



embracing and practicing the appreciation of diversity, equity and inclusivity in all aspects is a powerful tool for accomplishing the goals and objectives of USMS.

5. The value of having a D&I page on the LMSC website, as well as appropriate D&I language in LMSC announcements and notifications. As an example, SPMS includes D&I language in their meet announcements.
  6. Even small actions can have significant impacts. D&I actions on a grand scale are often not needed. Something small may well do the trick.
  7. Megan asked for suggestions on how to make people better aware of the availability of D&I resources and assistance. Ally introduces herself at meets, going one on one with members. Vicki includes information in regular Pacific Masters news letters and announcements. Everyone likes the microphone at swim meets. Mary pointed out, however, that meet announcements will only reach a fraction of the target audience. The big and open ended question is how to get membership to read their emails and to follow on social media in its various forms. This is not an easy question to answer.
2. Jeff provided an overview of of four months of work by a Task Force set up by the Board of Directors to examine the policies addressing Transgender Competition. Jeff pointed out that this Task Force is trying to be proactive, rather than reactive in their approach. It is worth noting that USMS policies concerning Transgender Competition must align with those of World Aquatics. As policy, there are no concrete rules spelled out in the USMS Rulebook, and any changes, updates or amendments are under the purview of the USMS Board of Directors. This has the advantage of allowing for more flexibility in interpretations and implementation, rather than having to go through the House of Delegates, which would allow for only annual changes, barring emergency amendments. Furthermore, these policies are in a dynamic state—change and evolution are to be expected. In addition, any USMS policy in this regard will not be put in place until vetted by the USMS Rules Committee.
3. Jeff gave an update on the proposed D&I presentation at Relay 2024 in October. As noted previously, rather than a lecture/webinar, this presentation is envisioned as a roundtable discussion with breakout groups. A draft of the slides was presented, along with timelines and structuring of the proposed five breakout groups. The initial presentation and level setting of the discussion objectives include working definitions of what Diversity and Inclusivity mean, and perhaps more importantly, what they do NOT mean. As noted in the June meeting, there are concerns with the concurrent scheduling of Relay 2024 with the National Coaches Clinic (NCC) in October. Much of the desired audience for the D&I presentation are coaches, and those present will most likely be engaged with the NCC. Much of our target audience may well be otherwise engaged.
4. VP Community Services update: Kenny gave a review of the recent in-person meeting of the Board of Directors, held in July in Houston. He also reported that the outreach calls to the LMSC and Zone leadership from members of the USMS Board of Directors have wrapped up, and the results are being consolidated into an out briefing to be presented at the Annual Meeting. Notable topics of discussion during the calls included College Club Swimming, Grown Up Swimming and fee structuring. These were also discussed at the July Board meeting.

5. In closing, Jeff touched again on the strategic goals for the Committee, noting plans for the expansion of USMS programming into the environments of HBCUs, via associated meets and and heritage themed activities.

The next Committee meeting will be scheduled after the USMS Annual Meeting, most likely on the first Wednesday in October. However, this remains TBD at this time.

The meeting adjourned at 9:10 pm EDT.