

Committee Name:	Diversity and Inclusion	Session #:	7
Committee Chair:	Sarah Welch		
Minutes recorded by:	Diana Triana	Date/time of meeting:	7/1/2020 8:00pm ET

Actions Taken:

1. None

Number of committee members present	Absent:	Guests:
9	5	1
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		
Ex-Officio: Chris Campbell, Daniel Paulling		
Not present: Ally Sega, Tom Moore, Kyle Jackson, Blair Bagley, Leslie Scott		
Guests: Kathy Gallagher		

Minutes

The meeting was called to order at 8:05 pm ET.

2. Welcome and Announcements: Sarah asked for this the meeting to be recorded. The Committee held the meeting as a Zoom call and the committee will continue meeting via Zoom
3. June Minutes will be sent out for approval by next meeting.
4. Committee members were previously instructed to let Sarah know if they are or are not delegates with their LMSC. Sarah has heard from some of the members. Sarah followed with an explanation about the delegate process and how important it is to participate. The deadline to let Sarah know is July 2, 2020.
5. Update on the proposal for legislation sent to the legislation committee. Charles Cockrell Rules Committee Chair- has helped Sarah and Ally put together the proposed change. Two days after writing the proposal. The proposal was rewritten because the Supreme Court ruled to include gender identity on the employment protection under gender just days after D&I submitted our proposal. The proposal is to add the words "Gender Identity" to the Equal Opportunity provision 501.3 of the USMS rule book, and to add definitions.
6. USMS public statement on systemic racism. Jeff Commings was approached by the national office to revised and edit the statement to which he provided valuable input. Responses to this statement go directly to Sarah Welch committee chair. Daniel Pauling, Kyle Deery, from USMS National office along with Sarah got together to review all emails and contacts received and took responsibility to respond to all of them. Daniel and Kyle will work with the groups that have a story to tell through one of our publication like swimmer magazine, etc. In regards to the people that showed interest in getting involve with the ALTS program the National office will be in charge to connect them with either a volunteer group or if they want to get certify as an ALTS instructor contact them when the program resumes. There is another group interested in talking about D & I in Masters swimming. Sarah wants to organize a conversation via zoom meeting to collect ideas. Lead person for this group: Jeff Commings; group of members: Donita, Virgil, Kyle, Janelle, Diana and Chris Campbell.
7. Diversity & Inclusion page on USMS website. Diversity and Inclusion link on the home page. Simple, user friendly with lots of potential to grow. Members are encouraged to explore the page and share with others.

8. Coach Training dry run report. Received results from Survey Monkey that showed that out of 18 participants 11 responded to the survey. Responses were: 66% rated outstanding and 33% very good. Comments vary. Overall participants appreciated the illustration or examples the Jeff and Diana (presenters) offered to support the presentation. To make the presentation “jazzier” or less wordy, as suggested by participants, without losing the content and maximizing impact Donita offered her help with the PP.
9. Breaking News, Kenny Brisbin would like to take this curriculum forward to a coaches’ call. Kenny invites us (D&I) to be the subject matter on the July 23rd with a Peer- to - Peer discussion format.
10. Coach Survey update: (Jeff) It’s ready to go anticipating the release by late July by the National Office. The National Office is managing a number of survey requests from committees and ‘directing traffic’ so members don’t get overwhelmed by survey requests.
11. Best Practices update: (Janelle) stated that 18 ideas have been written up and being reviewed.
12. Coaches committee update; (Kathy Gallagher) excited about the coaches training call.
13. VP Community Service Chris Campbell update: Summer board meeting online. Congratulated the D&I committee on their hard work and commitment.

The meeting was adjourned at 9:12 pm ET.