

Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings

Minutes recorded by: Ally Sega

Session #6

Date of meeting: 6/1/2022

Time of meeting: 8 pm EDT

Actions Taken:

1. Approved: The award for the new DEI Award.

Number of committee members present: 14 Absent: 3

Committee members present (list all, including chair and vice chair): Jeff Commings, Sarah Welch, Megan Johnston, Leann Rossi, Ally Sega, Leo Letentre, Conner Bailey, Wilson Josephson, Rook Campbell, Virgil Chancy, Vicki Shu Ex-Officio: Chris Campbell

Guests: Wilson Josephson, Coaches Committee Liaison, Daniel Pauling, USMS National Office Rep

Not present: Tom Moore, Diana Triana, Rook Campbell

Minutes

1. Welcome and Announcements. Jeff welcomed people to the call and took roll call. He let the committee know that Diana Triana was stepping down for now because of her work schedule. As such, the minutes have not been done for May. Ally will be doing them for the next meeting.

2. D&I Award: Jeff reached out to Kyle for a USMS logo for the award. Kyle has not responded. Megan did create a version of the award with a logo. The response was positive. Megan does need to have a higher resolution version to be print ready for the award company. There was some further discussion. The committee has received a nomination. Nominations are due July 1st and the next meeting is July 6th. Jeff will contact Ally and Rook about nominations for discussion in a small group. Nominations

will be voted on at that meeting. Daniel said he would email Jeff the USMS logo for Megan.

3. Best Practices: Sarah said that the sub group cleaned up some of the older ideas and created a list of priorities of new ideas. One of the ideas is that the group will create best practices based on the series of webinars that was created by the D&I Committee on how to create an inclusive environment. Sarah suggested that shorter articles that are easy to find based on topics are better. Wilson had suggested developing best practices based on developing a code of conduct. It was discussed that swimming ability and experience is a different discussion than able bodied versus disabled swimmers and that both should be addressed. Also, it was discussed that it should be noted that not all programs can support adults who are learning to swim, but that direction should be given to new swimmers looking for programs to learn to swim as opposed to just being sent away.

4. Legislation Updates: Leo discussed the Task Force on Transgender and non binary athletes and what their short term and long term goals are. Things that were brought up include when transitioning occurs and how it affects hormone levels and other gender advantages, does the information regarding hormone levels need to be brought regularly or only after a dispute, and if someone has had gender confirming surgery, does it change how hormones are monitored. Leo asked and was given the names of endocrinologists that might be willing to discuss some of the issues brought up in the task force. Leo reminded people that USMS has to have different policies than some other groups because USMS doesn't do regular testing on all elite athletes.

5. Email from visually impaired swimmer: Jeff read an email from Steven, a visually impaired swimmer who would like advice on continuing to swim. Ally discussed some of the things she has learned about swimming with a visual impairment and suggested that people learn about their local rehab hospitals and their access to adaptive sports programs.

6. Coaches Committee: Wilson says that the Coaches Committee discussed the code of conduct and the grievance process. The grievance process has been included in the Level 1 coaching course. They are also working on Try Masters Swimming Month.

7. National Board Updates: Chris said that he has no updates for us.

8. Vision for the Future: Jeff mentioned the Vision for the Future meeting. Several committees have proposals to sunset them and there is a proposal to combine Legislation, Rules, and Long Distance Committees. D&I is not a committee that is expected to be eliminated. There was a reminder that the HOD must vote on any changes to committees. Several members voiced opinions on the positives and

negatives of these proposals. Chris stressed the need for people to discuss their opinions, especially at the upcoming feedback sessions. Chris reminded people that Board meetings are open to the public with the exception of meetings dealing with compensation and discipline. Meeting schedules are posted on the USMS website. Jeff suggested that people watch the webinar, even if they are not part of the HOD.

9. Wrap Up: The meeting adjourned at 9:50 pm EDT. Next meeting is July 6, 2022