

Task Force Name:	Diversity Task Force	Session #:	May	Report #:	7
Task Force Chair:	Sarah Welch	Vice Chair:	TBD		
Minutes recorded by:	Nadine Day	Date/time of meeting:	May 2, 2018		

Motions Passed:

- 1) MSA'd to recommend to the BOD: The Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs and local volunteers. The committee shall consist of committee chair and sufficient members to execute the committee function.

Number of task force members present: 7	Absent: 3	Number of others present: 0
Jeff Commings, Nadine Day, Lisa Dahl, David Morrill, Jessica Porter, Diana Triana, Sarah Welch		
Absent: Virgil Chancy, Dr. Jane Katz, Benicia Rivera,		

Minutes

The meeting was called to order at 7:34 EDT.

- 1) The TF agreed to defer April Meeting minutes
- 2) Coaches survey responses. Nadine, Jeff and Jessica contributing. Jessica had provided a report on survey responses. Jeff provided his analysis and recommended coaches to be interviewed by TF members.
 - a) Excellent response all LMSCs responded, the survey showed that coaches are engaged and wanted to participate and that more information on diversity. 1/3 of our membership was impacted
 - b) Jeff focused on the larger minority on clubs; noticed that 80% were Caucasian
 - c) Q11: Ethnicity of coach, prioritize those team, more than minority greater than 15%. That analysis identified only 2 teams. After looking further at some minority representation, Jeff generated a list of 15 teams.
 - d) Jeff to get the Task Force to give Tier 2 information to the task force. These Tier 2 clubs are those who might have a noticeable minority participation but they area located in a community with a substantial minority population so the effort and strategies to attract these members may not be significant.
 - e) Discussion of clubs that have members that have the demographics of ethnicity to have a high percentage of diverse club. Discussion regarding the survey responses as to club membership compared with the USMS registered members. Survey numbers in several cases were much higher than the actual registered USMS members.
 - f) Jessica to assist with verify recognized clubs with the USMS database and get the task force contact information

- g) ASSIGNMENT for Tier 1 group: Sarah will be sent out the previously discussed survey and the clubs assigned to each task force member when contact information received. Task force members are to conduct the interviews, write them up and the goal is to complete the interviews by our next call.
 - h) Target: interviews by the June TF conference call. Goal: contact information and assignments out We start with people we know first,
- 3) Proposed Legislation to the BOD: to add the Diversity of Inclusion as a standing committee (see attached)
- 4) Meeting Adjourned at 8:35 EST

Proposed Legislation. MSA'd to refer to Board of Directors for review.

Proposed Legislation:

L-?	Page: 103	BOD	ADD
507.1 Standing Committees			
507.1.3 Diversity and Inclusion Committee			
And renumber remainder of section accordingly			

The Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs and local volunteers. The committee shall consist of committee chair and sufficient members to execute the committee function.

Rationale:

To assist USMS in expanding the focus from elite swimmers to include the diversity of backgrounds, interests and swimming abilities of our members.

Breakdown:

Mission: The Diversity and Inclusion Committee shall create a culture of inclusion and opportunity for people of diverse backgrounds in support of the USMS mission: To promote health, wellness, fitness, and competition for adults through swimming.

Vision: The committee is dedicated to creating an inclusive culture, which is diverse of all the differences of USMS athletes, coaches, volunteers, clubs and LMSCs. The committee will identify ways to support the vision of USMS to include diversity and inclusiveness while being the premier resource for adult aquatic fitness in the United States and will make fitness through swimming available for as many adults of diverse backgrounds as possible.

Objectives: The committee will help develop resources for diversity and inclusion, engage coaches, LMSCs and local volunteers.

Standard verbiage: The committee shall consist of committee chair and sufficient members to execute the committee function.