

Task Force Name:	Diversity Task Force 2016/17	Session #:	5
Task Force Chair:	Sarah Welch	Vice Chair:	TBD
Minutes recorded by:	Sarah Welch	Date/time of meeting:	March 8, 2017

Motions Passed:

None.

Number of task force members present: 4	Absent: 2	Others present: 0
Sarah Welch, Nadine Day, Jeff Commings, Lisa Dahl		

Minutes

The meeting was called to order at 7:33 EDT.

1. Sarah acknowledged that she had not sent out an agenda and minutes from the prior meeting in time for task force members to schedule. As such, the four in attendance proceeded with a discussion and agreed to follow up at the April meeting with all committee members
2. Sarah and Nadine updated the task force regarding TF recommendations to the Board of Directors at the mid-year meeting in Phoenix. Highlight of that discussion included:

Sarah reported the progress and activities of the TF to date and presented our recommendation to ask the BOD to approve the Diversity Task Force recommends that USMS collect racial/ethnicity data voluntarily through the membership at registration and to consider the elements of a goal statement. As reflected in the BOD minutes which were recently approved:

Sarah gave a brief update of the Task Force's recent work. She followed with an overview of the Task Force's recommendations to the Board about their mission, and about the recommendation to collect diversity-related demographic data as other USOC-related NGBs already do. The Board followed with a discussion about a potential mission statement for the Task Force. The discussion surrounded the nature of the mission and vision of the group, and who we're focusing on trying to include. The group is focusing on racial/ethnic diversity.

The BOD. MSA to include in the mission statement the bullet points contained in the TF report:

- identify where our membership has not achieved participation from racial and ethnic populations
- develop strategies to overcome gaps and achieve membership goals
- recommend actions/goals to USMS/BOD to achieve goals

The BOD also MSA'd the Task Force recommendation that USMS collect racial/ethnicity data voluntarily from the membership. (note: the BOD dropped the reference to collecting data through the registration system due to the implications on registration and possible other changes being considered for the registration system).

The Task Force discussed the Board recommendations. Sarah and Nadine pointed out that while we are looking for BOD direction, they are looking to us for recommendations. BOD members strongly urged the TF to make recommendations while we await data gathering. Most felt that we know we have racial/ethnic groups we are not reaching and the encourage us to go forward with actions. Among the discussion, Board members offered suggestions that we look at: : targeted programs, models/best practices from areas who are succeeding at attracting members of color, identifying barriers and strategies to overcome them, diversity training at the LMSC/Coach and Club levels. Dawson cited data from ALTS/Swimming Saves Lives grants

and activities that these are not a source of new membership for USMS. What's significant for the TF is that we do not make a record of who we impact through these programs.

TF members on the call offered the following:

We are now positioned to develop goals/strategies to recommend to the Board. At the last meeting, Nadine pointed out that the Communications/Public Info strategy had essentially been transitioned to the National Office.

Key points in the discussion:

- TF members expressed strong agreement that we need to capture racial/ethnic data regarding our SSLF and ALTS participants even if they do not register as members. We have impacted them through USMS. Is there a modified membership for them? We're missing the boat to not include these participants in our community.
- Introducing Masters 101 and introductory fitness swimming. Providing a transition between learn to swim and masters programs. Jeff shared his experiences teaching adults to swim and what the gaps are between beginning to swim and participating in a regular program. There are lots of draws such as triathlons that bring a diverse group to swimming, but not to regular masters programs. Jeff recalled how new swimmers are so proud of their new skills and overcoming the challenge of learning to swim. Where do they go with it?
- Members discussed 'toolkits' for LMSC's that could include: Introductory Masters sessions (Jeff, Lisa have experience with this and Colorado has curriculum on line). Coach training, LMSC development, profiles of successes could all contribute to resources that local clubs and LMSC's could use.
- Barriers include pool time and lifestyle. Similar to any ethnic group-family, children, access to pool time that works with schedules all impact ongoing participation in a masters program (All of USMS needs to ask if the structure of the programs and the way they are built have inherent barriers – time of day, location, pool time, joining a particular group/club, etc sw.ed note).
- TF reviewed USA swimming and how the Diversity Committee addresses goals for diversity. Lisa explained that USA swimming at the national, LSC, and then local levels set goals based on national/local census data. They set up rewards/incentives for best practices and results for diversity. The USA swimming system involves both 'incentives' and standards. For example, every LSC has a standard to have a Diversity Coordinator on their Board. This summary lead to discussion as to a role for LMSC standards as a strategy for the TF to consider.
- We want to provide measurement also where we can.

The TF members in attendance agreed that this is the beginning of a discussion that we will continue when all members can attend-at the April 5th meeting.

Meeting adjourned at 8:44 EDT

Next Meeting April 5, 2017 7:30 EST