



DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING
Wednesday, December 16, 2020
ZOOM MEETING

PRESENT: Lamar DeCasseres, Sandy Graham, David Lam, Kristin Gary
Athletes- Marvin Juarez, Thomas Cho

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.
 - Reviewed minutes of previous meeting
2. **Metro Swimming News:**
 - Metro swimming committees (seeking DEI/ Athlete participation)
 - Finance Committee

Lamar continued to discuss the importance of athletes and DEI members to join and or attend various committees within Metro. Reminded that all committee meetings are open to all to listen and to participate at the discretion of the committee chair. Briefly talked about reports from finance committee meeting that club and membership numbers are down. DEI committee will need to think of ways to help increase membership and support. Anticipate many more swimmers will qualify as outreach due to financial difficulties from pandemic. Thomas Cho was happy to report the athletes were actively participating during the Finance Committee meeting. Lamar agreed as well.

3. **Unfinished business:**
 - College Knowledge Fair

Provided update on planning for Virtual College Knowledge Fair. Lamar talked about presentation of Virtual College Knowledge Fair made to the Metro Board. Thanked Robert Frawley and New York Athletic Club for sponsoring the event. Thomas Cho presented to DEI committee series of events that are in the works which include

- 1) Virtual College Knowledge Fair
- 2) Coaches Panel
- 3) Metro Athlete Q &A

Lamar asked that all committee members share the Virtual College Knowledge flyer with their respective teams and fellow metro members. “Promoting this free event is key to its success” Discussion amongst the group about who the targeted group would be (i.e. High School Seniors etc.). Decided that this event should be and will continue to be open to everyone. This event will be inclusive to all!

4. New business:

- DEI Chair 101
- Athlete experience at Eastern Zone DEI Meeting
- “Circle of Trust”

Committee members given information about series of webinars on the USA Swimming website. Lamar will provide committee members with link and also ask that they watch recorded webinar titled “DEI Chair 101”. Great introduction and guide to what the DEI Chair position entails and the importance of the position within the LSCS. Goal is to inspire a current committee member to be the DEI Chair and or assume other roles within Metro.

Thomas Cho discussed with the group his experience as a participant at the Eastern Zone DEI meeting. Thomas was very impressed with how the meeting was held and how the athletes were actively engaged. Adults in the meeting were very interested in what the athletes had to say. Sandy Graham spoke to both athletes Thomas Cho and Marvin Juarez and congratulated the efforts of the athletes getting involved and believes the athletes voices are important and must be heard.

Circle of Trust activity centered around Bias and unconscious bias conducted amongst members in attendance. Activity was a huge success and appreciated by all. Committee member David Lam asked for copy of activity template so he can do activity with his peers. Lamar will share this activity template with all members that were in attendance and those who were unable to attend as well. Encouraged athletes to try and do activity with their peers as well. Marvin Juarez discussed doing a similar activity in school and welcomed the idea of doing this one as well with his peers.

Meeting concluded 7:50 PM. Meeting concluded 10 minutes early as committee chair Lamar DeCasseres was scheduled to present “National DEI Legislation” to Florida Swimming LSC BOD.

Next DEI Meeting: February 2021