

Task Force Name:	Diversity Task Force	Session #:	June	Report #:	8
Task Force Chair:	Sarah Welch	Vice Chair:	TBD		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	June 6, 2018		

Motions Passed:

- 1) .MSA'd approve minutes for the May 2 Diversity Task Force meeting

Number of task force members present: 6	Absent: 4	Number of others present: 0
Present: Jeff Commings, Nadine Day, David Morrill, Diana Triana, Sarah Welch, Virgil Chancy		
Absent: Dr. Jane Katz, Benicia Rivera, Jessica Porter, Lisa Dahl		

Minutes

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

- 1) The TF approved the minutes for the May 2 meeting.
- 2) Sarah referenced the agenda for the meeting:

Developing Resources: Action Item: Reports back on coach interviews (all)
 How many coaches reached? Results/insights from coaches
 Follow up and Next Steps
 Any updates from Nationals?

Update: Task Force proposed legislation and Board of Directors action (Nadine, Sarah)

Task Force Meeting at Convention:

- 3) Report Back - Coach Interviews: All task force members had volunteered to interview coaches based on assignments from the last meeting. In summary::
 - Our coach contacts have been difficult to reach by phone and email. Every TF member experienced some difficulty reaching the coaches and generally connected with half of our list. Many had follow up opportunities scheduled with their contacts.
 - The coaches who completed the interview were generous with their time and wanted to help USMS in our diversity initiatives in some way.
 - Task Force members doing the interviews felt a connection with their coach contacts and we discussed keeping in contact with them, checking back in, and providing them with results and insights from our work.
 - Every task force member has at least one assigned coach to follow up with before the next call.

- Some respondents re-evaluated the statistics from the survey, indicating a smaller number/% of athletes of color in their programs.

Themes that came out from our interviews:

- Coaches offering swim lesson and introduction to Masters programs were able to draw new swimmers and swimmers of color into their programs.
- Triathlete training offering lessons, stroke work and workouts to help triathletes afforded opportunities to recruit some athletes of color.
- Coaches distinguished African-American and Hispanic swimmers as ‘new’ athletes while several Asian swimmers had come up through age-group swim programs and were experienced in competing. (Ex: One coach with a ‘pipeline’ from an age-group team had a number of experienced Asian swimmers in their masters program.)
- Programs who have a coach of color on deck become inviting to swimmers of color (Several coaches interviewed are people of color)
- Programs that struggle with loss of pool time and moving around for maintenance/repairs and other reasons lose track of athletes and it’s harder to reach out and retain newer swimmers.

Diana had written up her interview and Sarah provided it as a ‘template’ for the rest of the TF to use in writing up their interviews. Lisa had reported that she was unable to do her interviews, so Sarah volunteered to follow up her assigned.

Jeff agreed to generate the ‘Tier 2’ lists of coaches to interview and several task force members agreed to take these on. Sarah will get these out to members.

- 4) Report on meeting up at Nationals-nothing to report.
- 5) Report Back on Legislation: Sarah and Nadine reported that our proposed legislation to create a Standing Committee on Diversity and Inclusion was adopted by the Board of Directors at their early June meeting and will be forwarded to the Legislation Committee for action. The legislation would be voted on at the September convention in Jacksonville, FL
- 6) The Task Force will be able to have a TF meeting at convention during the open times for Board Committees which is the afternoon of Wednesday, September 29th. This meeting time is prior to the formal beginning of convention and hopefully TF members can arrange flights to get there.

Next meeting scheduled for July 4 at 7:30 EDT (to be rescheduled)