

Diversity and Inclusion Committee Minutes

Committee Name: Diversity and Inclusion Committee

Session#: 9

Committee Chair: Jeff Commings

Vice Chair: Ally Sega

Minutes recorded by: Ally Sega

Date/time of meeting: 10/5/2022 8 pm EDT

Actions Requiring Approval by the HOD:

1. None

Motions Passed:

1. None

Number of committee members present: 8

Absent: 3

Committee members present (list all, including chair and vice chair): Jeff Commings, Ally Sega, Conner Bailey, Sarah Welch, Leo Letendre, Virgil Clancy, Vicki Shu, Megan Johnston; Ex-Officio: Chris Campbell, Wilson Josephson (Coaches Committee Liaison), Daniel Paulling (national office liaison)

Committee Members Absent: Tom Moore, Leann Rossi, Rook Campbell

Minutes

The meeting was called to order at 8:00 p.m.

1. Welcome and Announcements. Jeff welcomed people to the call. He wanted to note that Rook would be missing the meeting because of Yom Kippur. He had considered changing the date of the meeting, but with input from committee members, including Rook, it was decided not to change the meeting.
2. Daniel asked if it was appropriate as a reporter to ask for a person's pronouns. Vicki, Leo, Virgil, Sarah, Conner, and Jeff all voiced their support of asking. Conner and Jeff did also note that there would be occasional pushback, but that it would still be worth doing. Then it was discussed the use of the word "they" as a singular word. It has been updated in the Associated Press style book as acceptable and it is suggested to then use verbs as would typically be used after they/them.
3. Annual Meeting: Jeff noted that the meeting ended very early. Chris thought that it was a fun meeting. He was expecting lots of pushback and found people very willing to work with each other. Vicki loved the hybrid. Sarah also loved being able to be virtual. Sarah expressed that she would like to see more healthy discussion and debate, especially around the financial aspects. Conner thought that there was healthy discussion on the committee and forum level, but agreed that there should have been more details shared on the financial information. Virgil thought it was great and the size of the in-person portion was great for meeting people. He appreciated having much of the discussion done during committee meetings. Leo expressed frustration with having the committee meetings and forums over several weeks and having a hard time to get to meetings that he wanted to go to. He would like contact information for the people attending so that communication could happen during the meeting. Ally expressed her preference to be in-person and gratefulness for not having to travel. She also expressed a desire to have a way to talk to people at the meeting that she wasn't already able to talk to. She was happy that L17 passed easily but expressed concern that it would continue to be a hot topic, especially as it relates to competition. She also expressed frustration that the budget wasn't given to delegates, and was disappointed that the fee increase was passed. She believes that it is an issue of inclusion. Jeff talked about giving out the awards for D&I and how he had prepared more to say

about each participant and then he was asked not to talk for too long. He was especially excited to give the award to Sarah and wished that she was there in person. He talked about having a future discussion about whether to tell winners beforehand or not.

4. Legislation: Jeff shared his discussion with Charlie about approving the amendment to the gender expression legislation. He also apologized for pulling L17 as it would have passed with the group of other approved.

5. Trans Task Force: Vicki said that the next task is to review the FINA legislation and look at how it related to USMS. Peter has not set a date that he expects the Task Force to have this completed.

6. Legislation: Leo expects to have to stay on top of trans issues. Ally said that she had received a request to look into having a statement in the meet information about if a facility is accessible for people with disabilities. Ally would also like to include information about having or not having gender neutral locker rooms/bathrooms.

7. Education: Jeff would like to continue to have educational webinars related to D&I. Sarah talked about having something related to creating a code of conduct.

8. Best Practices: Sarah said that the beginning of the year was spent finishing up works in progress. Then the group had gotten excited about moving in different directions.

9. Wrap Up: Jeff is hoping that after a very busy and productive year for 2022 that 2023 will be a bit quieter. He's hoping to have the National Office work on having a race/ethnicity demographic request when members are joining. Jeff discussed that is on the USMS board of directors and will remain Chair of the D&I Committee.

10. Coaches Committee: Wilson said that the Coaches Committee didn't meet in September due to the Annual Convention. They are expected to discuss "Try Masters Swimming" results at the next meeting.

11. Vicki wanted to let people know that her LMSC would be sending out a member survey that would include race along with other demographics.

The meeting adjourned at 9:30 pm EDT. Next meeting is November 2, 2022.
