

NIAGARA SWIMMING DIVERSITY AND INCLUSION MEETING MINUTES
MAY 10, 2016

Members present: Mike Switalski (Chair), Eric Stimson, Eric Lind, Shane Logan, Sydney St. Rose Finear

1. Meeting called to order at 9:01pm
2. April 14, 2016 Minutes approved
3. 2017 Eastern Zone Diversity Summit
 - a. Niagara Swimming won the bid
 - b. USA Swimming will contribute \$7500
 - c. Eastern Zone contribution will be \$5000
 - d. Niagara Swimming contribution to be determined at Fall HOD Meeting. Currently the recommendation from Niagara Board of Directors is to contribute \$5000 for the Summit.
 - e. Conversation with Eastern Zone about a surplus of money in the Eastern Zone budget that could be used toward Diversity and Inclusion
 - i. Suggestion that Eastern Zone matches the money from USA Swimming for the Summit
 - f. Zone Diversity Camps and Diversity Summits are now split responsibilities between Manny Banks and Juan Caraveo. Manny Banks runs the newly named Regional Diversity Summit. Juan Caraveo runs the Zone Diversity Select Camps.
 - g. Regional Diversity Summits are formatted with interchangeable pieces. Mike Switalski expressed concerned over redundancy of the same format from year to year. In particular with the Eastern Zone where D&I Chairs have been in the position for more than 2 years and don't really need an introductory level program.
 - h. Collaboration with Manny and Juan will start after the 2016 Zone Diversity Select Camps conclude.
4. 2016 National Diversity Select Camp May 5-8, 2016
 - a. Niagara Swimming was represented by GCOM swimmer Sydney St. Rose Finear and GCOM Head Coach Phil Bartela.
 - b. Sydney reported that the experience was very good and she learned a lot about diversity, biases and underrepresentation.
 - c. Sydney is inspired to help with the diversity and Make A Splash
 - i. She plans to start within her own club GCOM by encouraging them to become a Make A Splash Local Partner Program.
 - ii. The idea of building a pipeline to get swimmers to the Zone Diversity Select Camp was suggested.
5. New Business
 - a. LSC Diversity Select Camp idea
 - i. Sydney believes there would be strong interest
 - ii. Eric Stimson wants to see a larger base of clubs involved with Make A Splash and a greater contribution to long term growth of the D&I effort. The more clubs become Make A Splash Local Partner Programs the more the LSC will give back. Eric wants to see clubs give something more back for the investment the LSC makes. Maybe Make A Splash clubs receive a greater reward. Perhaps the creation of a LEAP program for clubs within the LSC.

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- b. The 2017 Club Membership Form asks if the club is a current Make A Splash Local Partner Program. USA Swimming will be tracking this information with greater interest.
- c. Meeting for diverse swimmers will happen at the Niagara LSC Championship Meet. The goal is to educate swimmers about Diversity Select Camps and other opportunities. Swimmers will be identified once entries are received and deadline has passed. Eric Lind will coordinate with STAR Swimming for use of a classroom between sessions on Saturday, July 30. Discussion will be led by Sydney.

6. Updates

- a. Eric Stimson reported that Outreach registration is at 246 as of May 2016. In 2015, outreach membership was at 290+. Eric Stimson is going to go back and look at the 4 year history of outreach membership in the LSC.
- b. For the 2016 Spring HOD Meetings, the verbal D&I report will focus on 4 items:
 - i. BCSR won a USA Swimming Foundation Grant in the Amount of \$4000
 - ii. Niagara Swimming won the bid for the 2017 Eastern Zone Diversity Select Camp and Regional Diversity Summit.
 - iii. USAS has released both an African American Cultural Resource Guide and a Hispanic Cultural Resource Guide
 - iv. GCOM Swimmer Sydney St. Rose Finear and GCOM Head Coach Phil Bartela were selected for the National Diversity Select Camp.