

Task Force Name:	Diversity Task Force 2016/17	Session #:	4	Report #:	NA
Task Force Chair:	Sarah Welch	Vice Chair:	TBD		
Minutes recorded by:	Sarah Welch	Date/time of meeting:			January 4, 2017

Motions Passed:

- 1) MSA'd to approve minutes from December 7 meeting.

Number of task force members present: 6	Absent: 2	Others present: 0
Lisa Dahl, Sarah Welch, Dr. Jane Katz, David Morrill. Jessica Porter Benicia Rivera		
Absent: Dawson Hughes (Jessica Porter for Dawson/National Office), Nadine Day, Jeff Commings,		

Minutes

The meeting was called to order at 7:35 EDT.

1. MSA'd to approve the meeting minutes from the December 7 meeting.
2. Agenda Item Task Force Goal Setting: Patty Miller had brought this idea to the TF late last year and we agreed to discuss it at our January meeting. Here is Patty's email..

What do you think of the following as a roadmap for moving forward by the task force?

Know (identify) where we are in the makeup of our membership. **Quantify** - I know we don't collect stats on race or ethnicity from our members, but there must be creative ways we can get a handle on where we stand. Perhaps we can compare to similar organizations that do collect that information from other, non USMS, statistics (e.g. CDC), can we determine the prevalence of participation in swimming for diverse groups? **Set goals** - I'm thinking of something realistic and based on the results of the "where we are" analysis. **Determine action to achieve the goals**

The Task Force Agenda suggested the following questions for discussion:

What are thoughts about Patty's suggested approach, what information might be available from similar organizations or USA Swimming? How could such information help us? If we had information that gives us a better idea of participation in USMS, how could this be valuable to make a difference? What planning would TF members envision if we had such information?

Sarah shared that Lisa had obtained the demographic data from USA Swimming that might inform our work. TF members pointed out that the youth side of swimming is more diverse than Masters but at least it's a start for identifying demographics.

The TF discussed a range of options and ideas in response to Patty's suggestion. The TF concluded that the next step for moving forward would be to invite Patty to the next meeting for the TF to get a better sense of what she envisions and to share with her our current priorities¹ which are:

¹ From Diversity Task Force Purpose Statement

- Communication/Information Strategy: To communicate through our national office, website, publications and promotional events about our commitment to inclusion of all adults in Masters swimming.
- Information/Education/LMSC development: To educate and increase awareness throughout the organization about our vision of inclusion...as well as.... To collect and share success stories, models and information found in local programs to help other organizations to be more inclusive.

Discussion Notes:

Jane shared how youth swim clubs have grown and added clubs with a racial/ethnic such as newly emerging Asian, Black and Latino swimming groups. The group agreed that Age Group swimming community has a much more diverse population than Masters due to a variety of historical factors.

Benicia's ideas included actions the TF could pursue to gather more information such as sending out a survey. The TF discussed the survey option. Benicia made her case for USMS to conduct a survey that might have dual functions: 1) to identify the demographics of our members and 2) to gather success stories and case studies of clubs who are reaching diverse populations. She suggested that USMS could send out a letter of inclusiveness and people feeling safe as some other organizations have done. Benicia volunteered to head up a work group to develop such a survey and Jane volunteered to participate.

David pointed out that we're not well equipped to conduct a survey and suggested it might be a role for LMSC Development Committee or for clubs/workout groups to conduct. Help understand why we are getting this information. He noted that, except for the LMSC development and communication strategies, we're still unclear as a TF on what direction to take. He noted that LMSC Development may be better equipped to conduct a survey than we are.

Jane reviewed the many ways that we have discussed to bring in a more diverse group to Masters. She champions the ways we can bring in swimmers. If they haven't had the opportunity to learn, can we suggest offering free or half price participation? Novice events are ways to encourage new participation. She pointed out how many more examples of diverse participation are throughout the country today, citing the articles USMS has done in Swimmer Magazine and other publications.

Lisa contributed that our conversation about goals and focus can't really go forward without a discussion with Patty about her direction for the Task Force and suggested that we invite Patty to our next meeting.

3. Mission Statement for TF

The TF deferred any discussion of mission statement until after a discussion with Patty which should give us more clarity as to our purpose.

4. Meeting Adjourned at 8:45 EST

Meeting Schedule through year end-first Wednesday of the month, February 1 and March 1 and April 5th