

Committee Name:	Diversity and Inclusion Committee	Session #:	5
Committee Chair:	Sarah Welch		
Minutes recorded by:	Ally Sega	Date/time of meeting:	5/6/2020 8:00pm ET

Actions Taken:

1. Approved: Minutes of April meeting,

Number of committee members present	10	Absent:	3	Guests:	1
Committee members present (list all, including chair and vice chair): Sarah Welch, Virgil Chancy, Jeff Commings, Donita Flecker, Kyle Jackson, Megan Johnston, Tim Murphy, Leslie Scott, Ally Sega, Diana Triana					
Ex-Officio: Chris Campbell, Kathy Gallagher					
Not present: Blair Bagley, Tom Moore, Janelle Munson-McGee, Daniel Pauling, Jessica Riley					

Minutes

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

Welcome and Announcements: Sarah reminded people that the meeting was being recorded. Sarah announced that the convention will be a virtual annual meeting this year. While she is disappointed and will miss seeing everyone but believes that is a good decision.

Approve Minutes for April Meeting: Virgil moved to approve the minutes, and Megan seconded the motion. There was no discussion. All approved and there were no nays or abstentions.

Coach Survey Update: Jeff updated the survey based on suggestions. The disability questions were updated based on suggestions from Ally. Sarah suggested asking a question about the ethnicity of assistant coaches. There were no questions or comments during the meeting for Jeff. He said that if there was anything to send him a message. He will send the survey to Jessica shortly if there are no more comments. She will send it out to coaches and team representatives and will give them about two weeks to send it back. He believes the earliest coach interviews will be initiated is in July.

Promoting D&I throughout USMS Update: Sarah has spoken with Bill at the National Office and has learned plans to do a video have been pushed back due to priorities dealing with COVID-19 and a making convention a virtual program. It will probably not be back on the list this year, but she will try to keep updated about it. Sarah said that she is disappointed but understands. Chris confirmed that the National Office is going through some changes, including that some personnel are no longer with the National Office and that responsibilities are getting shifted for other positions. He continued that the National Office is focusing on situations that have arisen due to the pandemic, including pools closing, coaches out of work, and how everything opens back up.

Workshop/Speaker at Convention Update. There was a joint meeting between a subcommittee of D&I and coaches committees. Sarah has shared the notes from that meeting that were submitted by Kathy Gallagher and asked Kathy to give the group highlights. Kathy listed the ideas that were discussed as bringing the module that was created for the 1&2 course to already certified coaches, going deeper into the diversities we presented in last fall's workshop, specifically disability, commanding different abilities in a practice and how to make that feel inclusive, how to get things back going after COVID-19. We may how do we as coaches deal with difficult situations and tough conversations, and how to we create an environment for our swimmers to be inclusive. Chris asked how the attendance was, specifically from the coaches committee and Kathy answered that there were 5 people from their committee. Ally and Diana said that Kathy mentioned all the ideas and said that it was a productive phone call. Sarah added that there were suggestions for webinars. Sarah said that Jeff had suggested that we run a dress rehearsal with coaches on the D&I Committee.

Chris Campbell, VP Reports and Update: Chris brought up that groups are doing Zoom meetings, with his family, the fitness committee, and has bought a Zoom Pro account which we could use for get togethers. Chris suggested that when coming up with workshop ideas, to keep in mind that the National Office focus right now is when and how to get people back in the pool.

Kathy Gallagher, Report from the Coaches Committee: Her report back to the Coaches Committee last time was just to find volunteers for the subcommittee. She gave us a list of discussion items and asked people to comment if they wanted more information. The list included:

- Online coaching,
- Awards (July 1th deadline for nominations),
- Education (in person coach training is suspended),
- Level 4 Coaching Certification (was already submitted before the virus and the recipients have been determined),
- The mentor program is on hold,
- Open water (trying to identify places that are open).

Virgil asked if there was anything on diversity and inclusion in the mentoring training program.

Best Practices Group Update: Janelle was not at the meeting, so no report was given. Sarah did say that there was a potential best practice mentioned at the workshop subcommittee workshop and she has asked Janelle to follow up.

Announcements: People shared their experiences with pools re-opening which varied widely across the country.

The meeting was adjourned at 9:05.

Next Meetings Wednesday: June 3rd, July 1st, August 5th