



**Wednesday, October 12, 2022 – Draft Minutes
Zoom Meeting
9:00pm – 10:00pm**

CALL TO ORDER 9:07pm

Nadine welcomed the group back following the summer break AND USA Swimming / EZ Swimming Meetings. Nadine restated the EZ DEI Mission: To develop a unified organization designed to work in cooperation with the LSCs to support and promote the Eastern Zone Swimming Membership

Nadine asked if there were any new athletes appointed to the committee, Gavin will look into it and provide names. The group was encouraged to consider changing the time of the meeting in compliance with MAAPP and ensure we have the important athlete voice included in decisions and programs shared.

The group discussed moving meetings to Mondays at 8:00pm moving forward.
Tentative Date for next meeting: Nov 7

ATTENDED	ABSENT
G. Nadine J.-Jesionek	Nikia Brown
Miriam Lynch	Aaron Zhu
Tim Husson	Jesse Ford
Zachary Mullin	Lamar DeCasseres
Andrea Busch	Jesse Ford
Gavin Formon	Rob Green
Tristan Formon	Mike Switalski
Jihan Davis Minson	Paul Stockett
Dennis Flores	Peter Maloney
Rossi Maldonado	Anthony Powel
Jessica Fry-Mack	Rebecca Rice
Mary Ellen Tynan	Samantha Brabeck
Deuel Stephens	Lauren Burrous Riedel
Austin Nau	
Elizabeth Jester	

COMMITTEES APPLICATIONS

Individuals interested in serving should apply:

https://fs22.formsite.com/usaswimming/spzizjih1o/index.html?mkt_tok=MjM2LUt

[DWi00OTUAAAGHTTZMz4OdkiiAWLqbfBd0ChgMeaaAGzygkadl3s5dl6E2KQIGntY YeyZ-5r4WNCa5Bd4eDXZcTEkHHEIT imTQi5dWkyJBDZE6qq8Y7](#)

NADINE ASKED “THE GROUP” FOR A FOCUS FOR 2022-23

What would you like as a focus to achieve this year in your LSC that encompasses the Connect; Accept & Provide Model set out by USA Swimming?

Nadine opened up to the floor for comments / discussion:

- Jessica (PVS) spoke passionately about pulling together an EZ DEI Camp for 2023.
- Rossi (AD) spoke about lessons being provided through their outreach program, including a disability focus.
- Zach (ME) previously requested guidance on registering within the new SWIMS 3.0 database for outreach status. Rossi mentioned some of the challenges associated with the new process.
- Elizabeth Jester was introduced as the new EZ Disability Coordinator and welcomed to the group. She spoke about the necessity for education for the disability standards for LSC champs. Elizabeth briefly outlined a manual coming down the pipeline for coaches to assist with working with standards etc.
- Andrea stated that athletes with disabilities can attend nationals, futures, sectionals, zones but NOT always LSC champs. What are the strategies to permit inclusion while allowing a good flow for the meet. Elizabeth outlined what GA Swimming has instituted at their LSC Champs. Elizabeth further outlined her goal to be able to communicate: National to Zone to LSC. Tim Husson offered to assist in compiling a contact list for DEI Chair and Disability Coordinators where they exist. Tim clarified that USA Swimming does not dictate how LSCs should run their LSC champs.
- Jihan (VSI) shared that she recently completed a Para Swimming Certification.
- Nadine asked if any LSCs had run Swimposiums and whether or not there was a DEI track included. Jihan shared that Leland Brown III attended the VSI Athlete Leadership Meetings.

NATIONAL UPDATES - Nadine shared some of the upcoming news out of national.

DEI Community (LSC DEI Chairs and their respective committees). Please have DEI Chairs disseminate the information below to their LSC DEI Committee & Diverse Coaches. Date and Time: October 20, 2022, 1pm EST. Registration link:

https://usaswimming.zoom.us/webinar/register/WN_dFck9cmCTcORntozjANKJw

Description: The session's objective is to learn from the experiences of the Diverse Coaches Panel to dive deeper into the obstacles diverse coaches have faced in their swimming and/or coaching careers and how they have been overcome.

Nadine outlined some of the national efforts within USA Swimming, implementing the Strategy of Engagement; Educating; Empowering and Elevating (**4-E's**).

Engagement through committees, LSCs, clubs etc.

Educating: All USA Swimming Staff have attended DEI training. DEI will be embedded in the educational components. The EZ DEI were encouraged to attend the DEI Community Zoom Meeting on October 20.

Empowering: supporting students to become lifeguards through some of the HBCUs to create sustainable programs. Miriam outlined some of the tremendous efforts and partnerships in a variety of initiatives across the nation. Build Capacity -> Build Sustainability.

Elevating: USA Swimming has partnered with 8 impoverished and traditionally underserved communities to promote swimming.

Nadine encouraged all LSCs to continue to look at how to become more inclusive and increase outreach to underserved communities.

DEI CHAIR ONE ON ONE MEETINGS

Nadine will be sending out a scheduling tool to each DEI Chair to set aside some time to meet over the coming weeks.

OTHER UPDATES, NOTIFICATIONS, QUESTIONS, OR CONCERNS

Miriam gave a brief overview of an upcoming meet and event, December 16-17 in Atlanta Georgia. There will be an effort to celebrate alumni and supporters of HBCUs through collaborations with USA Swimming, US Masters Swimming and Diversity in Aquatics.

ADJOURNMENT: 10:00PM