

Committee Name: Diversity & Inclusion	Session #: 10
Committee Chair: Sarah Welch	Vice Chair: Diana Triana
Minutes recorded by: Carol Nip	Date/time of meeting: 11/6/2019, 8:00 pm EDT

Actions Taken: None

Number of committee members present:	Absent: 5	Present: 12
Committee members present: Sarah Welch, Diana Triana, Tim Murphy, Carol Nip, Skip Thompson, Chris Campbell, Virgil Chancy, Daniel Pauling, Jeff Commings, Janelle Munson-McGee, Donita Flecker, Ally Sega		
Not present: Jessica Riley, Mike Malik, Leslie Scott, Onshalee Promchitmart, Martha Fowler		

Meeting started at 8:03 p.m.

1. **Introductions and Announcements:**

Sarah announced and congratulated Diana Triana, as newly appointed USMS Board member to one of three vacancies. She will continue to serve on our committee while on the Board.

Sarah **introduced, Chris Campbell, V.P. Community Services**, liaison between the USMS Board and this committee. Chris shared his background with Pacific: member of Coach's Committee since 2009, did Recognition & Awards, and was elected in 2018 as an at-large director for Oceana Zone. Chris recognized that over the past two years, there's been a lot of turnover with USMS, younger and more diverse members are serving as USMS seeks to grow.

Sarah **acknowledged and thanked Skip Thompson** for his work with our committee as V.P. Community Services. As a new committee person, Sarah appreciated relying on Skip for many things to follow through on, and he was able to combine our efforts with the coach's committee. We wouldn't be where we are without him. Skip recognized that this committee set a good example, going from a task force to a Committee and then doing a Workshop at Convention.

2. **Feedback and Comments from D&I Workshop and Annual Meeting Convention:**

Sarah committee members to share what we learned and comments we heard during our workshop at convention.

- **Workshop Comments and Feedback**

Jeff enjoyed the flow of the workshop and how everyone did their part. We were very much able to give and get information. People had a lot of things they wanted to tell us - proof that our task force is a long time coming. Donita was a superstar with keeping up with the speed and flow. Seeing all of it come together was great. We can use this as our foundation for next year to expand on what we have. I hope we can use it as a template on how workshops can be done. It was the best workshop Jeff has ever attended at USMS.

Ally has received only positive responses. The give and take participation made the workshop a great balance of learning and participating.

- Strategic Plan--**Items we might want to capture for actions or our strategic plan**

Training: Diana heard comments about **Implicit Bias** with people asking for more training for coaches in a more personal, developmental way around D&I.

Ally heard comments and would like to see training on all sorts of diversity issues, including Implicit Bias training, available to leadership at national/local levels, committees, delegates, and the volunteers of USMS.

Sarah noted that participants in our workshop said they had experience in D&I training, implicit bias and self-discovery. They wanted USMS, as an organization to go deeper, for people to explore and understand diversity (and implicit bias). It will be interesting to see how we take that on.

Sarah heard from coaches who have completed Levels 1 & 2 training and want to know how they can take the D&I Module without registering for the entire course again. **A webinar is something we can offer coaches.** The LMSC Development Committee wants us to do a webinar and this seems to be a place to start.

Diana pointed out that we already have a slideshow and curriculum. A webinar is not a too difficult a job to accomplish. We want it to be an engaging discussion.

Janelle suggested that we have participants **print out a date of completion** after seeing course to determine who has reviewed it. Ally mentioned that completion dates for the Coach Curriculum are listed on the roster of designated coaches.

Nominating Committee Idea. Saran explained that there was a recommendation to the Board that they consider appointing a nominating committee for leadership roles within USMS – it could be a Task Force. This would be a letter from our committee to the BOD. Looking for volunteers to take this on.

- **Ideas to expand our Best Practices**

Jeff finds that the best way to continue **moving forward is by staying in touch with the community and with what's going on in teams.** Repetitive practices are a sign of what is a good thing to be doing. For example, Jeff contacted a team in the suburb of Austin, 70% Hispanic, it started out as a Learn-to-Swim program, evolving to a masters team next year.

- **New Names for Coach Interviews**

Names suggested: Kenny Brisbane, Coach Christine SPMS, and Chris McPherson, who are currently on coaches committee. Coach Christine (Virgil and Jeff checked on this and Coach Christine has been interviewed). Ally suggested Christi McGrail (Coaches Committee) from New England. She might have an interesting mix of people, very welcoming of a diverse group of people.

- **The Business Meeting**

Comments included: keep doing Coach Interviews, keep learning from others, there is support for our strategic plan. Other comments included increasing our visibility What are we doing? How are we going at it? How can people access our information?

3. Other Comments

- **Women in Aquatics Breakfast.** One participant suggested that we take over or partner to put on this breakfast and give it a fresh start. Some people who attended saw it as not very inclusive and not nearly as thought provoking as the LGBTQ Affinity Breakfast sponsored by USA-S Diversity and Inclusion. Sarah mentioned that there is a leadership group for Women in Aquatics, and she does not see us taking this on.
- **USAS Materials** Committee members noted that some aspects of the USAS information for convention contained objectionable language or direction, such as describing the dress code for the banquet. We discussed having a small group review the entire publication and provide comments (through USMS) to the USAS organizers. We're looking for volunteers to do this.

4. Coach Interview and Best Practices-- Increasing Visibility:

Daniel to create Website Documents. Jeff and Daniel have created a path to post our materials on the website. Coach interviews are formatted, and ready for the website. Daniel recommends two-to-five relevant interviews at a time, would suffice. Daniel wants to edit and get up online quickly. Okay for Jeff to send through drop box.

Per Sarah's request, Daniel to put contact info for the Committee so if people have questions, they can go through Sarah's contact.

5. **Workshop Evaluations.** Sarah distributed a spreadsheet of the online evaluations of our workshop. With 50-60 participants attending it's interesting that we got 5 responses- all positive, but good feedback.
6. **Announcements.** Ally happily announced that the CN-LMSC has created a new board position, D&I Chair. Their new chair thought it was important to bring D&I to the local level. It's an appointed, not elected, position and Ally was appointed to the position.

Virgil clarified that D & I chair on LMSC Boards is also an appointed in USA-S. The new model is called "Diversity, Equity & Inclusion." Each LMSC is to have a Diversity Chair, and that's an uphill battle still to get all LMSC's on board.

Chris Campbell invited us to ping him anytime. He can be reached at Chris Campbell Contact Info: VPCommunityServices@usms.org

The meeting adjourned 6:15 p.m.

To Do

1. Webinar for Coaches (and USMS), with printable certificates of completion (item 2c).
2. Coach Interviews - Coach Christine. Virgil will get last name. (item 2d). (Completed)
3. Letter to BOD suggesting President appoint a Nominations Committee (item 5).
4. Daniel/Jeff to create Website Documents (item 5).