



**USA Swimming Diversity, Equity, and Inclusion
 Committee Meeting
 (02/27/2023)
 4 pm PT / 5 pm MT / 6 pm CT / 7pm ET**

USA Swimming Mission: USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

USA Swimming Priority Results:

1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the “Best in Class” National Governing Body.

ATTENDANCE

Name	Attended Mtg
Wade Atkins	X
Leland Brown III	X
Tina Dessart	X
Pam Lowenthal	
Jim Peterfish	X
Tommie Jackson	
Emily Murray	
Michael Fuji	
Richanta Pollard	X
Zoe Summar	
Annie Norris	X
Katelin Harmon	
Alex Cramer	X
Alaina Simmons	X

AGENDA

1. Welcome - Wade
2. Check In exercise – Wade [From 0-5 what's your energy level tonight?]
3. Volunteer Meeting Minutes -Wade Atkins – [Jim]
4. Updates from USA Swimming – Leland and Noah
 - a. National Awards Update - Noah
 - i. DEI – Individual or Organization [
 - ii. DIS - Athlete of the Year
 - iii. DIS – Jimmy Flowers Coach of the Year

[Call out for nominations are still being accepted. All awards DEI/Disability will be awarded at the USAS ABM in September]

- b. DEI focused session at Spring Workshops - Leland



[DEI “401” to be presented in a dynamic and interactive environment. Format will cover three areas; Water Safety, Athlete Centered, Board Connections in CAP (Connect, Accept, Provide) Wade will lead the Board Connection session, Leland to lead Water Safety session and Noah to lead the Athlete Session].

c. Community Impact Grant Update - Leland

[Update: 300% increase from last year (22 up to 88 completed this year!) Review and release awardees by the 4th week of March. List to be released in early April.]

USA Swimming Foundation Learn to Swim Grants - Tina

[Youth and Adult applications will be released soon. \$550k for youth and \$130k for adult]

Project Update for 2023 - All

i. Team Assignments –Wade

[Team assignments were shared and adjustments made. Committee members should confirm any changes by this Friday]

ii. Educational Events – Noah/Wade

[Panel webinar being finalized (representing disability, female athlete, minority, others) Athlete Focused April 3rd – Wade suggested ideas on DEI initiatives, etc. to help facilitate growth and development within LSCs]

iii. Resources for Coaches, Athletes, and LSC Boards – Alex

[1) Shifted LGBTQ+ Project to “Venerability Series” creating situations scenarios on various topics. Next planning meeting to formulate project names, brainstorm additional topics and build from there. Possible webinar series.

2) Met with Devoney from (?) first team to create DEI committee that were aware of. Goal is to have a guide for other teams sometime in March.

3) Common words for ASL translation– have two athletes (Ohio and Metro Aquatics) waiting on Will from Comm dept.

4) Exploring broader scope of chronic diseases topics to identify and share preventative measures. Looking to collaborate with other USA Swimming committees]

[Wade suggested expanding concept of resources to include “human” resources as liaisons, etc.]

iv. Social Media Awareness Campaigns (previously Athlete Influencer Toolkit – Zoe, Noah

[#swimclusion as the Social Media Awareness – to celebrate various dates, Pride, Women’s months, etc. as well as DEI in everyday lives and within swimming. Using this initiative to broaden from the single athlete to a larger scope]

v. DIS Chair Experience Survey – DIS Chairs –Wade

[Questions have been uploaded to Teams and submitted for review and should be prepared soon. Wade requested results to be expedited to committee sooner than later]

vi. Disability Team Projects - Jim

1. Revision to Rule 105
2. Standardized approach to requesting accommodation(s) and consistently managing deferrals (working with the Officials Committee?)
3. Children w/Challenges – Jim
4. Adaptive Coaching Guide resource-Jim

[1) Art 105 Webinar on Feb 9th went well. 2) Disability working team group working on coordinating a meeting time that works for everyone. 3) Accommodation form loaded to Teams and continues to be work in progress with the goal of standardizing it for everyone. 4) Working



on Art 105 legislative proposal. 5) Team and Zone coordinators have the Art 105 Case Study for review and editing. Suggestion to reach out to other committees for collaboration on these projects.]

vii. Other/New/or Partnering Project Ideas

[Wade – DEI Zone coordinators in early stages to plan/host DEI workshops/clinics/camps etc. in conjunction with Olympic Trials in Indy]

5. Other Business - ALL

6. Next meetings – Wade

Monday March 27, 2023 - 4 pm PT /5 pm MT / 6 pm CT / 7pm ET

a.

7. Closing - ALL