

**Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings**

**Minutes recorded by: Ally Sega**

**Session #7**

**Date of meeting: 7/6/2022**

**Time of meeting: 8 pm EDT**

### **Actions Taken:**

1. Approved: May meeting minutes
2. Approved: Recipients of the DEI Award
3. Approved: L15 and L16 as rewritten by the Legislation Committee
4. Approved: Supporting L 17, despite not being recommended by the Legislation Committee

**Number of committee members present: 14 Absent: 3**

**Committee members present (list all, including chair and vice chair):** Jeff Commings, Sarah Welch, Megan Johnston, Leann Rossi, Ally Sega, Leo Letentre, Conner Bailey, Rook Campbell, Virgil Chancy, Vicki Shu Ex-Officio: Chris Campbell

**Guests:** Wilson Josephson, Coaches Committee Liaison,

**Not present:** Tom Moore, Diana Triana,

### **Minutes**

1. Welcome and Announcements. Jeff welcomed people to the call.
2. May meeting minutes: Leo motioned to approve. Virgil seconded the motion. There was no discussion. There were no people who opposed it. The minutes were approved.
3. D&I Award: Jeff was able to get a mark-up of the logo on the award and shared it with the group. Virgil suggested that an explanation of the award logo be given out with the award. Jeff said that since there is a page on the website about the award, we could

put the explanation on the page along with a statement that it was created by Megan Johnston.

It was discussed that there would be one award for each person/group that wins. So if three individuals and one group win, 4 awards will be created. It was suggested that if two people won the award, only one would be made by the committee but there would be an option to buy a second award.

We don't have a specific number of possible winners. It was suggested to keep in mind that the award is subjective. That while we are willing to give out multiple awards, we should still hold to standards. The award should be something that has to be earned. It was suggested that the first year might have more nominations because it is a new award, and that the second year might have more as more people will know about it and there will be more time to create nominations..

3. Best Practices: Sarah said that the sub group cleaned up some of the older ideas and created a list of priorities of new ideas. One of the ideas is that the group will create best practices based on the series of webinars that was created by the D&I Committee on how to create an inclusive environment. Sarah suggested that shorter articles that are easy to find based on topics are better. Wilson had suggested developing best practices based on developing a code of conduct. It was discussed that swimming ability and experience is a different discussion than able bodied versus disabled swimmers and that both should be addressed. Also, it was discussed that it should be noted that not all programs can support adults who are learning to swim, but that direction should be given to new swimmers looking for programs to learn to swim as opposed to just being sent away. Jeff let people know that the votes were anonymous and only the results would be seen. Zoom does not let the host vote, so Jeff will only vote if there is a tie.

Sharon Blahah and Linda Blanchard: no

Rook Campbell: (Rook abstained) yes

Joe Claussen: no

Laura Dennison: (Ally abstained) yes

Donita Flecker: (Vicki abstained) yes

Marti Hendriks: no

IGLA Organizing Committee: yes

It was discussed whether to tell the recipients at the annual meeting or before the meeting. It was decided to tell the recipients beforehand, so that they are more likely to come to the convention or to tell their LMSC chair. There was also discussion as to whether recipients give speeches. Connor made a motion to tell recipients so that they could decide whether they should come to convention or not, and they could request being a delegate if they are not already expecting to be one. Leo seconded the motion.

There was additional discussion about requesting being a delegate and when the deadlines for requests are. A vote to tell the recipients was taken and approved. It was clarified that if recipients want to be a delegate, they should contact their LMSC chair to be an LMSC delegate or the chair or Jeff can request at large delegate status.

4. Legislation: Jeff discussed talking to Charlie and the Legislation Committee about the 3 proposals. The Legislation Committee reworked the 2 proposals regarding sanctions and are recommending them. The Legislation Committee is not recommending the legislation to add gender expression to the equal opportunity statement. There was some discussion and the Diversity and Inclusion Committee decided that we would still like to support the legislation and have the HOD vote on it, even though it will take a 2/3s vote. Leo suggested that our committee should vote on resubmitting the proposal that we had withdrawn. After checking rules, Leo made a motion to resubmit the motion with the revisions that the Legislation Committee made. Sarah seconded. The motion was approved. Leo made a motion to accept the revisions to L16 and L17. Sarah seconded the motion. The motion was also approved.

There was more discussion regarding adding gender expression to the equal opportunity statement. Several members said they would be supportive of encouraging people to vote for the legislation. It was suggested that we come up with talking points beforehand and split the points so that all points would be heard and points would not be repeated multiple times.

5 Best practices: Sarah said that there is a code of conduct posted on the website. After looking at it, there seemed a need to work on how to include coaches, members, etc. in creating their own code of conduct and consequences. Sarah brought up having a webinar, including Bill Brenner and the coaches committee on creating an inclusive code of conduct. She said that the subcommittee will be working on furthering this idea. While there is a template, Jeff suggested that creating a code of conduct should be organic and a living document that grows and changes. Virgil suggested making video code of conducts and people agreed to look into it.

Jeff reviewed information on the complaint process, the review process, and the National Review Board as it relates to the memo sent out by Dawson.

Jeff brought up the new FINA rules regarding trans competitors. Dawson does not have anything that is being sent to members but does have a response if people ask the National Office. There is no current plan to change our rules based on FINA's rule change.

6. Coaches Committee: Wilson says that the coaches committee is looking into getting more information on working with para athletes. USA Para Swimming is looking to have certification programs and does have clinics available to coaches.

7. National Board Updates: Chris said reminded Jeff that the committee reports are due by the annual meeting. Chris said that despite some push back, it was thought that

the committees would have their August meeting as part of the annual meeting. Jeff asked who would be at the annual meeting either virtually or in person. Over half the committee responded that they would. Jeff announced that he would be running for the National Board.

8. Wrap Up: The meeting adjourned at 10:00 pm EDT. Next meeting is August 3, 2022.