

Committee Name:	Diversity & Inclusion	Session #:	7
Committee Chair:	Sarah Welch	Vice Chair:	Diana Triana
Minutes recorded by:	Carol Nip	Date/time of meeting:	8/7/2019, 8:00pm EDT

Actions Taken:

1. Approve recording minutes of Diversity and Inclusion Committee
2. Approve Minutes of July meeting

Number of committee members present: 10 Absent: 2 Others Present: 2

Committee members present (list all, including chair and vice chair): Sarah Welch, Virgil Chancy, Jeff Commings, Diana Triana, Ally Segal, Leslie Scott, Carol Nip, Janelle Munson-McGee, Donita Flecker, Martha Fowler

Others Present: Skip Thompson, Daniel Pauling

Not present: Jessica Riley, Onshalee Promchitmart, Tim Murphy, Mike Malik

Minutes

Meeting started 8:05 pm, EDT

1. Sarah requested committee approval to record meetings. Carol motioned to **record the call**, Virgil 2nd and all approved.
2. Sarah presented minutes of the last meeting. Ally motioned to **approve the July 3 minutes**, Leslie 2nd and all approved.
3. **How to search for approved minutes on the USMS website?** Sarah explained: go to USMS.org / scroll to bottom of page to "Volunteers" click "Meeting Minutes" item, at Display Meeting Minutes for Committee or Group, enter/search for Diversity & Inclusion Committee and our approved minutes are displayed. Draft minutes will show on our Forum site.
4. **Workshop at Convention.** Sarah announced Marty Hendricks is not going to Convention. Diana Triana offered to fill his spot, Languages, leaving her spot, African American/Hispanic-Latino, to be filled. The workshop group will consult on a solution.
5. Sarah to get our **workshop description** to national office by deadline:

The Ways We Differ, and How to Include Others
Diversity & Inclusion Committee
Saturday, 11:15 am – 12:30 pm – Regency C & D

Jeff Commings will moderate a panel of USMS coaches who will share their perspectives for creating an inclusive culture. Approaches for more diversity in masters swimming to include ethnic and cultural diversity, language, generational differences, different abilities including how para-athletes can

contribute to our programs. Throughout the workshop, the Diversity and Inclusion Committee will share resources, best practices and coach interviews developed as clubs, workout groups and LMSC organizations consider diversity and inclusion for their programs.

6. **Best Practices Group** (Janelle, Diana, Tim, Mike). Janelle reported that Tim is developing Open Water Best Practices for clinics. On the discussions form, under Ideas, seven best practices are listed:
- i. Team Ambassador Program – meet and greet newcomers
 - ii. Representation Matters – social media, adult Learn To Swim (LTS). Post all kinds of pictures of people helped by our program.
 - iii. Personal Invitation – similar to Try Masters week. Our one step further is to print hard copies and/or have team members send emails, “Come try us!”
 - iv. Para-Athlete – let coaches know sources for ideas, and concepts of coaching.
 - v. Recognition Ideas – can be scaled up or down for any size club, breaking down barriers between lane lines.
 - vi. Mission Statement, Diversity & Inclusion – after the National Anthem, read this to set tone for a swim meet.
 - vii. Adult LTS graduate – this idea came from a swim meet at Mike’s LMSC. Have a separate heat for Adult LTS grads to compete in an event either by themselves or with other graduates.

Janelle presented other ideas:

- **Have hard copies of meet registration at practice** to bridge generational gaps or technological impairments people may have.
- Create an **Electronic Future Ideas Submissions** for anyone to share and idea or a resource for coaches and LMSC’s throughout the nation. **An open pipeline**, Sarah stated, is what we need for people who have ideas to send to us so we can incorporate those ideas into our posted resources. That way, people can pull ideas as they are generated.

7. **A landing site on USMS for Best Practices.** Sarah made it clear that the national office is responsible for the method whereby information is disseminated, including set up of a Discussions Forum. Our Committee offers the content. The National Office is following through with our Committee’s request for a landing site.
8. Sarah announced that the **Coach’s Committee wants to work with us** as they develop their mentoring program and other initiatives. Bob Jennings is the Chair and offered his key leaders as resource persons for us to work with.
9. **Coach Interviews.** Jeff reported that Carol has stepped in to do interviews where needed – Carol has two more, and Jeff has one. We have a collection of good interviews, ready for the Workshop.
10. **Strategic Plan Group.** Sarah recommends they meet to look at the voice of their plan whether it is written from the voice of the Committee or of USMS. Ally has in mind that it is written from the voice of the Committee. Further suggestions to be made by the next Committee meeting, with approvals at our Convention meeting on Friday, 9/13.

11. **Coach's Certification Program, Level 3, Intro to Diversity.** Sarah and the Coaches Chair from the Pacific NW met by phone with Bill Brenner after the attended the Level ½ and Level 3 Coach Certification training. They offered our Committee's services on the diversity segments if needed. Bill expressed what he would really like is for our Committee to work on developing a video about diversity and USMS. He could this in the course curriculum as well as promote as one of the videos about USMS.
12. Sarah has already put in a **request for funding of a video on diversity.** What we need to consider is what messages are we are trying to convey about diversity and USMS.
 - Ally was inspired by the USMS video, Why We Swim, covering different events at different venues with different people, all things masters swimmers do. She thinks something like this with an emphasis on "inclusion," marketing the aspects of USMS and "these are the different faces of masters swimming."
 - Marta really likes Ally's idea, especially if there is a budget. If we map it out well, to include diversity of people in aquatics, coaches, groups, great visual stories it should be a great resource. Marta already has a great video of 20 women from the Black American running community, showing what they were able to accomplish.

Announcements

Breakfast at Convention – Affinity Breakfast by USAS Diversity Committee. We are all invited and welcome to attend. It's a separate ticket \$10 to register, Thursday at 7:00-8:00 a.m. It's a great event to mingle and talk to like-minded people and will have a keynote speaker.

Women in Aquatics, Breakfast, Friday, 7:00 a.m. is also a separate ticket of \$25.* It's a great event to mingle and talk to network. (*After the meeting correction; price is \$30.)

Donetta's team, SMAC (LMSC – Pacific), is hosting the 400 Fastest Pull for Sebastopol, in August.

USMS Nationals. Ally wishes everyone good luck whether they are swimming, officiating, coaching.

Adjournment - meeting was adjourned at 8:53 p.m. EST

Next Meetings: Wednesday, September 4 - 8:00 pm EDT
 Friday, September 13 – 10:45-11:45 a.m. @ Convention, Room Regency D

TO DO:

1. Sarah - find speaker on African American/Hispanic-Latino, Workshop panel (item 4)
2. Tim - develop Open Water Best Practices clinic ideas (item 6)
3. Skip - direction from Executive Committee on D&I landing site (item 7)
4. Carol - send Jeff the Workshop outline and interviews (item 9)
5. Ally/Sarah – review the voice written in the Strategic Plan (item 10)
6. Marta - share link to video about Black American female runners (item 12)
7. Everyone – remember to get your breakfast tickets (see announcements)