

Committee Name:	Diversity and Inclusion	Session	1	Report #1
Committee Chair:	Sarah Welch	Vice Chair:	Diana Triana	
Minutes recorded by:	Sarah Welch	Date/time of meeting:	May 1, 2019	

Motions Passed: none

Number of committee members present: 7	Absent: 4	Number of others present: 4
Present: Donita Flecker, Carol Nip, Leslie Scott, Ally Sega, Sarah Welch, Janelle Munson-McGee, Jeff Commings, , Diana Triana		
(Others Present: Jessica Reilly, Daniel Pauling, National Office)		
Absent: Virgil Chancy, Michael Malik, Martha Fowler, Skip Thompson		

Actions:

1. Approved: Minutes of February 6, 2019 meeting, with housekeeping corrections.

Minutes

The meeting was called to order at 8:04 pm EDT

1. Welcome: Sarah welcomed the group to the call. A few members: Carol, Jeff and Sarah, met briefly at Mesa and had a photo op. Carol took notes that we'll post on the Forum.
2. Minutes: the committee approved the minutes of the February 6 meeting with a few housekeeping corrections.
3. Work Group Overview: Sarah reviewed the groups and projected timelines for their work. We plan to have our results by convention. We plan to use them if we're tapped for a convention workshop, and/or, for a peer call that we've asked to have scheduled. Convention is September 11th this year, so we should plan to have results from coach interviews, program ideas and a draft strategic plan to share by the August meeting. That's soon!
4. Coach Interviews: Jeff updated the group to identify the tiers I and II lists, how they were derived and the status of the interviews we have in hand which is about 5-6 completed interviews. Donita, Carol and Leslie are the team working with Jeff on this activity. Jeff will share the names of coaches/contact info with his group to have them complete at least the Tier I list and perhaps some from Tier II.
5. Program Ideas-Best Practices: Diana reported that her group has met and generated ideas. Their topics ranged from outreach, to uses of social media, to post nationals story ideas, to a convention workshop and distributing the curriculum section for diversity more broadly.
6. Strategic Plan: Sarah reported that her group had met once and focused on the 'collect data' element of the current plan.
7. Discussion Topics: the descriptions of the work groups led to other discussion points:
 - Jeff outlined an idea to display the info from the coach survey geographically—a scattergram showing the diversity that coaches reported in their survey across a map of the US. This links into the strategic plan and helps us begin to understand our demographics.
 - The Committee has asked to host a peer to peer conference call and is being considered for hosting a workshop at convention.
 - Daniel offered that USMS can 'host' our write ups of coach interviews and program ideas and then we can use the site/link to share them. A link to an article, for example, could be included in Streamlines for Coaches, for example. Or, USMS could offer us a 'best practices' web page for us to refer people to.

- Ally added her experiences with providing ideas for coaches for para-athletes and introduction to para-swimming. She cited some activities going on in the Northeast part of the country.
8. Sarah reported on the follow-up that she and Daniel had at Mesa. Daniel reported on his efforts to include photos showing a diversity of people of all colors/ages/body types on the website and in publications. He was pleased to report that Swimmer Magazine this issue has the first cover photo of an African American swimmer (Pat Mathiason from Louisville) since Jeff Commings was profiled a few years ago. Members asked about contributing photos and Daniel outlined reasons why this doesn't work-quality, permission, identifying people, etc. He assured us he is working to enrich the photo images.
 9. Tentative Schedule for Completion and Upcoming Activities: We are targeting completion of these three work groups for before convention (which is September 11-15). This means targeting completion of the main body of work for groups to share by the August meeting—which is coming right up!. We would hope to use both the program ideas and the coach interviews if we are granted a workshop for convention, so these need to be completed in advance. Our opportunity to share what we've accomplished is largely through the delegates to convention who can, in turn, report back to their local organizations.
 10. Other business and comments: all members should feel free to post and comment on the Forum page.
 11. Next Meeting: June 5, 2019 8:00 pm EDT (subsequent meetings July 3, August 7)