

**Committee Name:** Diversity and Inclusion Committee

**Chair:** Jeff Commings

**Minutes recorded by:** Chris Campbell

**Session #5**

**Date of meeting:** 5/1/2024

**Time of meeting:** 8 pm EDT

## **Actions Taken:**

1. None

**Number of Committee Members Present: 7**

**Absent: 5**

**Guests: 1**

Present: Jeff Commings (Chair), Chris Campbell (Vice Chair), Vicki Shu, Tim Murphy, Virgil Chancy, Ally Segal, Laura Dennison

Guests: Megan Shovlin (Georgia LMSC D&I Chair)

Not Present: Leann Rossi, Lucila Davies, Nadine Ford, Lina Bot, Mary Jurey, Kenny Brisbin (VP Community Services—Ex Officio), Daniel Paulling (National Office—Ex Officio)

## **Minutes**

The meeting started at 8:07pm EDT in order to establish a quorum.

1. MSA Committee meeting minutes from April 2024.

2. LMSC D&I Coordinator/Committee Chair updates. Allegheny Mountain LMSC has established and staffed a D&I Coordinator position. This now brings the total number of LMSCs with D&I Coordinators/Chairs to 11, joining Pacific, Southern Pacific, Georgia, Connecticut, Minnesota, Southeastern, New England, Niagara, North Dakota and South Texas. Furthermore, Jeff indicated that Arizona had a positive reception to the notion and is recruiting candidates for the position. They did inquire if the position needed to be a current member of the LMSC Board. The answer to that is no. Vicki pointed out that this position represents a good leadership growth possibility for interested individuals.

3. The subcommittee effort looking into the possibility of standing up USMS Clubs associated with existing USA Swimming Clubs, especially in underserved areas, is nearing its conclusion. Chris will generate a draft letter from the D&I Committee to the USMS Board of Directors and the National Office Staff. This letter is intended to summarize some of the potential obstacles to this effort that may be encountered. It is not intended to develop or offer specific solutions to such obstacles, nor is it intended to be a complete and comprehensive study. The draft letter will be made available to the members of the subcommittee, and then to the D&I Committee as a whole for discussion and eventual approval for submission to National Leadership at the June Committee meeting. During the discussion, Ally asked how to avoid “stepping on toes” in cases where unassociated USMS Clubs already share facilities with existing USA Swimming Clubs. We do not wish to see USMS in the position of trying to set up a Masters Club when one already exists in a particular space.

4. A Diversity, Equity and Inclusion presentation at Relay 2024 in October was discussed. As was the case with the 2021 webinar, Diana Triana looks to be Jeff’s cohost again. This time, it was felt that a facilitated roundtable discussion with multiple breakout sessions would be more engaging and productive than a lecture/webinar presentation. A straw man is being developed, but the current notion is that Jeff and Diana will do a short introductory presentation, followed by breakout groups to discuss D&I in Masters Swimming. A second round of breakout groups to discuss possible D&I-related issues that Clubs might face is also being considered. Ideas are being solicited, and there was much robust discussion about the focus points and what the scope of these discussions should be. Whatever the situations may be, there may be several different resolution paths and solutions. This is an ongoing discussion.

5. Jeff briefly noted that the Executive Committee and Board of Directors are considering making their meetings closed. There are legislative proposals in work to counter this, with the aim of mandating that such meetings be open to all USMS members (with the exception of Executive Sessions, as noted below). Without delving into specifics, some reasons behind the proposed action on the part of the Board and the EC were discussed. The consensus of opinion among those Committee members present is that the notion of closing these meetings is a bad idea, and it does not serve the stated Vision, Mission and Goals of USMS. Transparency and Member inclusion are paramount to what we do as a National Organization. It was also noted that a mechanism to close the meeting to Staff and guests, should such need arise, already exists. Executive Session is invoked during discussions of compensation, performance evaluation, and in the case of disciplinary action, which are all deemed to be confidential.

6. There were no VP Community Services National Updates, as Kenny was unable to attend the meeting.

Next meeting scheduled for Wednesday, June 5, 2024 at 8:00pm EDT (first Wednesday of the month, per usual)

The meeting was adjourned at 9:00 EDT.