

Committee Name: Diversity and Inclusion Committee

Chair: Jeff Commings

Minutes recorded by: Chris Campbell

Session #5

Date of meeting: 10/8/2025

Time of meeting: 8 pm EST

Actions Taken:

1. None.

Committee Members Present: 8

Absent: 0

Guests: 0

Present: Jeff Commings (Chair), Chris Campbell (Vice chair), Sharon Snyder, Vicki Shu, Laura Dennison, Mary Jurey, Megan Shovlin, Lucila Davies, Kenny Brisbin (Ex Officio—USMS VP Community Services), Daniel Paulling (Ex Officio—National Office Staff)

Guests: None

Absent: None

Minutes

The meeting was called to order at 8:03 pm EST.

1. Approval of the meeting minutes from the previous Committee meetings (held June 4, 2025 and July 30, 2025) were approved by email vote prior to this meeting.
2. Committee Chair Jeff Commings reminded attendees that legal ramifications precluded any discussion of any ongoing legal issues and litigation.
3. The opening discussion concerned ensuring a welcoming environment and safe space for USMS members and visitors in USMS-related activities.
 1. Vicki suggested recommending a Code of Conduct. Examples of USMS Clubs that have codes of conduct in place include Mountain View Masters (Pacific LMSC) and The Long Beach Grunions (Southern Pacific LMSC). The Pacific LMSC has a code of conduct in place as well. It was noted that there does seem to be a decent amount of traction for documented codes at the club level, but this doesn't appear to be the case at the LMSC level. However, this is not well documented one way or another. Article 4 in the USMS Rulebook does not list a specific code of conduct per se. Perhaps it should. This is a topic of discussion for the USMS Board of Directors, and would involve a legislative proposal, should the notion be deemed worthy.
 2. It is important to note that the development and implementation of a Code of Conduct at the club and LMSC levels is a recommendation. While USMS may be able to drive this at the LMSC level, there is too much variety in the structuring and incorporation of clubs at the local level to make this anything more than a suggestion/goal.

1. Kenny suggested making Inclusivity a visible and specific call out in such a code at any level of implementation.
 2. A safe channel for reporting conduct issues needs to be set up at all levels.
 3. Messaging about conduct and inclusivity in such a code needs to be streamlined and readily accessible.
 4. Flow down of code tenets needs to be consistent. USMS codes, LMSC codes and Club-level codes need to be in alignment with each other.
 5. Physical Accessibility is a concern at both pool and open water programming.
 6. USMS should have Codes of Conduct for members, volunteer officers and staff. This should stand as a boilerplate template for similar codes at the LMSC and Club levels.
4. The November Peer to Peer Webinar with LMSC Diversity and Inclusion Chairs is scheduled for Wednesday, November 12 at 8pm Eastern Time. This webinar is envisioned as more of a Roundtable discussion, rather than as a lecture/presentation.
 1. A Code of Conduct is an excellent topic of discussion
 2. The D&I Subcommittee (chaired by Vicki, with Laura and Megan) is currently working logistics with the LMSC Development Committee.
 5. It was noted that the current number of LMSC D&I Chairs/POCs has decreased from 15 to 12. This is due to personnel/officer changes in the Minnesota, South Dakota and Southeast LMSCs. The names of the specific chairs and points of contact will be updated as soon as new personnel are in place.
 6. Jeff discussed the make up of the 2026 D&I Committee, given that he is standing down as Committee Chair at the end of 2025. Mary has been involved in discussions with USMS Leadership on assuming the duties of Committee Chair at that time.

The next meeting will be held on Wednesday, December 3, 2025 at 8pm Eastern Time.

The meeting adjourned at 8:47pm EST.