

Committee Name: Diversity and Inclusion Committee Chair: Jeff Commings

Minutes recorded by: Ally Sega

Session #7

Date of meeting: 7/5/2023

Time of meeting: 8 pm EDT

Actions Taken:

1. June minutes approved.

Number of committee members present: 9 Absent: 0

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

Others present: Nadine Ford

Not present:

Minutes

1. Welcome and Announcements. Jeff welcomed people to the call.
2. Sarah motioned to approve the June minutes and Katharine seconded the motion. All approved the minutes. All approved, none opposed, no discussion.
3. Code of Conduct Webinar: It has been approved for Nov 9th, which is after Relay. It doesn't fit the theme of Relay and it will be promoted at relay. Jeff Commings and Phyllis Quinn will be leading the speakers. The expected audience will be LMSC Chairs, but all members will be encouraged and welcomed. Tom Moore will be creating the slides and this will give him time to put it together well.
4. Diversity and Inclusion Coordinators at the LMSC Level: After having a meeting with Ally, Katharine, and Leo. Katharine wrote up some ideas. Ally added to it. It was sent to Jeff and read at the meeting. Jeff liked it. Virgil liked how it addressed membership growth and thought that it might be good to share it with Membership Coordinators and possibly Fitness Coordinators. Ally questioned if it would be helpful to also send it to Secretaries and Communications Coordinators. A challenge that was discussed was how LMSCs of various sizes, different board positions, and varying policies to create a new position or committee, will make getting this information to the right people more challenging. Jeff said that he would send it out to members for input.
5. Relay: The theme will be event development. Jeff believes that this is a good place for D&I to discuss promoting accessibility as a way to attract participants. Virgil's concern is that some will see it as a mandate instead of a tool to advertise. Chris emphasized promoting the positive. Vicki asked about event hosts receiving money from the LMSC for events and the amount they receive is based on their meet evaluation. Leo suggested that this might be a deciding factor in meet bids between

otherwise equal proposals. Sarah noted that this should be considered for clinics and other events also.

6. D&I Award: Jeff said that he had received a nomination for the award and had sent the information to members. Leo motioned to approve the nomination for getting the award. Ally seconded. In discussion, Sarah showed enthusiasm for the recipient being an excellent nomination and person. All approved and none opposed. Jeff had someone ask if there could be a late request for the award. Katharine questioned if that would take away the award from the person already approved to receive it. It was clarified that multiple people/groups could receive the award in a year. Vicki made a motion to accept a write in nomination Leo seconded. Sarah requested that something be written up, both so that Jeff could present the award and also for a papertrail. All approved the late nomination and none opposed. Jeff requested that Vicki write something up. Jeff was worried that there were less nominations this year. Vicki agreed that there seemed to be less promotion and that there might be an idea that a nomination might require an amazing thing as opposed to doing the right things on a regular basis. Jeff noted that last year the award was promoted in Streamline and this year it wasn't. Chris compared the Kerry O'Brien coaching award to the D&I award as a grassroots award. Ally suggested that last year being the first year might have brought more nominations as people looked back to 50 years of contributions to USMS.

7. Convention: Jeff asked who would be attending in person. Jeff and Chris will be going as part of the BOD. Virgil and Leo are planning on going. Ally and Laura may be attending virtually. Jeff would like to know anyone who is going by email as we confirm.

8. Follow up on Response to Nationals in Florida: There will be a press release about Nationals and it will include a statement about refunds for people who are choosing not to go. Nationals has given refunds for other reasons and will announce that this will be allowed. Leo has concern that medical coverage in the form of onsite EMS provided by USMS may not provide care because of their perceived gender differences. Daniel had looked into this and found that the federal law EMTALA, Emergency Medical Treatment and Active Labor Act, requires medical professionals are required to stabilize a person and overrides state laws that allow medical personnel to not treat a patient based on religious beliefs.

9. Chris's National Board Report: Chris started by noting that Rook has left the committee and he considers this a significant loss. He recognized his term on the BOD ends in September.

10. Coaches Committee update: Wilson said that our discussion was brought to the Coaches Committee discussion, which included coaches from Florida. There will be changes to the coaching mentoring program, including running it on a rolling basis. He also advertised the Coaches Webinar on Coaching Swimmers with Disabilities that will have Peggy Ewald as a presenter.

11. Wrap Up: Vicki noted that she was in NYC, where a lot of teams have closed down. She is now finding that drop in fees are \$30-60 instead of the \$5-15 as in the past. The lifeguard shortage is part of the situation. Jeff thinks that the August meeting may be the pre Convention meeting and that there may not be a meeting in September.

The meeting adjourned at 9:35 pm EDT. Next meeting is August 2, 2023.