

<b>Task Force Name:</b>	Diversity Task Force 2017-18	<b>Session #:</b>	2
<b>Task Force Chair:</b>	Sarah Welch	<b>Vice Chair:</b>	TBD
<b>Minutes recorded by:</b>	Sarah Welch	<b>Date/time of meeting:</b>	November 1, 2017

**Motions Passed:**

None.

<b>Number of task force members present: 6</b>	<b>Absent: 4</b>	<b>Others present:</b>
Sarah Welch, Nadine Day, Jeff Commings, Dr. Jane Katz, Virgil Chancy, Patty Miller		
Not Attending: Jessica Porter (Sarah failed to send her the meeting notice).		
National Office: Absent: Benicia Rivera, David Morrill, Diana Triana, Lisa Dahl		

**Motions Passed: None**

**Minutes:**

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

1. Sarah welcomed members. She announced that Virgil Chancy and Diana Tirana have been appointed by Patty Miller to join our Task Force. Each member introduced him/herself, saying a bit about involvement in Masters swimming and about interest in diversity. Virgil was able to join the call this month; Diana is traveling and will join us in December.
2. Patty welcomed the Task Force members to the new year and acknowledged the direction that the TF now has established with the BOD adoption of the strategic plan. She encouraged the TF to remain focused and use data for our recommendations to keep us on task. She acknowledged the commitment that TF members have to this work and thanked us for our efforts. Thanks to you, Patty for encouraging us in this effort!
3. The Task Force reviewed the strategic plan. The discussion focused on what the TF agreed to accomplish in 2017. Sarah reviewed the strategic plan and our accomplishments. We continue to approve the CDC data. Nadine pointed out the differences in the data sources we could use, underscoring why the CDC data is the most appropriate because the CDC records the data in the same way that we proposed to collect it as well as because it is reliable and has longevity. Nadine and Sarah clarified their discussions with USA Swimming’s Diversity staff: USA swimming is looking for growth in any area of diversity rather than targeting particular racial/ethnic groups. We still need identify for USMS what gaps we are going to focus on for Masters. We will not be getting population data through the registration system until it is redesigned and that is at least a couple years off. Virgil noted that in his work, particularly with USA Swimming, that inclusion is the key. When people feel included, they will bring others in and share that the environment is inclusive. Jane seconded the importance of inclusion. Also, we are serving the people/members who are in our programs-and that service needs to be one of inclusion.

In reviewing the Strategic Plan, Virgil asked about adult learn to swim (ALTS). Jane asked about how USMS could provide scholarships for Adult Learn to Swim. Nadine clarified that LMSCs are asked to provide scholarships for the training. (Jeff noted that in the coming weeks, he is participating in the ALTS program and he agreed to report back. Nadine also agreed to update us from her Board role.) Jane made the analogy to the USMS discounts at registration, suggesting that USMS could include a discount in an

ALTS class for early joining. Sarah to follow up with Jessica and Holly about obtaining ALTS data and putting our strategic objective to collect data on the participants into play.

Next Meeting: The group agreed that the 1<sup>st</sup> Wed of Month is a good time to continue to schedule the calls for Diversity Task Force. We'll check with Diana when she returns to make sure it's good for her.

Jeff will be out of town for next meeting. (Will be in Portugal). Jeff agreed to get his questions out next week. These questions will guide our contacts with leaders in diversity within USMS to begin to develop profiles and resources for members/coaches to access to help them to incorporate best practices for diversity and inclusion into their programs. We agreed to provide feedback to Jeff on his draft of the questions before Thanksgiving.

Meeting was adjourned at 8:38 pm EST

Next Meeting: December 6 at 7:30 pm EST (4:30 PST)