

Tuesday, January 18<sup>th</sup> 2022  
Maine Swimming DEI Committee Minutes/Report

### **Meeting Attendance**

Zachary Mullin  
Suzanne Boccanfuso  
Emma Farnham  
Maria Saltysiak

Absent: McKayla Kendall, Kevin Desmond

Guest: Mary Ellen Tynan

On Tuesday, January 18<sup>th</sup> the DEI Committee spent the meeting using a DEI Rubric to grade MESI. The rubric was provided by Eastern Zone DEI, and gives MESI some insight into areas we can grow and expand on. Mary Ellen Tynan assisted the committee in reviewing the MESI website for DEI Policies and access to information. We found several areas that need some focus, and have a starting point now.

We also reviewed the DEI Job Description, and it was suggested by Suzanne Boccanfuso and Mary Ellen that we look into including Disability as well. This started a conversation on bringing in a Disability Co-Chair since it seems like an entirely new position that needs someone experienced. Emma Farnham and Maria Saltysiak brought up athletes that might be hearing impaired, and how MESI could potentially encourage teams to properly register kids with disabilities. Suzanne also brought up Autism as a disability in the sport, and I know from my coaching experience that we have several Autistic kids in the Southern Maine region already. Part of the Rubric mentioned that LSCs can run workshops for athletes, coaches, and parents and it might be a good idea to find an expert on disabilities in swimming.

We also discussed strategies for the club team in Machias, Maine. The team is made up of mostly Outreach Athletes, but due to the location there is a lack of competition for these athletes. We talked about the potential of diverting funds from the Outreach Travel Compensation program to help these kids travel to competition. Hopefully, this can be brought up on the Board of Directors level. DEI

has no problem with diverting funds since we haven't used the Outreach Travel Compensation for it's intended purpose yet.