

Task Force Name:	Diversity Task Force 2016/17	Session #:	6
Task Force Chair:	Sarah Welch	Vice Chair:	TBD
Minutes recorded by:	Sarah Welch	Date/time of meeting:	April 5, 2017

Motions Passed:

None.

Number of task force members present: 6	Absent: 1	Others present: 0
Sarah Welch, Nadine Day, Jeff Commings, Lisa Dahl, Dr. Jane Katz, David Morrill		
National Office: Jessica Porter		
Absent: Benicia Rivera		

Motions Passed:

1. MSA'd approve minutes from February and March 2017 meetings.
2. The Diversity Task Force recommended that USMS adopt the CDC population data as a benchmark or goal for the population we want to achieve. The CDC population data is also used by USA-Swimming in their diversity goal setting.

Minutes

The meeting was called to order at 7:32 EDT.

3. Sarah welcomed members and acknowledge that we had held the March meeting with just the four members who were able to attend. Sarah updated the task force regarding TF recommendations to the Board of Directors at the mid-year meeting in Phoenix which are summarized in the March meeting minutes.
4. MSA'd approve minutes from February and March, 2017 meetings
5. The BOD has asked us to develop goals/strategies to send to the Board. Nadine reminded the TF that our foundation is the Diversity Task Force Purpose statement which was adopted by the Board in 2015. Our recommendations will be based on that statement. Our objective is to identify and prioritize strategic actions for the Board. (Purpose statement included with these minutes).
6. The TF acknowledged that the BOD's approval of the concept of collecting demographic data may take time to implement. At the same time, the TF wants to recommend a benchmark or standard for what the demographic of USMS would ideally reflect. Nadine and Lisa offered information on USA-S goals and their diversity programs. Clubs are rewarded for progress toward goals. The Diversity Committee promotes best practices. Athletes from diverse backgrounds are profiled by USA-S. Goals are part of the LSC 'standards', including a requirement that each LSC names a Diversity Representative as a voting board member. After discussion of the options (census data, USA-Swimming reported data, CDC information), the TF recommended that USMS adopt the CDC population data as a benchmark or goal for the population we want to achieve. This is the same data that USA-Swimming uses and that data is readily available to us through USA-S. The Task Force MSA'd to adopt the CDC population data as the benchmark for USMS for achieving diversity.

Discussion:

Jeff and Nadine noted that the Swimming Saves Lives participant data is not captured and that ‘we’re missing the boat’ by not recording this participation.

David noted that the coaches are instrumental to strategic actions. The coaches training curriculum could address diversity and inclusion by offering suggestions for coaches and if there were best practices to share them. This might be addressed by the coaches committee or the National Office through their training.

Jeff shared his experience with learn to swim and offering swimming opportunities to adults of color. They often experience masters swimming as a group ‘where they don’t belong’. Strategies can turn that around including outreach, especially to adults wanting to do a triathlon where swimming is a challenge, learn to swim, Masters 101 series that help new swimmers overcome the mysteries of swimming with a group-reading clock, turns, gear, deciphering sets, etc. Jeff made the point that breaking down ‘you DO belong’ into steps is a key.

Everyone contributed to ideas that the task force has discussed often in our meetings that could comprise a ‘toolkit’ or ‘best practices’ that promote opportunities for new swimmers. These ideas include: novice meets, meets with ‘25’s; practice meets, Masters 101, bring a friend; Beginner Masters offerings, etc.

The TF agreed that local clubs and LMSC’s generally don’t have diversity in their sights. Webinars and information/educational materials through the LMSC development committee could be a way to generate awareness. It seems that LMSC’s, coaches and clubs who might want to make a difference don’t necessarily know what to do to reach out and effectively engage new swimmers from diverse backgrounds.

The TF raised the issue of LMSC standards and whether we have recommendations modeled after USA-S that could raise the awareness for diversity in each local area. This is an area to explore more and define what we would recommend in the way of standards. Ideas include: financial support, a designated LMSC position/role, working with Coaches Chairs.

Sarah agreed to summarize the strategic areas and circulate for email discussion prior to the next meeting. The TF agreed that the next meeting would be Wed, May 10

Meeting adjourned at 8:44 EDT