



New England Swimming Diversity & Inclusion Committee Board Report Tuesday, November 7, 2017 - 7:00p.m.

N. E. Swimming's Mission

To promote and support personal excellence through competitive swimming.

Inclusion Committee Purpose: "To Promote, inform and expand competitive swimming to underrepresented groups throughout New England Swimming's territory".

The NES D & I Committee met on Monday, Oct. 30, 2017. The meeting was held via conference call and the overall focus of this meeting was to put a yearly plan forward and identify committee members who will be taking the lead.

Attendance for this meeting was low, only 3 committee members in attendance.

Shared convention updates.

Inclusion Committee – Calendar of Events -2017/18

- Coaches Clinic (Sept 20 & 22) – Completed
- Officials Clinic (hoping to get a date soon – Erin Mary) To be held in Nov./Dec.
- Grant – (Advertisement, review and selection)

Grant is a diversity and inclusion grant; an organization can apply for grant around kids and learn to swim; January 15, 2018 as due date for the application
Martin Luther King Jr. Day – Erin Mary & Maritza to Lead

- Women in Coaching Conference – D & I to sponsoring 2 attendees

Black Forest, CO Women's Leadership Summit - April 6-8, 2018 La Forest
Conference Center & Retreat Center, Cathy Wright-Eger & Rose Snyder

Or TBD California Women's Leadership Summit August 12-13 2018

Allow candidates chose between CA and CO based on their schedule.

Registration for 2018 events will open in January 2018.

- Diversity & Aquatics Conference – D & I to sponsoring attendees – April 20-22, 2018

Committee members have expressed an interest in attending.

- Equipment Drive & I.C. Awareness – David to lead, we will be planning to have a **table at Regional & Championship meets**, local and convenient to our committee members and/share with Safe Sport as we did last year. Please expect a committee member to be in touch in January.

- Travel Meets – Where & When (no decision made) Interest expressed an in making this a focus. We need to find ways to raise funds to support a collective team of athletes from our LSC. In the past transportation and advertisement has been an issue. The name of the meets that include “Black” in them seems to be a deterrent as well. We were informed that a National record was broken at the NC meet last year.

- Water Safety Festival(s) – 2018– Yes we will be holding two again this coming year, Lawrence – Maritza will lead and Boston – Lead TBD Both venues from this past summer has ask to have us return. Discussion about guest speakers, Olympian or National level swimmer was had, research to be done and come back for next meeting.

- Local D & I/Catch the Spirit Camp – Need more discussion no takers for leading at this meeting. We are encouraged to hold a D & I Camp at the LSC level by USA Swimming. Idea was shared that Virginia & PVS will be running a joint camp this coming summer; we may want to take a page from their book and co-host a camp.

- Discussion on how to increase LGBTQ Awareness, ideas of what we could do was, highlight Pride month, and distribute rainbow bracelets to anyone who choose to be supportive. Remembering to be respectful of everyone’s differences, some may not want to participate. We need to again try to get outside help to better understand sensitivities and how to ensure we aren’t leaving any athletes out.

Next D & I meeting is scheduled for Monday, Dec. 3rd @ 7:00pm