

Committee Name:	Diversity and Inclusion Committee	Session #:	6
Committee Chair:	Sarah Welch		
Minutes recorded by:	Ally Sega	Date/time of meeting:	6/3/2020 8:00pm ET

Actions Taken:

1. Approved: Minutes of May meeting,

Number of committee members present	8	Absent:	5	Guests:	1
Committee members present (list all, including chair and vice chair): Sarah Welch, Virgil Chancy, Jeff Commings, Donita Flecker, Janelle Munson-McGee, Tim Murphy, Ally Sega, Diana Triana,					
Ex-Officio: Chris Campbell, Kathy Gallagher, Daniel Pauling,					
Not present: Blair Bagley, Kyle Jackson, Megan Johnston, Tom Moore, Leslie Scott,					

Minutes

The meeting was called to order at 8:02 pm ET.

1. Welcome and Announcements: Sarah welcomed everyone and expressed her feelings on recent events and welcomed others to also. Sarah reminded people to mute their phones when not speaking and to announce their name when speaking. Then she requested that people talk to their LMSC about being a delegate for their LMSC.
2. Approve Minutes for May Meeting: Virgil moved to approve the minutes, and Diana seconded the motion. There was no discussion. All approved and there were no nays or abstentions.
3. Discussion of 501.3 of Rules- Equal Opportunity. The Committee is proposing Legislation to add gender, gender identity, and gender expression Virgil commented that this is a fluid subject and wondered how it would be addressed in policies and rules as definitions evolve. Sarah explained that this would be for the policy of inclusion while the rules for competition have already been defined. Competing as male or female, is a requirement for being part of FINA, while allowing people to define themselves outside of competition can evolve as part of USMS. Sarah asked if we want to endorse adding gender identity and expression. Everyone said yes. Ally motioned that we submit to the legislation committee by June 10th, Virgil seconded, everyone said, aye, and there were no nays. Ally, Jeff, and Diana agreed to help with the wording. Ally expressed requests for rational for use of the term gender expression as there were limited national references.
4. Jeff reported on the coach's survey. He has worked with Jessica and Sarah to finalize the survey questions. For example, we percentages add up to 100%. Then he noted that one question that he had been unable to answer was how to address if a coach had a swimmer that had multiple types of handicaps. Putting him/her in multiple categories might make it seem like there are two people. Ally suggested adding a category for people with more

than 1 type of disability. Jeff added other suggestions that had been given to him and then questioned if people thought the length was still appropriate. Ally said the length was still good since the questions were primary check boxes and other simple questions. Ally noted that if one writes 40% and 60%, the system does not recognize that as a number that equals 100%. Janelle agreed. Sarah suggested that Jeff ask Jessica for help if needed. Sarah is hopeful that the survey will run smoothly and be successful.

5. Janelle reported on Best Practices write ups. She expressed frustration with COVID-19 throwing off schedules. She is feeling good about the 10 write-ups that they have started and is happy that they are from coaches from diverse areas. She gave us a list of topics/titles. Sarah requested that members come up with ideas and get in touch with Janelle. Daniel is going to be displaying these best practices on the website.
6. Webinar update: Sarah expressed how excited she is with the amount of work that Tom, Jeff, Diana, Ally, and Sarah have accomplished. Sarah sent out a doodle poll to schedule a dry run session with choices for either the next Wednesday or the Wednesday after. The members of D&I and a few members of the coaching committee have been invited. She would like people to get their responses back so that the time can be confirmed. Diana and Jeff will go through the PowerPoint and then there will be a survey for feedback. The program will be presented as instructive, not interactive and section questions will be given as “homework”. Participants will be asked after if they would like a more interactive, smaller group on any of the topics. Chris expressed concern that there might be too much information, and that while he liked this much information, he was afraid that some people would be overwhelmed.
7. Kathy Gallagher, Report from the Coaches Committee: The big topic in the coach’s committee is how to restart programs and how to create safe environments as things reopen. Also, they are working with the National office in creating a vision for the future. The mentoring program is on hold right now.
8. Chris had no new announcements.
9. Announcements: Sarah again reminding people to fill out the doodle poll.

The meeting was adjourned at 9:21.

Next Meetings Wednesday: July 1st, August 5th, August 30th