

Committee Name:	Diversity and Inclusion	Session #:	10
Committee Chair:	Sarah Welch		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	12/2/2020

Actions Taken:

1. Approve October Minutes

Number of committee members present	12	Absent:	1	Guests:	0
Committee members present (list all, including chair and vice chair): Sarah Welch, Virgil Chancy, Jeff Commings, Donita Flecker, Megan Johnston, Tim Murphy, Diana Triana, Janelle Munson-McGee, Kyle Jackson, Blair Bagney, Ally Sega, Tom Moore					
Ex-Officio: Chris Campbell, Kathy Gallagher, Daniel Paulling					
Not present: Leslie Scott					

Minutes

The meeting was called to order at 8:04 pm ET.

1. Welcome and Announcements: Virgil referred people to the interviews Jeff has been posting on YouTube under the program title “The Journey”. Link Here: <https://www.youtube.com/watch?v=o0khkwHInhw> to subscribe. Sarah reported that Peter Guadagni, USMS President will be announcing committee assignments in mid-December. All current D&I Committee who elected to continue, will be appointed.
2. Minutes: October Meeting. The Committee moved, seconded, and approved the minutes for the October meeting.
3. Discussion: D&I Workplan for 2021. Sarah thanked committee members for completing the survey to rank proposed new work items and volunteer preferences for the main working groups: Coach Interviews, LMSC Development/Training, Best Practices and Follow-up to Coach Training.

The rank ordering results from the survey of the importance of new work items was:

- Review Legislation and draft recommendations for new legislation as needed.
- Recognition Program: Develop a program and conduct first year awards
- Review USMS Names to recommend if changes needed in light of diversity considerations
- Review USMS Code of Conduct (in rulebook) and to recommend changes re: diversity and inclusion
- Member Data and Help on Profiles: input to NO¹ on new community profiles and education with membership chairs on how to encourage voluntary participation
- Use of Pronouns: provide guidance for gender neutral communication
- Additional LMSC Resources: work on additional initiatives to support D&I at LMSC level
- Guidance on Holidays: draft guidance for USMS, LMSC’s, meet hosts on observation and recognition of holidays.

The committee discussed aspects of these ideas and additional thoughts for the committee to consider. Related to Legislation: In response to Jeff’s question, Sarah clarified that we have not received any

¹ Refers to USMS National Office

referrals from the Legislation Committee; this group will generate ideas. Ally advocated for adding gender expression to USMS' EEO protections in the Rulebook. Virgil pointed out the fluidity of language related to gender and suggested that the long process of legislation was too slow to keep up. He suggested a glossary be developed and posted as a resource. Such a document could be updated frequently. Tom added that we developed such a glossary for diversity training, as a starting point and it could be updated regularly. It could be used as a basis for rule changes when the time comes (kind of a checklist).

On other areas: Members voiced support for creating a recognition program. When we celebrate diversity we encourage positive changes in our organizations.

Virgil asked how we might promote our ideas and guidance to members (such as holidays and use of pronouns). He suggested we be able to post such resources and eventually migrate them to the website landing page for diversity. Daniel suggested that we already have the capability to post such resources. The landing page can be expanded to include them or they can be posted under the two buttons we have for resourced.

Janelle asked for clarification on the code of conduct topic. Sarah clarified it is pertaining to the USMS code of conduct in the Rulebook. (Janelle shared the link with the Committee). The concerns are that the Code of Conduct is tied exclusively to behavior during an event and not member' behavior more generally. This question is being raised by the Executive Committee who has requested D&I Committee input to their discussion. Janelle shared that she is personally exploring aspects of diversity, including her reading How to be an Anti-Racist. She recommends to offer perspectives on the national discussion on institutional racism. Tom shared that his son's middle school had a webinar discussion on how to be an anti-racist and suggested it as a possibility for a USMS webinar.

Sarah shared peoples first choices for the core work program subgroups:

Best Practices

Janelle Munson McGee, Blair Bagney

Coach Interviews

Kyle Jackson, Jeff Commings, Virgil Chancy, Tom Moore, Blair Bagney

LMSC Training

Tom Moore, Leslie Scott, Megan Johnston, Tim Murphy, Donita Flecker, Ally Sega

Follow Up Coach Training

Virgil Chancy, Ally Sega, Janelle Munson-McGee

In discussing the workload for the Committee, Sarah suggested that some of the newer topics projects may be easy small group or single person to accomplish. Chris endorsed the idea that the Committee may include non-members to help out with any of these ideas.

Sarah expressed her goal to be on the 'same page' with the Executive Committee and NO as it relates to direction and priorities and resources available. She acknowledged that the 2020 work program assignments were organized around work that 'evaporated' when the pandemic hit. Chris will take these work program items to the Executive Committee and USMS President and also the National Office to make sure we are aligned.

Sarah announced that Jeff that will serve as Vice-Chair for the Committee for 2021. Sarah acknowledged Ally's terrific contributions as Vice Chair for 2020-leading the work program planning, preparing minutes, helping Sarah with agendas and assignments and lots more behind the scenes work.

4. Kathy Gallagher reported from the Coaches Committee that most of their priority work program was postponed in 2020 due to the pandemic. Calls and webinars that were planned are also on hold. Kathy offered that she finds some of our work plan ideas intriguing and she was encouraged that D&I will have a way to include other volunteers. She also encourages us to offer resources, such as the glossary that Virgil mentioned, to volunteers and especially for LMSC's. She thanked the committee for supporting her in her role as liaison to D&I from the Coaches Committee.
5. VP Community Service Chris Campbell update: Chris thanked everyone for participating in the Committee. He observed that 2020 has been a tough and very different year. 2021 will be a year of digging out from this past year and encouraged us to look forward to an ambitious work plan in 2021.

The meeting was adjourned at 9:12 pm ET.

Next Meetings January 6, February 3, March 3