



DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING
Wednesday, August 5, 2020
ZOOM MEETING

PRESENT: Lamar DeCasseres, Galen Franchek , Jennifer Trotman, Avis Washington
Athletes- Thomas Cho, Evan Klein, Marvin Juarez, Julianna Rivera, Liam Trieff,
Daijin Ace

Excused: **Athletes-** Emmet Santry, Dylan Cellamare (Due to Tropical Storm)

1. **WELCOME/ROLL CALL:** Lamar DeCasseres welcomed everyone present at the virtual meeting and called meeting to order at 7:05pm. Lamar thanked everyone in attendance.
2. **FORMAL INTRODUCTIONS:** All committee members in attendance formally introduced themselves, providing names and teams affiliated with. Athlete members also provided ages and schools they attend.
3. **DEI COMMITTEE CHAIR:** Lamar DeCasseres
 - a. **Vision-** Lamar discussed vision for the DEI committee to be more Athlete Centric as the DEI committee wants athletes to know we are here for them. Happy to have such a large athlete turnout on the committee. The athletes are the future, the athletes have voices that the committee wants to hear from and would like involved. Athletes are the reason we officiate, why coaches do what they do and we are here to support you.
 - b. **Guidelines for Interaction-** Lamar discussed DEI Rules Of Engagement, previously sent to all members. Asked that these rules be followed when interacting with one another during meeting. Empathized importance of maintaining a safe space for all to be heard. Would like everyone to feel like they can be open and honest.
 - c. **Where do we start-** Lamar asked where do we begin as a committee? What ideas do the members have about what we can do to start making a difference? Roundtable discussion had, consensus was a good start would be to find a way to try and support smaller underrepresented teams who are struggling. Important to support teams that not only focusses on the competition of the sport, but the outreach of individuals who do not know how to swim {i.e. learn to swim programs}.

- d. **Time Trials-** Was suggested by an athlete member that way to support smaller teams who do not have the budget and or access to pools, is to possibly assist them in finding pools to host their own time trials. Further discussion brought forth idea that many of the smaller teams might also be more interested and should be encouraged to want to seek to compete at all levels not just local and or time trial meets. All agreed current Pandemic has made this a difficult task for all.
- e. **Pool Access-** Committee members talked about uneven access to pool time. Athletes recognized disparity in access to pools based on size and geographical location of teams. Athletes suggested coaches should reach out to one another to find a way to share pool time. [Question raised, if Metro could possibly mediate the process]
- f. **College Knowledge Fair-** Lamar proposed idea of a College Knowledge Fair. PVS swimming has done similar to this in the past. Event would look for representatives from universities to speak to athletes and their families about the college experience, recruiting, NCAA Clearing house rules, guidelines and more. Committee members unanimously agreed this is a great idea, especially because they all recognize that many swimmers on the smaller underrepresented teams may not have access to this information. Event would be conducted via Zoom to eliminate the concerns of social distancing and to accommodate a larger participation.
- g. **Closing-** Athlete members all agreed to reach out to individuals they know who have gone through college process, current and or former swimmers and ask if they would like to be a panelist at the College Knowledge Fair. List of names will be submitted prior to next meeting to further discuss. Lamar will reach out to a potential moderator for the panel who has already shown interest and is knowledgeable about the process.

Next Meeting- Tentatively scheduled for Wednesday, October 7th, 2020 at 7:00pm

Meeting concluded at 7:54pm.