

Committee Name:	Diversity and Inclusion	Session #:	3	2022
Committee Chair:	Jeff Commings			
Minutes recorded by:	Diana Triana	Date/time of meeting:	3/2/2022 8pm EST	

Actions Taken:

202.1 F Dropped until further notice

202.1 E Approved

Number of committee members present:	10	Absent:	2	Guests:	0
Committee members present (list all, including chair and vice chair): Jeff Commings, Sarah Welch, Megan Johnston, Ally Sega, Conner Bailey, Vicki Shu, Rook Campbell, Leo Latendre, Tom Moore, Diana Triana Ex-Officio: Chris Campbell, Wilson Josephson, Daniel Pauling Guests: Katherine Weathers					
Not present: Virgil Chancy, Leeann Rossi					

Minutes

1. Jeff called the meeting to order at 8:05 pm ET. Jeff called motion to approved February 2022 minutes. Conner moved Diana second. February minutes were approved.
2. Volunteer relay: There will be 3 sessions in Denver involving D&I topics. Tom will be in charge. A lot still to be finalized. There are a lot of unknown details. Chris Campbell shared he will be available to spend quality face to face time with different committee members attending. Tom reassured everyone that this will be a very good and useful meeting for attendees regardless of the planning mishaps. Chris Coulburn and Ed Coates will be attending and leading 2 of the sessions and will be good points of contact as to find out more information about D&I presentations. Leann will be a panelist in 2 sessions. Tom will be a panelist in "A Positive Experience". Leann, Ally and Tom will report at our next April meeting.
3. March 31 will be the peer-to-peer webinar. Tom reported that this webinar will duck tail right into the role the D&I representative or subcommittee we want to see in most of the LMSC's. Tom gave an update on the webinar advertisement and sign-up process as well as to the Relationship Building Program. Ally is the only person that, as of now, has a role as the D&I chair/coordinator in her LMSC. The D&I education team will share some thought at this webinar as guest speakers. Every member of this committee is encouraged to attend and participate in the RBP. On May 19 the D&I education team will partner with the coaches committee and have a webinar on Making Your Facility Welcoming to All as part of preparation of try Masters Swimming Month (June).
4. Diversity, Equity, and Inclusion Award update. Ally, Diana, and Jeff were invited as guests at the A&R committee meeting last Sunday evening (2/28/2022). This meeting involved a lived discussion about the award we are proposing. Lots of the discussion was focused on deciding if only award one recipient or multiple ones. Jeff clarified that this is mainly a grassroots award and that made the difference on approving the award for multiple recipients. The award was approved. The next steps are for the nomination form to go on streamline. Diana, Ally and Jeff will be working on the final edits and revisions of the nomination form before the next streamline issue goes out no later than the end of the month. Publishing it in multiple issues of streamlines was suggested. It was mentioned that the that last award created by USMS happened about 6 years ago that could be the reason why new R&A members had to revise and update the award proposal form. R&A committee is happy that they only need to approve the winner/s since the D&I committee will oversee receiving nominations and selecting recipients. Rook wondered if advertising in social media platforms is an option and if is a good medium to broadcast this award. Leo being more of a procedures guy, shared his concern about this award needing to be approved by the BOD and/or HODs. Just to make sure nothing gets in the way. Tom shared part of the rule book (507.1.11) where it states that the R&A committee has the authority to approved or denied any proposed award without going to the BOD. Chris will raise the question to the BOD regardless.
5. Best Practices update. Sarah's group has met couple of times and was finally able to assess and evaluate the status of the best practices already drafted. Her team have been working on BP and have included the Holiday guidance as well. In their last meeting they had a productive discussion with Daniel on the priorities and how

to publicize and make them accessible at LMSC and coaches level. Daniel noted that NO is prioritizing coach development and to give coaches tools to encourage membership. BP that have this impact will be prioritized. The BP team have been able to assess and inventory the status of best practices. 27 have been drafted and about half are posted on the USMS website. The remainder will have to be review and polished. Sarah explained the website will be retooled and revisit to grab audience. Sarah hopes to have the 13 or 14 best practices already posted updated in a couple of months or quicker. Wilson, Becky, Megan, and Sarah will work on the rest of the best practices. Megan will continue working on the write-ups on equipment and apparel. Daniel offered to provide links thru the Streamlines for coaches to have these best practices readily available. Jeff commented that he is hoping that with this new award more ideas for best practices will arise.

6. New Legislation: Update and possible re-approval (Leo) After the volunteer relay Leo's team will regroup to work on the additional legislation proposed changes that were suggested.
Leo explained that basically there are two proposals. First one is to insert 202.1.E – to allow us to denied sanction or recognition to anyone who is inconsistent with our articles of equal participation (article 501.3). The second one is broader 202.1 F. The legislation team felt it is needed. It is there to denied sanction or recognition to any group or individual whose association with USMS will bring bad or unwanted publicity. Examples: We may not want to be associated with a gambling site or illegal porn site. These items were approved last meeting but are now being shared with the members that left the meeting early. Conner shared his concern that there could be some liability issues to be considered. Rook suggested that 202.1 F should read: No sanction or recognition shall be issued to any organization or individual whose association with USMS would harm the organization's sport integrity. Discussion on what sport integrity encompasses, what it means and how it is perceived. SportAccord (Committee on Match Fixing) Sport Integrity is "to preserve the fundamental character of sporting competition as an honest test of skill and ability: to act on and off the field in ways consistent with preserving the social and economic value of sport".
Conner moved for 202.1 F to be dropped for further consideration. Leo second. Motion to withdraw was had and the committee voted to delete 202.1.F and approved.
The only suggested legislation change/edit/addition we will have for the legislation committee will be 202.1 E. Approved.
7. Coaches Committee update (Wilson Josephson) No urgent updates. Mentoring program will start soon. ALTS opportunities coming up.
8. Executive Committee update. Chris Campbell shared that one of the big topics is restructuring USMS. He supports having the D&I committee as a standing committee and needs to continue to exist.
9. Other points of discussion. Transgender athlete discussion. Jeff shared what LeeAnn has been doing. She is basically lobbying in GA alongside Georgia Equality. Jeff shared the New York Times article on this issue. USMS is in a holding pattern. Jeff shared his conversation with Dawson and said that DH does not want to be reactive and does not something like the Lia Thomas pop up and not know what to do. Conversations will take place through the year. We may have to wait until USAS & FINA make some more definitive decisions since USMS follows FINA & USAS decisions regarding competition.
Conner asked for advice on what to do as a meet director if a transgender swimmer wants to participate. Leo suggested to do nothing unless someone protest.
Rook expressed the different ways a person or organization could want to get ahead on handling the transgender athlete situation. Do we want to get ahead in order to protect civil rights, basic rights or human rights or to prevent an scandal

The meeting adjourned at 9:40 pm Eastern Time