

2022 U.S. Masters Swimming Annual Meeting — Hybrid

Committee Name: Diversity and Inclusion Committee

Session 8

#:

Committee Chair: Jeff Commings

Vice Chair: Ally Sega

Minutes recorded by: Ally Sega

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

Actions Requiring Approval by the HOD:

- 1.

Motions Passed:

1. Approved: June meeting minutes, approved with correction to spelling of Conner
2. Approved: July meeting minutes, approved with correction to spelling of Conner

Number of committee members present: 11

Absent: 2

Number of other delegates present:

Committee members present (list all, including chair and vice chair): Jeff Commings, Ally Sega, Leann Rossi, Rook Campbell, Conner Bailey, Sarah Welch, Leo Letendre, Virgil Clancy, Megan Johnston; Ex-Officio: Chris Campbell, Wilson Josephson, Coaches Committee Liaison

Guests: Sarah Kwon, Laura Dennison, Doug Sayles, Daniel Pauling, Diana Dolan LaMar, Dawson Hughes, Robin Smith, Michael Biondo

Committee Members Absent: Tom Moore, Vicki Shu

Minutes

The meeting was called to order at 8:05 p.m.

1. Welcome and Announcements. Jeff welcomed people to the call. He reminded people that all the D&I meetings are open and people can request the link from the National Office.
2. June meeting minutes: Leo motioned to approve. Sarah W. seconded the motion. Conner's name was spelled incorrectly and was fixed during the meeting. There were no people who opposed it. The minutes were approved.
3. July meeting minutes: Leo motioned to approve. Leann seconded the motion. Conner's name was also fixed on this. No people who opposed it. The minutes were approved. August meeting minutes will be approved by email.
4. D&I Award: Jeff noted that there was a subcommittee to review nominations but then all the subcommittee members knew nominees and so all the names were sent to the larger D&I committee. Jeff said that he would not announce the winners at this meeting, but they would be announced at the convention. Jeff requested that people look into nominating people next year. There was a small change made to the award design, as the swimmer logo and US Masters Swimming are required to be in the same place. There was some disappointment but understanding. National Office will have the awards made up and brought to convention.
5. Legislation: Leo talked about the 2 legislation proposals regarding meet sanctions and meet recognition process. He said that they had been reworded by Legislation and approved by D&I. They are updating the sanction and recognition rules so that a sanction or recognition can be withheld from any group that has or would violate our sporting conduct and equal opportunity. These have been recommended by the Legislation Committee and will only take a simple majority to pass in the House of Delegates.

6. The third legislation proposal is regarding adding gender expression to the equal opportunity clause. Gender expression is already in the unsporting conduct clause so adding it to the equal opportunity clause would add consistency. Ally reminded people that this clause is about giving fair access to membership and does NOT change any rules for competition. Gender expression is different from gender identity. Gender identity is how a person acknowledges their gender between male and female and can be different from the gender as they were assigned at birth. Gender expression is how people are seen as feminine or masculine. In some cases this might be the same as assigned gender or identity or it could be different. Some of these traits are a person's choice such as dress, hair style, make up, while others such as the sound of a voice may not be chosen. Chris C reminded people that since this was not recommended by the Legislation Committee, it will need a two thirds vote from the House of Delegates to pass. Ally added that the Legislation Committee had deemed that the wording was not necessary to add, as it is also not included in many other levels of legislation. They also did not say that it couldn't be added. Jeff added that it would create balance with other legislation in USMS. Jeff thanked the subcommittee that worked on the proposals.
7. Best practices: Sarah talked about the importance of having resources and having people across the country being able to see best practices from around the country. She said Daniel has been instrumental at getting the best practices on the USMS website. She said that the best practices are in the USMS website, on the page for Diversity and Inclusion. She specifically mentioned a best practice regarding pronouns and highlighted the calendar for holidays and community pride months. It was suggested to do a best practice for a coaches code of conduct, but it was decided that it would be better as a webinar. Jeff thanked Sarah and the subcommittee.
8. Education Committee: Jeff was excited about the webinars that were put on by the D&I committee this year. He specifically mentioned the webinar on pronouns and suggested either watching it or at least looking at the slides.
9. Task Force: Jeff brought up the new rules regarding trans athletes that was created around April and then the task force that was created to look into those rules. Rook, along with Leo and Vicki, were tasked with looking into how the new rules at the USMS and FINA levels would affect trans swimmers and how USMS can best serve them as they would relate to the rules set by FINA.
10. Other news: Jeff brought up Miriam Lynch, from Diversity in Aquatics, and her desire to have a Masters sanctioned swim meet in the Georgia area for current athletes and alumni of HBCU's (Historically Black Colleges and Universities). The idea would be to unite College Club swimming with Masters Swimming and potentially grow the membership of both. Many people expressed support for this idea.
11. 2023: The award will continue, more legislation, and there will be more webinars. Jeff wants to return to the conversation of adding demographic information to the membership process so that we can learn more about our members and use that information to benefit more people and measure progress. Sarah would like to do the coaches survey again.
12. Jeff said that we need to discuss our budget for next year. The National Office will be purchasing and paying for the awards. This year we didn't send anyone to the Diversity in Aquatics Conference from the D&I Committee. Virgil went as a member of Diversity in Aquatics and the National Office sent two members, Steve Hall and Jay Eckert. Leo mentioned the rule that if you don't have a line item in the budget, you can't ask for over budget money. Dawson agreed but added that D&I typically doesn't ask for enough that National can't just cover the cost.
13. 8. Open questions: Robin asked about a local swimmer and how they would be affected by the new trans policy relative to the FINA rules. Dawson suggested that they call National for specific rules. Rook suggested that they can contact him to find support issues.
14. Michael Biondo thanked the committee for their work and also was happy to learn how far reaching the efforts of the D&I Committee are. Leo asked that anyone who is happy with the work that the D&I Committee does, to please share that information with other USMS members.

15. Daniel Paulling wanted everyone to know about an article citing Conner Bailey that is in the New York Times.

Tasks for the Upcoming Year

1.

The meeting was adjourned at 9:30 pm EDT. Next meeting is October 5, 2022.
