

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

**Minutes recorded by: Ally Sega**

**Session #5**

**Date of meeting: 5/3/2023**

**Time of meeting: 8 pm EDT**

### **Actions Taken:**

1. April minutes approved.

**Number of committee members present: 8 Absent: 5**

**Committee members present (list all, including chair and vice chair):** Jeff Commings, Ally Sega, Sarah Welch, Rook Campbell, Vicki Shu, Laura Dennison, Virgil Chancy, Chris Campbell: Liaison to the National Board

**Others present:** Nadine Ford, Mahogany Mermaids

**Not present:** Leann Rossi, Leo Letendre, Katherine Weathers, Wilson Josephson: Coaches Committee Liaison, Daniel Paulling: Liaison to the National Office

### **Minutes**

1. Welcome and Announcements. Jeff welcomed people to the call.
2. Sarah motioned to approve the April minutes and Laura seconded the motion. All approved the minutes, except Rook, who abstained because he was not at the April meeting. .
3. Nadine Ford discussed the Mahogany Mermaids program that was created in 2018 that is for black women, in North Carolina. They work with swimmers that are brand new to swimming and women who learned to swim as children, and are working with a local triathlon program.
4. D&I in LMSC roles: Ally gave the update that the subcommittee of Katharine, Leo, and Ally had a meeting and an assignment of writing up ideas. Katharine has

completed the task and Leo and Ally are still working on it. Ally noted that she talked to leaders from around the Colonies Zone at a meet. She found both conversations confirmed the idea that “diversity and inclusion”, while often thought of as race, gender, and sexual orientation, and sometimes dismissed for that. Inclusion in different areas though had different challenges, including people of younger ages, disabilities, newer swimmers, from rural areas, and from smaller teams or independent swimmers. Requests for LMSCs should look to connect what issues an area is having and have a goal to work on increased inclusion, and then potentially membership, based on local needs.

5. Code of Conduct Webinar: Jeff and Vicki were the only ones able to meet. Jeff shared their ideas: What is a code of conduct, Why do clubs/LMSCs need to create a code of conduct, and How to create a code of conduct.

6. Holiday Guidance: Sarah was unable to meet with Rook to continue the discussion. Sarah believes they need to simplify what they are doing. She believes they need to talk to some people and get some ideas.

7. Chris’s National Board Report: He has no Board updates. He apologized for anyone he was unable to talk to at Nationals, including Virgil who was also officiating.

13. Wrap Up: Jeff agreed that he didn’t have the chance to talk to as many people as he wanted, including Sarah. He updated that the team discussed last month that decided to have cut off times for practice and has since dropped the time requirements due to lack of interest. Virgil’s team did a combined masters and adaptive swimmers meet. Laura added that Bay State Games has a similar meet. Ally mentioned that her team, including about 4 adaptive athletes, would be participating in an obstacle course race that is a fundraiser for the local adaptive sports program. Sarah noted that Jeff will be doing a clinic in Oregon.

The meeting adjourned at 8:45 pm EDT. Next meeting is June 7, 2023.