

Committee Name:	Diversity and Inclusion Committee	Session #:	3
Committee Chair:	Sarah Welch		
Minutes recorded by:	Ally Segal	Date/time of meeting:	3/4/2020 8:04 pm ET

Actions Taken:

- Approved: (Minutes of December meeting

Number of committee members present:	12	Absent:	1	Guests:
Committee members present (list all, including chair and vice chair): <i>Blair Bagley, Virgil Chancy, Jeff Cummings, Kyle Jackson, Megan Johnston, Tom Moore, Janelle Munson-McGee, Tim Murphy, Ally Segal, Diana Triana, Sarah Welch, Donita Flecker</i>				
<i>Ex-Officio: Chris Campbell</i>				
Not present: <i>Leslie Scott, Daniel Paulling, Jessica Reilly</i>				
Guests:				

Minutes

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

- Welcome and Announcements: Sarah welcomed all members and asked for approval to record the meeting. All members present agreed to be recorded.
- Approve Minutes for February Meeting: Jeff moved to accept the minutes. Ally seconded. Correction to change Session 1 to Session 2. All approved with the correction.
- Working Group-Coach Interviews: Jeff, Sarah, and Ally had a phone call to discuss updating the survey and adding questions. Jeff reminded us that the original survey had gone out in 2017 (or so) and was sent to all coaches and team representatives of all registered USMS teams, and asked for the number of swimmers, percentages of males to females, and approximate percentages of ethnicity, and the ethnicity of the head coach. We would like to add questions about swimmers with disabilities. We discussed how to ask questions, whether we want to ask about what kind of disabilities, or just if they are, and by what standards, Paralympic standards? Jeff also wonders if it would be appropriate to ask, maybe just of the coach, what the LGBTQ make up is.

Jeff would like to have the survey ready to send out around early May, so that results can be analyzed over the summer, so that by the end of the year a list of coaches to interview can be created. Virgil, Jeff, and Donita are the group that will then conduct the coach interviews.

Kyle questioned the community profile platform and whether that would be more accurate than the coaches' surveys. Jeff confirmed that the coaches' surveys were not always accurate but that it was a good resource to find coaches that do seem to have diverse teams. Jeff is hoping that the registration process will include a question about ethnicity, as other sports organizations are already doing, but until then the surveys will hopefully find that information.

Once Jeff has the survey ready, he will send it to Jessica for National approval and then it can be sent out. Ally will send input to Jeff regarding questions regarding disabilities. Jeff questioned if asking about LGBTQ would feel like prying into personal information. Ally questioned if asking if you have any swimmers that openly identify as LGBTQ. Kyle added that if the goal is to identify teams that have more diversity, then it might be helpful. Chris asked if the process would allow for essay questions such as what the diversity and inclusion challenges for your team are. Jeff responded that USMS usually uses Survey Monkey and that does allow for open ended questions. Jeff would like to think about if it would make it challenging to analyze data. Chris would like to see Diversity and Inclusion to do something

around that issue as a Convention workshop. Jeff asked Chris if he would mention that having Peter or Dawson send out a letter prior to the survey, to request that people fill out the survey. Jeff is hoping to have a sample survey for the next meeting.

4. Working Group Update-Best Practices: Janelle said they have a goal of 32 best practices by Convention. They are communicating through Google drive and are trying to stick to a schedule of a couple new ideas each month by each member. Janelle asked Chris about writing up the knowing each members' names as a best practice and Chris said it was a Mel Goldstein thing, but that he would be happy to talk about it. Janelle added that Blair and Leslie are in the group with her.
5. Working Group-Promoting D&I throughout USMS: Sarah has asked Tom to be leader. He is working on setting up a meeting, either Monday or Wednesday and hopes to have something to report at the next meeting. The group is Tim, Megan, Diana, and himself.
6. Diana to report back from the BOD Meeting in Sarasota: Diana reported that our committee has gotten positive reviews. She talked to Bill Brenner about what in the curriculum that she had written had been changed. Bill explained that it was due to time limitations (in the course). Bill was open to her giving him revisions. She was approached about having disabled specific events/focus. Ally told Diana that there is a meet in Boston, The Bay State Games, that included a para/disabled division. Ally will send Diana the information.
7. Chris Campbell-any items/issues for the committee: Sarah said she would like to put Chris on the agenda each meeting. She said that she is working on the Board-requested mission statement and committee description with Ally. We also should be thinking about a workshop for Convention. Chris said that they are working on creating workshops for the Convention that will be interesting and informative. National is looking at the committees that have the most effect on the LMSC, local, and team levels. D&I is one of those committees that has a direct impact. Chris then talked about our budget and that he talked to Susan, USMS CFO, about how we spend it. Our committee has \$4050 and how we spend it is up to us. Sarah expects to send Virgil and Diana to the Diversity in Aquatics Convention and send Janelle to the ALTS conference. Chris asked that if people have ideas on how to use funds, to please let Chris, Sarah, or Ally know. He reminded us that Peter likes to emphasize impact at the local level. Sarah then explained that National is looking for our input on making media regarding diversity and inclusion but that won't be included in our budget. She would like us to look into ideas on what we would want funds for in the coming budget-for 2021.
8. Outstanding Items outside the working groups: Sarah requested ideas for Convention workshop ideas. She was very touched by the 2 lunchtime speakers last year and how they spoke to the diversity of USMS. Chris said that he thinks that the biggest diversity challenge for any team is that you have former collegiate swimmers on down to novice swimmers and swimmers that are open water swimmers and swimmers that have different goals and you have to keep the peace. Jeff agreed that coaching masters is challenging relative coaching age groups where everyone had the same goals and about the same times. Now he feels that some days he has 7 time intervals in 6 lanes. He appreciates that some of his former collegiate swimmers that aren't in the fast lane and he uses them to help teach the new swimmers. Ally agreed with Jeff but added that she has had to educate the youth coaches as to what masters swimming is really all about. Tom wanted to add that not everyone at the Convention is a coach and would like to suggest adding sometime about recruiting volunteers from a diversity and inclusion perspective.
9. Announcements: Chris reminded us that this year we would be voting on At Large Board of Director members. Dixie Zone will be open for a new member. Oceana Zone may also be open. The Great Lakes Zone will be open. He would like us to see if we have ideas for diverse candidates. Sarah agreed that we should be looking for people and that she would like to see people competing for these positions.

Sarah said that in the past committee members have tried to meet at Nationals and that she would like to do that again for anyone going to Spring Nationals. Please let her know if you are planning on going.

Next Meetings Wednesday: April 1, May 6th

The meeting was adjourned at 9:08 pm ET.