

<b>Committee Name:</b>	Diversity and Inclusion Committee	<b>Session #:</b>	8
<b>Committee Chair:</b>	Sarah Welch		
<b>Minutes recorded by:</b>	Ally Sega	<b>Date/time of meeting:</b>	8/1/2020 8:00pm ET

## **Actions Taken:**

1. Approved: Minutes of July Meeting

<b>Number of committee members present: 12</b>	<b>Absent: 1</b>	<b>Guests:</b>
<b>Committee members present (list all, including chair and vice chair):</b> Sarah Welch, Blair Bagley, Virgil Chancy, Jeff Commings, Donita Flecker, Kyle Jackson, Janelle Munson-McGee, Tom Moore, <b>Tim Murphy</b> , Ally Sega, Leslie Scott, Diana Triana,		
<b>Ex-Officio:</b> Chris Campbell, Kathy Gallagher, Daniel Pauling,		
<b>Not present:</b> Megan Johnston		

## **Minutes**

The meeting was called to order at 8:02 pm ET.

1. Welcome and Announcements: Sarah welcomed everyone and let them know that the meeting was being recorded on Zoom. She reminded people about the August 30th meeting which would be part of the convention and would also be on Zoom..
2. Approve Minutes for July Meeting: Virgil moved to approve the minutes, and Ally seconded the motion. There was no discussion. All approved and there were no nays or abstentions.
3. Janelle and her team have been working on the best practices. The work group on Best Practices consists of Janelle as lead with Leslie Scott and Blair Bagley on the group. Sarah acknowledged them for their work. The group is finding it hard to get complete information off the earlier coach interviews but has found people that they are now working with able to contribute new write ups. Janelle stressed that these write ups are for ideas, not necessarily to be used by everyone in the same way, as not all situations are the same.

Blair has been working on several of the write ups. One of the challenges she encountered for some people new to swimming is swimwear and equipment that is comfortable and appropriate and accessible. Blair started to do some research on resources and asked the Committee for input. Sarah liked the idea of offering resources for equipment and swimwear for a greater diversity of body types and individual needs but wants guidance from the National Office as it relates to our sponsors just so we're mindful of our current sponsors. Kyle clarified that we do want to find products to promote and we want to work with their companies.

Janelle also brought up that it might be helpful for Jeff's Coach Interview group to list a second coach on the interviews to improve the likelihood of finding a telephone contact to interview about Best Practices. Ally suggested putting a group instead of an individual when appropriate, for example the LMSC.

In the area of Best Practices related to transgender swimmers interested in our programs, Jeff shared his experience working with a swimmer as they transition. He also talked about how he is trying to adjust

to using less gender specific language like “Guys” referring to the group. Many people shared support and acknowledged other trans swimmers around USMS. He encouraged Janelle’s team to follow up with him to create a best practice write up.

4. Coach’s webinar update: Many expressed appreciation for Jeff and Diana’s presentations. Kathy appreciated the presentation but wants it repeated more and then for the Committee to offer more in depth with the topics and to allow for discussion. Sarah noted that the survey to participants in the webinar had no responses. We were intending to use the responses to begin to schedule in depth sessions. Tom suggested that the survey link might not have made it out and he’d work to promote it. Kathy suggested that the Coach’s Committee might be able support getting the links out to LMSC’s. Tom has offered to spearhead an effort to adapt the training curriculum to offer it to LMSC’s.
5. Jeff- Updated the Committee on the Coach Survey. We’re still waiting for the National Office to schedule it in light of the many communications going out right now from the National Office around the Annual Meeting. Daniel asked for a reminder of what was on the coach’s survey and Jeff explained the questions, and how it had changed since the last survey.
6. Sarah reminded us that the annual meeting starts August 30th with our meeting and ends the weekend with the House of Delegates meetings. Nearly all Committee members are delegates this year, mostly due to their LMSC affiliations. She suggested that newer members reach out to more experienced members if they have any questions. She reminded people that there is a Zoom meeting to explain how this virtual convention is expected to work. She suggested that there might be up to 100 people in our audience. She wants the meeting to review and showcase what we have been doing. Virgil asked if there will be recordings that can be watched at a later time. (We later clarified that all meetings are to be recorded).
7. Sarah talked about the response to the USMS statement regarding the Inclusion. Jeff’s subgroup offered to be on a call to discuss it. Ally is also working on setting up and working on details. Virgil suggested a Zoom call where people are sent into breakout rooms. Diana said that she knows how to set up a Zoom call where people breakout into groups.
8. Kathy Gallagher, Report from the Coaches Committee: Education during COVID-19 has prompted change. There is a Task Force looking at how to rethink providing training and education for coaches in this new environment. The Coach’s Committee believes that it is responsible for making sure the ideas discussed in our committee are reinforced in education to coaches and can be disseminated throughout USMS.
9. Announcements: Daniel announced that there will be an article in Swimmer Magazine regarding LGBTQ swim teams and their history as a place of refuge. They are also working on a series of stories regarding race. He added the USMS will start using the term “Black” as is being accepted in journalism. Virgil was supportive of the articles and wanted people to be aware of the racist incident in Fort Lauderdale that happened at an important place in the history of Black swimming. Diversity In Aquatics is very involved in the recent issue. He will keep us updated.

The meeting was adjourned at 9:27.

Next Meetings: August 30—Annual Meeting; October 7, 2020 Regular Meeting