

Committee Name:	Diversity and Inclusion	Session #:	4	2022
Committee Chair:	Jeff Commings			
Minutes recorded by:	Diana Triana	Date/time of meeting:	4/6/2022 8pm EST	

Actions Taken:

501.3 Approved

Number of committee members present:	11	Absent:	1	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 Letendre, Tom Moore, Leann Rossi, Virgil Chancy VP Community Services: Chris Campbell Guests: Steve Hall					
Not present: Diana Triana					

Minutes

1. Jeff called the meeting to order at 8:05 pm ET. Jeff announced some changes in the order of the agenda and called motion to approved March 2022 minutes. Conner moved Leo seconded. March minutes were approved.
2. Introduce guest: - Steve Hall - Diversity in Aquatics Conference report. Steve attended the conference as USMS rep. Most attendees seemed to be USAS minority clubs and operated. No mention of Masters Swimming at all. Presenter Schuyler Bailar, trans swimmer from Harvard, was a hot topic. Steve does not think DIA is very applicable to USMS mission. Jeff mentioned that Diversity in Aquatics have been inviting members of D&I committee to attend their conference for many years. If we are invited next year we may not go since this conference is very youth oriented. Virgil disagreed with what has been mentioned. Virgil shared that has been involved in DIA for many years. He believes not sending a D&I/USMS representative to the conference may be a set back since we are trying to achieve a collaboration between both organizations. Rook shared by chat the importance to nurture and continue with these relationships across all levels of swimming. Leo clarifies that we value the organization but not attending the conference. Virgil suggests voicing our concerns about USMS not having a voice or a forum at the conference to DIA directly. Jeff will take the lead in reaching out to DIA for next year's conference.
3. Legislation: Following up last meeting topics on legislation Leo explained that he had sent the suggested changes to Legislation committee. Leo brought up the proposed change for 501.3 explaining how the subcommittee rationale sees the importance to bring this proposed change forward as to set an organizational foundation to 402.4.6 in terms of gender expression. This foundation is basically saying that we guarantee equal opportunity in several aspects of human rights. Leo presents the motion to present this proposed change to the Legislation committee. Ally seconds. It is voted unanimously.
4. Volunteer Relay Report: Tom, Leann and Chris attended. Tom believes this first meeting which topic was Coach and Club Development was a successful one. Leann was the designated panelist and presented successfully becoming our very own rock star panelist. Ally believes that the USMS get togethers were the highlight of the event. The informal get togethers gave every participant a chance to meet new people or see people already known at a different level. Chris expressed he enjoyed hearing new voices and meeting new people. The Free Form format of this event may not be a good format for all participants but at the same time this informal setting allowed participants to share thoughts at a different and more relaxed level. Jeff shared he has heard from many participants that although it seemed that the event was pasted together very last minute, they enjoyed it and will definitely go back if given the chance.
5. Peer-to Peer Webinar Report: D&I was asked to lead a webinar on what the role of D&I should be like at LMSC level. Tom ran the webinar as the LSMC development comm. leader. Sarah, Leann, Rook, Vicki, and Ally represented D&I. Topics shared were role definition, where to find resources on USMS website and encourage to create a D&I coordinator role at the LMSC level. The Highlight of this peer-to-peer webinar series is develop the relationship building program trying to get more people from this committee to join as well as all other attendees.

6. Best practices: Sarah, Wilson, Vicki, and Megan worked in reviewing several best practice articles and passed 10 or 12 for final approval. They will soon get sent to Daniel for posting. There are still some left to be reviewed and approved by the person interviewed before sending to publish. What is the next set to write up? Sarah urges if anyone on the committee has an idea to share on best practices to write it up to send it to Sarah. Also, Sarah would like to write up a best practice about the whole issue on pronoun use. How coaches should approach people in a proper and welcoming way. Sarah referenced Jeff's article on the trans swimmer and believes it initiates this conversation but we can go further as it relates on how we interact, approach, and communicate with each other. The committee seconds this idea and Sarah will start working on it.
7. DEI Award update: A&R committee is ready to build the page for this award with the nomination form and link for members to access it. There is a delay from national office on this. Jeff will reach out to Daniel to push this. The award logo was designed by Megan. She incorporated USMS colors. Different people holding hands in a circle. The committee shared their thoughts about the design and changes were made accordingly. The actual award options Jeff have researched were shared with the committee. Conner suggested to create a swim cap to be handed out along with the award to promote the award and gain visibility.
8. Coaches committee update: Wilson not present.
9. Executive Committee update: Chris: Legislation came up with a minor update on "USMS Policy on Transgender Athlete Inclusion." Charles Cockrell chair of the Legislation committee made some tweaks to the transgender policy from 2016 due to a complaint about a related event that occurred at a swim meet. Only change made to the 2016 policy relates to the testosterone serum levels. Negative reactions from some USMS members have been voiced. National office is concerned. Guidance is being put together. The drive to the discussion was a visitor at the meeting who voiced an issue that happened at a LMSC championship meet where a transgender participated and was not in compliance and they found out after the fact. People are asking for more specific guidance. Charles made this slight tweak, but it does not address the entire situation. This policy will be and needs to be polished a bit more. Open discussion on the subject. This is a policy and not a rule. Virgil suggests piggybacking from USAS, Fina, & NCAA's rules. Ally suggests to also re-write the last paragraph of the policy about gender non-binary people. Sarah believes this is an almost impossible policy to practice. Sarah suggested to put together some of the best minds of USMS to work as a team to come up with a well thought, analyzed thoroughly and not rush transgender policy. Rook shares that beyond pronouns it is important to know how to be able to talk about testosterone in a testosterone driven system. How can we lead the language and the communication policy around this subject? Rook proposes to analyze which is/are the lead organization/s we follow and if we share the same goals. Do we followed or are still following them? If not when and why we departed? Is it time to shift directions in this issue as well as in others? Items to consider in this policy should be reporting, surveillance, compliance, enforcement, harm, etc. The existing Transgender policy is not much different from the new one, Sarah commented. Jeff questions why D&I was not involved when the national office started working on revising this policy. This issue needs to be addressed by a bigger circle of people who are experts in many fields working together to write up a well research and thought-out policy and not done in a rush. Jeff will reach out to national office and present the following questions: How can D&I be involved? What can we do? What should we do? What role should play moving forward? Leann questions about how golf does it suggesting to take testosterone levels out of the equation and just apply a number.

Virgil suggested to start branding our D&I committee and use the DEI logo as much as possible on T-shirts and other items.

Virgil moves to adjourn. Leann seconds.

The meeting adjourned at 10:28 pm Eastern Time