

Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings

Minutes recorded by: Ally Sega

Session #2

Date of meeting: 2/1/2023

Time of meeting: 8 pm EDT

Actions Taken:

1. The committee voted unanimously to remove the committee's name and diversity from the new calendar document.

Number of committee members present: 12 Absent: 2

Committee members present (list all, including chair and vice chair): Jeff Commings, Ally Sega, Sarah Welch, Virgil Chancy, Vicki Shu, Leo Letendre, Rook Campbell, Laura Dennison, Katherine Weathers, Chris Campbell: Liaison to the National Board , Wilson Josephson: Coaches Committee Liaison,

Others present:

Not present: Leann Rossi, Daniel Paulling: Liaison to the National Office

Minutes

1. Welcome and Announcements. Jeff welcomed people to the call.
2. Holiday Calendar: Sarah gave a history of the request for a calendar that originated after a House of Delegates meeting was scheduled into Rosh Hashanah, creating an issue for some observant Jewish people who were involved in the meeting. When the calendar was created, there was concern that people would feel discriminated against if their holiday wasn't represented. A new calendar was created and is different from the one created by Diversity and Inclusion. Sarah made a motion to request that the Diversity and Inclusion Committee's name be taken off of the new document. Ally seconded the motion. Katherine suggested that the title be changed to delete the words "diversity and". Virgil requested guidance on what to do if someone addresses the committee about the document and Jeff suggested that they be sent back to the National Office. Rook suggested changing the committee's role into creating a best

practice around using calendars in a way that fosters inclusion. Sarah thought it was a great suggestion and believes that she has an example that could be used. Katherine suggested having LMSC D&I Coordinators/Committees create documents for their LMSCs. The vote was unanimous to remove the committee's name and diversity from the new calendar document. Jeff selected Sarah, Rook, and Katherine to be a subcommittee to work on the best practice. Rook read a poem by Laura Espinosa for Black History Month

3. Code of Conduct Webinar: Sarah said that she had been looking into ideas and outlines for the webinar. In talking to coaches, she found that there were very few examples of good codes of conduct. Jeff selected Sarah, Wilson, Laura, Vicki and himself to be a subcommittee on this. Vicki asked when the webinar might be. Jeff didn't think it would be ready before the National Meetings in September.

4. LMSC D&I position: Jeff reached out to Dave Brancamp. Dave responded that he would look into it with his committee. We will wait and see what comes back from them.

5. Transgender Task Force: Rook reported that the Task Force had created a final report and people seemed to believe that their voices had been heard. Vicki thanked Rook for his work on the document and said that the report and Rook were amazing. Leo also stated his appreciation for Rook.

6. National Board Update: Chris thinks that relay will be a great place to have an in person "webinar" like session for the importance of having a code of conduct. Jeff talked about updating our strategic plan. Chris talked about how the D&I Committee is often reacting to situations, but said that a strategic plan might help solve some of the situations before they are a situation. There was discussion of the USMS Strategic Plan and how Diversity and Inclusion is part of the overall mission of USMS.

7. Wrap Up: Ally brought up an article that USAT did regarding athletes with larger bodies and the negative feedback that the article received. Rook mentioned that March 31st Trans Visibility Day and West Hollywood Aquatics is going to do a clinic/training. It might become a regional event.

The meeting adjourned at 9:15 pm EDT. Next meeting is March 1, 2023.