

Committee Name:	Diversity and Inclusion	Session #:	9
Committee Chair:	Sarah Welch		
Minutes recorded by:	Sarah Welch	Date/time of meeting:	10/3/2020

Actions Taken:

1. None

Number of committee members present:	11	Absent:	2	Guests:	
Committee members present (list all, including chair and vice chair): Sarah Welch, Virgil Chancy, Jeff Commings, Donita Flecker, Megan Johnston, Tim Murphy, Diana Triana, Janelle Munson-McGee, Leslie Scott, Kyle Jackson, Blair Bagney Ex-Officio: Chris Campbell					
Not present: Ally Sega, Tom Moore, Guests: Kathy Gallagher Ex-Officio: Daniel Paulling					

Minutes

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

1. Welcome and Announcements: Sarah reminded those who were delegates to the annual meeting to complete their evaluation and committee request surveys.
2. Discussion: D&I Workplan for 2021

Sarah introduced this topic by sharing that a number of work plan items were suggested for D&I during the month-long annual meeting and since we last met. The purpose of this discussion is to raise ideas or items for consideration in the 2021 plan. She mentioned a few that members of other committees or the BOD had suggested. Members offered comments/suggestions on a number of these:

- Review USMS ‘names’ to identify ones that USMS might want to revisit in light of Black Lives Matter. Example, changing the name of Dixie Zone at this past annual meeting. Jeff offered some guidance on this issue. He’s involved with USA-S on a similar effort with his group looking at names from the perspective of Black athletes. He cautioned that such an exercise can get quite granular and might highlight long established names and labels that have a historic tradition that might not make sense to change. Example: use of Junior’s events. Should they be changed to 18 and under Championships? Is that important? Does it make sense? He suggested that the review stay at a high level.
- Language around gender identity. Sarah heard from a member from Pacific LMSC who asked that USMS adopt a ‘style’ or provide educational materials regarding the use of pronouns that reflect a diversity of gender identity. He experienced a heated debate about the ‘proper’ use of pronouns with objections to the use of they, them, theirs, in written materials for his LMSC. D&I hasn’t determined what is the best way to address this...educational? Style recommendations? but agreed that work in this area is needed, especially considering the addition of gender identity to our EEO protected groups.
- Virgil brought up reviewing and doing educational work around disability and possible labeling would be a great addition to what D&I can offer.
- Janelle reminded the group that D&I could contribute to educating the membership and leadership on holidays by a diversity of faiths and religions. The USMS President has asked D&I for recommendations and guidance on scheduling events on such holidays and when to take

them into account in planning events and activities. Tim provided a comprehensive list of holidays in the 'chat' part of the call.

- The Committee discussed approaches to including LMSC's in our work for 2021. This is the year (2021) we had targeted in our 3-year plan to reach out to LMSC Leadership. The idea of a D&I liaison/coordinator at the LMSC level has spontaneously developed in Connecticut, Minnesota, and Southern Pacific. We discussed whether small LMSC's had the volunteer resources to undertake such a role. Some wondered about having the role at the Zone level. Blair spoke from the perspective of a smaller LMSC, Utah. She said people were looking for ideas throughout their LMSC and that having a liaison with our committee that would communicate regularly to share ideas and initiatives would be very beneficial from the perspective of her LMSC, even though it's smaller.
3. Coach Survey update: Jeff reported that the survey is ready to go and is waiting to be scheduled by the National Office. The NO has indicated that they want to strategically space surveys, so members don't get burned out and just ignore them. Sarah mentioned that she asked Daniel for an update which he agreed to pass on to the National Office senior staff meeting this week. Jeff noted that, with all the Annual Meeting surveys going on he is concerned about ours being further delayed.
 4. Best Practices update: (Janelle) stated that 18 ideas have been written up and being reviewed.
 5. VP Community Service Chris Campbell update: Chris thanked everyone for participating in the Annual Meeting and particularly the exceptionally long Sunday session.

The meeting was adjourned at 9:12 pm ET.