

MEETING MINUTES FOR NIAGARA SWIMMING DIVERSITY AND INCLUSION COMMITTEE

Meeting called to order at 9:20

Committee Members in Attendance: Mike Switalski (Chair), Eric Stimson, Shane Logan

Committee Members Absent: Shawn Parkhurst, Sydney St. Rose-Finear, Alize Allen

1. No minutes were taken from the February meeting
2. Discussion about letters to club presidents/registrars to encourage their families to “check the box.”
 - a. It was determined to send out the second letter highlighting Make a Splash and the potential for funding from the USA Swimming Foundation. The purpose of the letter is to encourage local clubs to become a Make a Splash Local Partner Program,
 - b. Started a conversation about the creation of a fourth letter to be sent in the Fall of 2016 if Niagara is awarded the bid for the 2017 Eastern Zone Diversity Summit and Select Camp
3. The bid for the 2017 Eastern Zone Diversity Summit and Select Camp will be submitted by Mike Switalski on Tuesday, March 22, 2016.
 - a. Identification of local speakers and coaches is ongoing. A final roster of speakers and activities will be created in collaboration with Manny Banks, USA Swimming Diversity and Inclusion Specialist.
 - b. Shane suggested bringing back Melissa Wilbon for the 2017 Summit as a speaker instead of a coach.
 - c. Marty Keating has agreed to be a coach for the select camp portion.
 - d. Mary from Nation’s Capital Swim Club has agreed to manager.
 - e. Shane Logan is interested in being on the coaching staff with Marty Keating.
4. The search for a corporate partner to support the development of more outreach programming in Niagara continues.
 - a. Initial conversations have started between Mike Switalski and Independent Health Foundation. He was able to get them to the table through potential support of the Buffalo City Swim Racers, but hopes to expand the support to Niagara Swimming.
5. There is interest in clubs from Niagara Swimming becoming Make a Splash Local Partners.
 - a. It was suggested that Rochester Rapids Swim Team become a MASLLP as soon as possible.
 - b. Shane said he would start to look into it.
 - c. Strong interest came from many of the rural areas. Committee needs to find a way to motivate clubs to follow through on their interest.
6. National D&I Committee has designated Mike Switalski for a D&I sub-committee that is examining the LEAP program of USA Swimming. Mike is looking for input on how to make criteria in the various LEAP levels more relevant.
 - a. The feeling is that many of the level 1 D&I criteria are not surprising and have no bearing on advancing the D&I effort of USA Swimming.
 - b. Discussion established that LEAP Level 1 simply establishes a baseline. Level 2 and 3 provide the options for LSC’s to pursue.

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7. Discussion of free/reduced lunch being removed from the Niagara Swimming Outreach Application. Free/Reduced lunch is being categorized federally for some many urban areas/ school district rather than by household.
 - a. Rochester and Buffalo School Districts are already designated so that every child in the district is eligible to receive free lunch at school.
 - b. Eric suggested that we make a motion at the Spring HOD meeting to remove the free/reduced lunch from the Niagara Swimming Outreach Membership form.
 - c. It was determined that Eric Stimson, as Niagara Registrar, will put forth the motion with support from the Diversity and Inclusion Committee. Eric will support the motion with data about how many outreach swimmers use free/reduced lunch to qualify and would potentially be affected.
8. In the Niagara Swimming By-Laws, it states that Disability is part of the Diversity & Inclusion Committee. Mike Switalski, was unaware of that in the by-laws and asked Eric Stimson for clarification.
 - a. Eric stated that Niagara Swimming always had a separate Disability Chair. However, given the absence of a Disability Chair, D&I should try to include Disability in its efforts.
9. Sydney St. Rose Finear from GCOM was selected for the National Diversity Select Camp in May 2016.
 - a. The head coach from GCOM intends to accompany her and the committee is working to reimburse the difference of the flight cost that USAS will not cover.
10. Shawn Parkhurst has been removed from the committee. He has not called in for several months without explanation.
 - a. Looking for potential candidates to occupy the spot on the committee. Kim Corby and Charmaine Jarvis suggested as possibilities.

Meeting was adjourned at 10:04pm