmer, coach and official. Active official for USA-Swimming and Masters in Southern Pacific and San Diego-Imperial areas. Returning member from the Diversity Task Force and member of USA-Swimming’s Diversity and Inclusion Committee.

Ally Sega: Connecticut LMSC Masters Coach for 10 years (Level 4). 30 year background as a teacher and coach and competitor. Coaches para swimmers, and active in adaptive sport. Interested in how USMS can serving the disabled community. Former member of Open Water Committee.

Skip Thompson: Vice President Community Services from Michigan. Coaching, sports medicine and fitness are all areas Skip is passionate about and he's committed to assisting our new committee to relate to other committees and the Board of Directors.

Jessica Reilly: National Office Membership Director, comes from an event background, not a swimming background but she grew up doing a variety of sports. Jessica was the National Office support for the Diversity Task Force.

Onshalee, National Office Membership Department and College Club lead, former college club swimmer. She will help us as needed.

Daniel Pauling: National Office Publications and Editor, swimmer with Sarasota Sharks, will support the committee as needed.

Sarah Welch: Pacific NW LMSC. Former chair, Diversity Task Force, worked on civil rights for farmworkers in the 60's, In aquatics, former USA-S team administrator growing diverse team for age group swimmers,

#### 4. Introduce Strategic Plan and 2018 Actions and Results

- a. Sarah reviewed the strategic plan, updating committee members on areas that the former Task Force accomplished and areas that still need work. The plan has been distributed to committee members.
- b. Report on Coach Training Curriculum: Diana worked with Virgil and others to create a curriculum to be added to the USMS Coach Level 1 and 2 training. The addition was given to Bill Brenner in December and we are waiting to see whether he wants more from our committee to launch this addition to the training.
- c. Sarah mentioned that a goal is to network with other organizations. She identified the Diversity In Aquatics Convention in April in Key Biscayne as an opportunity. Diversity in Aquatics is an organization promoting diversity in all aquatics activities and for all ages. Virgil mentioned his interest in attending. He and Sarah agreed to follow up after the call. Sarah also asked if any members were planning to attend the LMSC Leadership Summit in March in Arizona. None were scheduled to attend.

#### 5. Next Meeting: March 6, 5 pm EST