

<b>Committee Name:</b>	<b>Diversity and Inclusion</b>	<b>Session #:</b>	1	2021
<b>Committee Chair:</b>	<b>Sarah Welch</b>			
<b>Minutes recorded by:</b>	Sarah Welch	<b>Date/time of meeting:</b>	1/6/2021 8pm EST	

## Actions Taken:

1. Approve minutes from December meeting.

<b>Number of committee members present</b>	<b>10</b>	<b>Absent:</b>	<b>2</b>	<b>Guests:</b>
<b>Committee members present (list all, including chair and vice chair):</b> Sarah Welch, Jeff Commings, Donita Flecker, Megan Johnston, Tim Murphy, Diana Triana, Janelle Munson-McGee, Kyle Jackson, Blair Bagney, Ally Sega <b>Ex-Officio:</b> Chris Campbell				
<b>Not present:</b> Tom Moore, Virgil Chancy, <b>Ex-Officio:</b> Daniel Paulling				

## Minutes

The meeting was called to order at 8:04 pm ET.

1. Welcome and Announcements Sarah welcomed everyone to the new year and the new initiatives for Diversity and Inclusion in 2021. The Committee membership remains the same as in 2020 with the exception of Leslie Scott who is a member of several other committees and did not re-apply to D&I for 2021. Sarah also reported that Kathy Gallagher will not be joining us as Liaison to Coaches as she is not on the Coaches Committee for this coming year. Sarah is working with Kenny Brisbin to identify a different person on his committee to play this role.
2. Approve Minutes: the committee unanimously approved the minutes from the December meeting as presented.
3. Discussion: 2021 D&I Workplan for 2021

1<sup>st</sup> Quarter Priorities/Committee Discussion:

- ✓ LMSC Training and Initiatives and LMSC Development– Focus 2021 Tom Moore, Team Lead with Committee Members: Tom, Tim, Donita, Ally, Megan

Tom has agreed to lead this group. The plan is to review and update the Coach Training Curriculum and adapt it where needed for this slightly different audience. Perhaps examples would change. Then, the Committee would deliver a pilot or webinar with a goal of being able to do training by the annual meeting this fall.

While ‘regularly scheduled’ LMSC Spring Leadership Summit will not happen this year, the planning for the Annual Meeting will include a virtual meeting for LMSC Leaders. Our curriculum could be a substantial offering for such a Summit for LMSC leaders.

Megan and Ally discussed further promoting the concept of a Diversity Coordinator through this training. SPMS has designated a D&I role that Megan and Virgil are performing. Ally is D&I Coordinator role for Connecticut and said she had written up a description.

- ✓ Recognition Program – Creating D&I Recognition Diana Triana (Lead) with Kyle, Jeff, Donita and Ally

Diana Triana agreed to lead the group to develop the Recognition Program. Jeff shared his experience in reviewing awards and pointed how important the award criteria program. Chris encouraged the group to be thoughtful about the goal of the award. Are we planning to make a single award or do we want to model after Dot Donnelly and Coach Kerry O’Brien recognition programs where a number of people

would be recognized? He cautioned us to carefully consider the structure and the types of awards and the criteria. Diana said she'd take these thoughts back to her group and consult with the Chair for Recognition and Awards and report back to the Committee.

- ✓ Best Practices (Ongoing) Janelle-Munson McGee (Lead) and Blair Bagney, Kathy Gallagher

Janelle will lead Best Practices group with Blair Bagney continuing to participate. She discussed the difficulty getting new ideas. Janelle and Blair are following up on some articles that are in progress. Blair mentioned that the process of doing interviews with coaches to collect ideas can be slow and communication back and forth takes time. Janelle mentioned getting a mention in Swimmer Magazine or Streamlines with a link to an email box to receive ideas and have the work group be able to follow up. Ally mentioned that a swimmer might want to call out something their coach does that makes them feel included and it could be coming from a different perspective. Janelle offered that Kathy Gallagher might want to join their group and will reach out to her. Jeff mentioned that he had a practice idea in progress-and will write it up for the team.

- ✓ Holidays-Guidance-Tim Murphy-Lead; Ally volunteered to assist.

Tim Murphy agreed to head up creating guidance for event planners and the National Office around a wide variety of holidays. The proposed 'guidance' would recommend whether when event planners or the National Office are discouraged from scheduling events that coincide with some holidays and would recommend other ways in which they could recognize the fact that an event or meeting is on a holiday. Ally suggested that holidays that commonly have dietary restrictions should be noted to help coaches be aware of any holidays where swimmers might be fasting.

4. Other Initiatives: Sarah summarized the other initiatives we'll tackle in the latter part of the year: Coach Survey; supporting the module for collection from members which is coming in a few months; and our recommendations for legislative changes. Work Groups for these efforts are:
  - Coach Interviews/Write Ups: Jeff: Commings-Team Lead with Jeff, Kyle, Virgil, Tom, and Blair
  - Follow Up Coach Training (On Hold for now pending Coaches Committee schedule).  
Volunteers: Virgil, Ally, Janelle
  - Legislation (Phasing into 2<sup>nd</sup> Quarter)- Ally (others TBD)
5. Jeff and Sarah are contacting the three members who offered to work with our committee, but who are not members. They will refer these to a work group after having a conversation with them about their interests. Chris C supported this idea for us to pursue.
6. V-P Update: He reported on a call he had with Virgil who was seeking guidance on working with a collaboration with Sigma Gamma Rho sorority. They have a learn to swim program focused on young people, but this idea would be to expand it to offer Adult Learn to Swim. It could be a great outreach opportunity that Chris will raise with Peter (USMS President). Jeff related his experiences interviewing leaders from Sigma Gamma Rho. The organization has considerable and significant work in aquatics and might make a great partnership for USMS. Stay tuned. See also, USA-S' partnership with Sigma Gamma Rho: <https://www.usaswimming.org/swim1922>

The meeting was adjourned at 9:12 pm ET.