

**Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings**

**Minutes recorded by: Ally Sega**

**Session #10**

**Date of meeting: 11/1/2023**

**Time of meeting: 8 pm EDT**

**Actions Taken:**

1. None

**Number of committee members present: 9 Absent: 0**

**Committee members present (list all, including chair and vice chair):** Jeff Commings, Vicki Shu, **Laura Dennison**, Virgil Chancy, Sarah Welch, **Leann Rossi**, Leo Letendre, **Katherine Weathers**, **Wilson Josephson: Coaches Committee Liaison**, **Daniel Paulling: Liaison to the National Office**

**Others present:** Ahren Lehnert, Lucila Davies

**Not present:** Ally Sega, Ken Brisbin: Liaison to the National Board

## **Minutes**

1. Welcome and Announcements. Jeff welcomed people to the call.
2. Relay: Jeff gave a recap of relay. He was excited about the amount of younger members at the event and by the interest in Diversity and Inclusion. He also found out that Niagra has a D&I position in their LMSC. USMS National is still requesting that LMSC's use money to create events to benefit membership.
2. LMSC D&I Chair/Coordinator Update: Jeff reached out to Jessica about emailing Chairs, Vice Chairs, and Communications Officers. He has not heard back. He reached out to Daniel about putting something in Streamlines. Daniel thought it was a good idea but he is not incharge of Streamlines. He is going to see if they can add something though. Jeff is expecting that nothing will be sent until January.
3. Code of Conduct Webinar: It is scheduled for Nov 9 and it does require registration. There are plans to have a checkmark for agreeing to the National Code of Conduct included in the registration this year. Jeff registered and didn't see it.

4. USMS Clubs in existing USA Clubs: There are some road blocks to adding Masters programs to USA programs, including safe sport concerns. Adding ALTS programs to USA programs might be a good way to introduce adults to a swim program. As always, lane space and coaching constraints are an issue.

5. Wilson's Coaches Committee Update: The Coaches Committee also discussed having ALTS programs that lead into Masters programs. One challenge to transferring from an ALTS participant to a USMS Club/Workout Group member is the financial barrier.

6. Wrap Up: Jeff talked about getting coaches certifications and that there are multiple Level systems, ASCA and USMS Levels are different. He also noted that when you first look at USMS Level 4, it seems like a lot, but when you look, most long time coaches will have already done most of the skills and they are valuable skills.

The meeting adjourned at 9:15 pm EDT. Next meeting is December 6, 2023.