

## Utah Swimming DEI Committee Meeting

Wednesday 01/26/2022

Attendance: Heather Hale (chair), Lily C. (athlete), Annabel K. (athlete), Carri Oviatt, Mallory Rodriguez, Theresa Werner

Absent: Norda Barrowes

Meeting started at 7:30pm and called to order by the chair.

### Committee Logistics

- Heather Hale is the new chair as of October 2021.
- Membership: New coach, parent, and athlete reps added to the committee as of 2022.
- Plan for meetings to be the fourth Tuesday of each month via Zoom starting at 7:30pm.
- Lily created a Utah Swimming DEI Instagram account. Need to have it promoted more by Utah Swimming.

### Mission Statement

- We need to develop a mission statement. RAISE
  - **R**-Represent and increase diverse representation on teams
  - **A**-Advocate DEI trainings with LSC and athlete reps
  - **I**- Inspire DEI programs
  - **S**- Serve our programs with athlete reps, including mentorships
  - **E**- Educate community on DEI

### Current activities

Meet fee reimbursement and outreach athletes.

### Future activity ideas

- Clinic for 12&U developmental swimmers with senior athletes
- Learn to Swim event with adaptive swimmers
- Women in Swimming Event (similar to our event in February 2021)

### Action Items

- Heather will reach out to teams with outreach athletes to see if there are particular needs and to see if we can assess how many adaptive swimmers we have in Utah.
- Need to assess budget and timing of upcoming clinic/event.

### Next meeting:

Tuesday Feb 21 2022 07:30 PM Mountain Time (via Zoom).

Theresa has set up a recurring meeting.