



DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING
Thursday July 28, 2022
ZOOM MEETING

PRESENT: Lamar DeCasseres (Chair), Jacky Spierer
Athletes- Marvin Juarez, Joseph Apat

Excused: Galen Franchek (Practice), Sandy Graham (Nationals), Dr. Gayathri Banavara,
Kate Hallex
Athletes- Frankie Anderson

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. All committee members in attendance formally introduced themselves, providing names and teams affiliated with.
 - Reviewed 2022 Spring HOD DEI report
 - Reviewed DEI Budget
2. **DEI Committee Membership Participation:**
 - Core members needed (athletes included)
 - Membership expectations
 - Meeting schedule

Lamar discussed the importance of having members who are committed to attending quarterly meetings on the last Thursday of the scheduled month. Discussion had about the importance of completing at least one actionable item on unfinished business list. Goal is to provide opportunities for our members to achieve excellence both in and outside the sport of competitive swimming in a diverse swimming community.

3. **Unfinished business:**
 - DEI Grant
 - DEI Scholarship
 - Multicultural Swim Meet

Discussion had in regard to which item on the unfinished business list is something that can be worked on next. Long discussion had about the finalizing DEI grant and or scholarship program. Lamar suggested possibly awarding two \$500 awards to one male and one female Metro athlete toward the cost of Lifeguard training and CPR certification. Committee members agreed this would be a great opportunity for Metro to provide support to athletes in need, to assist them with securing employment. Athlete members Marvin Juarez and Joseph Apat accepted invitation from Lamar to put together application and establish rules & eligibility standards. All agreed the target group for grant and or scholarship would be Metro athletes who are registered outreach.

Further discussion had on progress made planning the Multicultural Swim Meet. Lamar reported to the committee that he plans to have a meeting with current Finance chair to discuss DEI budget and Senior Chair to inquire cost & planning associated with hosting meets at Nassau Aquatic Center. DEI member Jacky Spierer reported that many Metro officials have already committed to assist with officiating the meet.

4. New business:

- Disability Committee & DEI Committee
- Article 105
- Policy & Procedures proposals

Lamar reported to the group, the reason for the merging of both Disability & DEI Committees. Additionally, members engaged in discussion about the importance of all Metro officials being familiar with Article 105 and comfortable using the starting protocols pursuant to said article. Lamar reported his recent experience at a meet where a swimmer who was deaf and hard of hearing requested the usage of the visual starting protocol pursuant to article 105.3. Lamar and committee member Jacky Spierer agreed to work together to draft a written recommendation to submit to the Officials Committee on how to ensure all officials will be ready to accommodate such a request when called upon to do so.

Lastly, Lamar discussed with the committee plans to draft an amendment to the current P&P as it relates to meet entry fees. Goal of amendment is to ensure we are maintaining fairness and not subconsciously creating barriers and limiting access.

Meeting adjourned 8:00 P.M.

Next meeting TBA