

Committee Name:	Diversity and Inclusion	Session #:	2	2022
Committee Chair:	Jeff Commings			
Minutes recorded by:	Diana Triana	Date/time of meeting:	2/2/2022 8pm EST	

Actions Taken:

1. Volunteer relay
2. DEI Proposal Nomination form and guidelines
3. Send 202.1.E & 202.1.F to the Legislation Committee

Number of committee members present:	9	Absent:	2	Guests:	0
Committee members present (list all, including chair and vice chair): Jeff Commings, Sarah Welch, Megan Johnston, Ally Sega, Vicki Shu, Rook Campbell, Leo Letendre, Leann Rossi, Diana Triana, Ex-Officio: Chris Campbell, Wilson Josephson Guests: None					
Not present: Tom Moore, Virgil Chancy					

Minutes

1. Jeff called the meeting to order at 8:06 pm ET. Jeff called motion to approved January 2022 minutes. Connor moved Leo second. January minutes were approved.
2. Volunteer relay: In person meeting in Denver, CO. Tom, LeeAnn and Ally will be attending as D&I representatives. Our committee will be presenting small pockets of information. The national office communicated or will communicate with our representatives in terms of what is expected in regards of the D& I role and contributions at a national and/or LMSC level.
Jeff shared the role Tom has played in promoting our peer to peer sessions.
3. **This bullet point took a big chunk of time of the meeting. DEI Award** – Nomination form approval. The R&A committee is in favor of the award and review the proposal form presented to them last fall and suggested some changes. Jeff explained that he met with Ally, Rook and Diana on Monday 01/31 to review the proposed suggested by the R&A committee before presenting
Award name: Jeff proposed the award name to be Diversity, Equity/Equality & Inclusion (DEI). There was a discussion on the differences between Equity and Equality. Rook presented the definitions of both terms. Vicki explained that is not about what is easiest to understand but about the message. If an explanation is needed it is an advantage point to get the conversation started. The majority agreement is to change the word Equality for Equity but there were places in the form that the word equality fit with the purpose of reinforcing the word equity.
Award Purpose: It was agreed to include the words creating and promoting.
Award rationale: The R&A committee suggested a complete change and to include USMS core objectives. Basically, is to explain what this award will accomplish and how it will incentivize others to earned it and why is this award needed. Other goals are to attract and expand a more diverse membership by being more reflective of our society.
Eligibility: Ally made a very pointing suggestion that was noted. Connor proposed to make it broader (USMS) and use both words: Equity and Equality.
Criteria: Jeff suggested 6 points to be taken into consideration not exclusively. Each of them should be a general rubric. Mainly is to recognize someone that gives voice to the voiceless (Diana). Something done timely and urgent that was immediate that spoke to the culture of the time (Rook). Finding everyday opportunities. An ongoing leader. What is being done is unique and creative (Ally). It is not about just growing numbers but diversity (Conner). All inclusion, all diverse people (Ally). Innovated and creative is not always unique nor better (Vicki). Energy input rather than uniqueness (Leo). Someone that goes above and beyond in distinctive ways (Ally & Diana).

Nomination Process: No additional comments. Jeff will monitor email. All nominations will be electronically. No video submissions will be accepted.

Selection Process: Sub-group (Ally, Diana, Jeff & Rook) will review nomination form and will schedule meeting probably in July after nomination deadline. Then entire D&I committee will review nominations and select award recipients for that year.

Award and Presentation: The committee will work on what the award will be according to budget Megan offered to help with the design. Award recipients to appear in the rule book every year.

Recognition: Our committee will submit a short essay to the USMS website about the winners. The form was revised line by line and changes were made accordingly. Jeff explained that this form is the form to be presented to the R&A committee explaining the purpose and reason for this award and NOT the nomination form that the general public will see. The nomination form will be simple and not as wordy. Award rationale: The R&A committee suggested a complete change and to include USMS core objectives. Basically to explain why we are proposing this award. After this meeting Jeff will submit this proposal.

Nomination form: Jeff shared the form Diana created. Some changes were made to the form keeping it concise and not too wordy.

It only took the committee one hour and forty-five minutes to revise and modify the proposal form. Jeff will send it to the R&A committee as soon as possible and will notify the D&I committee if it is approved next month.

4. **Holiday Guidance (Sarah)** – Sarah had to step away. National office has the holiday guidance for 2022. The committee must start working on the 2023 calendar.
5. **Education workgroup update:** Tom is not present. Jeff reminded everyone about the Peer to peer webinar on March 31. Please share the information.
Future education opportunities through coaches committee
6. **Proposed legislation (Leo):** Leo thanked Vicki, Conner, Rook and Ally for their collaboration. Two areas were identified on their discussion. The first one falls under 202.1 E. The second one falls under 202.1 F. Leo explained the reasons why the committee should submit to the legislate committee the proposed changes. Motion to consider proposing to the House of Delegates. Leo moves Vicky seconds. All approved.
7. **Best practices update:** Everything is going accordingly.
8. **Jeff's conversation with Dawson** re: priorities for 2022. Jeff talked with Dawson about the transgender issue. The national office does not want to do it alone. The national office will reach out to the D&I committee with anything involving legislation. Dawson expressed his interest to Jeff about having the D&I committee involved. Rook will be the best person to reach out to as part of this conversation.
Jeff reminded Dawson about the request for enrollment data about ethnicity in the membership. Dawson shared that Kyle Deery and Daniel Pauling will be sending out an email blast reminding people about community and inviting everyone to enter all information that is listed in order to gather data. By May he will find out if community is working.
9. **Discussion: USMS transgender competition policy (Leo)**
10. **Coaches Committee update (Wilson Josephson):** Things are slowing down due to the holidays and omicron. Wilson shared that the mentoring program is underway as a great opportunity. Applications will open in March.

11. **Executive Committee update (Chris Campbell):** Dawson, Peter, Chris and other vice-presidents received a note from one LMSC official in regards of competition of one of our transgender athletes. This person was expressing the displeasure and threatened to step down and canceling their membership. The executive members evaluated Fina and USAS position in this matter. It is unfortunate that this person goes against what the spirit of the organization is about. USAS announced today additional adjudication issues on transgender competition. Leo explained that historically any changes on the policy in the inclusion of transgender swimmers in competitions have gone to the rules committee and suggested for it to be done again. Jeff explained that it is a current issue for everyone. Every organization is trying to be inclusive but at the same time stay fair. Jeff considers the last USAS ruling to be a step in the right direction without being the last step. There is a lot more to be done.
The conversation on transgender competition policy was tabled at this time.

The meeting adjourned at 10:29 pm Eastern Time