

Committee Name:	Diversity and Inclusion	Session #: 6	2021
Committee Chair:	Sarah Welch		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	6/4/2021 8pm EST

Actions Taken:

1. MSA'd Approve minutes from May meeting.
2. MSA'd Approve proposed curriculum for D&I Webinar for LMSC Leadership

Number of committee members present 10	Absent: 2	Guests: 0
Committee members present (list all, including chair and vice chair): Sarah Welch, Jeff Commings, Donita Flecker, Megan Johnston, Tim Murphy, Kyle Jackson, Ally Segal, Tom Moore, Janelle Munson-McGee, Tom Moore, Blair Bagney, Virgil Chancy Ex-Officio: Chris Campbell, Wilson Josephson, Daniel Paulling.		
Not present: , Diana Triana, Megan Johnston		

Minutes

1. Sarah called the meeting to order at 8:03 pm ET..
2. The Committee approved the minutes of the May meeting. Sarah corrected Wilson's name spelling ,,which should be last name Josephson....and apologized to Wilson for the mistake.
3. Updates:
 - ✓ Update: LMSC Initiatives-Training, Job Description, other (Tom/Lead) Tom and the work group presented the power point presentation for the webinar and a separate document with the 'study questions'. He outlined how the presentation and follow up session would be conducted. The session focuses on clubs and LMSC's as an update from the 2020 presentation for coaches. He showed two versions: the overview showing the 9 topics and the complete presentation that participants will receive. He didn't view the presentation in detail. Feedback/changes: In his dual role on the LMSC Development Committee, Tom is uniquely positioned to manage scheduling of the presentations. Tom pointed out some appendix slides linking to resources including Best Practices and an opportunity to provide ideas, the Coach Interviews, and other resource links including our proposed legislation and the volunteer role description for D&I Coordinator at the LMSC level. D&I is scheduled for the overall presentation on June 29th with a follow up Breakout Session planned. This is scheduled for late July with possibly another session in late August. Ally will help facilitate and perhaps one of her colleagues for Thursday July 29 Breakout Session which will have opportunities for more peer sharing than the overview does. Participants will fill out a survey/poll right during the session to indicate their interest in one of the five possible breakout sessions. Based on feedback Tom will assess the schedule for Peer-to-Peer calls and schedule more follow up sessions accordingly. Sarah invited all committee members to attend the sessions.
 - ✓ Diana was not in attendance. She has not reported back about whether the Recog and Awards had provided feedback. Sarah had forwarded some comments from Chris Campbell on our proposal.
 - ✓ Best Practices (Janelle-Munson McGee/Lead) Janelle gave an updated on the effort for testing products and giving feedback. These letters are going out shortly. They have structured the information to the clubs and gathering contact information from the member clubs. It'll create a way to build relationships with these teams to offer them the opportunity to provide feedback in the future as well. Blair wanted to learn people's feedback on the equipment and how they use it. She noted that there is a broad range of equipment, such as prescription goggles which people may not know is available. Jeff has volunteered for his

- team to participate. He wanted to know if the team needed info on the prescription level (=/- magnification) as feedback to determine what equipment is sent out to the team. The forms link to a google document which Janelle can update so they can gather this information. Sarah asked about the timeline and the first group will be testing and giving feedback to mid-August. Then they could share the information prior to the Annual Meeting.
- ✓ Guidance on Holidays (Tim/Sarah) Status deferred pending Peter's feedback.
4. 2021 Legislative Proposal-Code of Conduct (Jeff)
 - ✓ Jeff has not heard any feedback or questions from Charles Cochrell, regarding our proposed legislation which is with the Legislation Committee. Sarah mentioned that the proposed legislation was getting visibility in various webinars.
 5. Wilson Josephson-Updates from Coaches Committee Updates from Coaches Committee. Wilson reviewed the emphasis with Coaches for Try Swimming Month (of July). He mentioned this as an opportunity to reach out to a more diverse swimming base. Clubs are asked to designate a contact person to follow up with new swimmers to remedy past times when new swimmers 'tried' but did not stay with the program. Daniel acknowledged the importance of Try Masters swimming and pointed members to the variety of resources being offered to Coaches and Clubs to support the effort.
 6. Chris Campbell-was not in attendance for the meeting.
 7. Wrap Up and Announcements
 - ✓ Donita was awarded the Pacific Masters Coach of the Year Award. She was completely surprised and very honored at receiving the award. The Committee acknowledged her accomplishments.
 - ✓ Tom Moore shared his screen to demonstrate how he is using our Diversity and Inclusion Calendar in many ways throughout USMS. He includes Diversity dates on the calendar for LMSC Development for example noting May as Asian Pacific Heritage Month and Jewish Heritage month and that June is Pride month. His calendar also showed the scheduled webinars. Tom commented how 'super easy' it was to add those dates to the calendar.
 - ✓ Daniel Paulling announced that he had created a list of USMS members (about 30 of them) who qualified for the Olympic Trials and 12 USMS members who qualified for the ParaOlympic Trials. The ParaOlympic Trials begin June 17 with the team being selected by about June 19.

The meeting adjourned at 9:12 pm Eastern Time