



**DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING**  
**Thursday July 29, 2021**  
**ZOOM MEETING**

**PRESENT:** Lamar DeCasseres (Chair), Dr. Gayathri Banavara, Jacky Spierer  
**Athletes-** Evan Klein

**Excused:** Galen Franchek (Practice) , Sandy Graham (Futures), John Yearwood (Futures),  
**Athletes-** Marvin Juarez (Swim Practice), Thomas Cho (Swim Meet)

1. **WELCOME/ROLL CALL:** Lamar DeCasseres welcomed everyone present at the virtual meeting and called meeting to order at 7:01pm. Lamar thanked everyone in attendance. All committee members in attendance formally introduced themselves, providing names and teams affiliated with.
  - Reviewed minutes of previous meeting
  - Reviewed 2021 DEI end of the year report
  
2. **DEI Committee Membership Participation:**
  - Core members needed (athletes included)
  - Membership expectations
  - Meeting schedule

Lamar discussed the importance of now having core group of at least 7 members who are committed to attending quarterly meetings on the last Thursday of the scheduled month. Discussion had about the importance of selecting actionable items that can further our goal to inspire and provide opportunities for our members to achieve excellence in the sport of competitive swimming in a diverse swimming community.

3. **Unfinished business:**
  - DEI Grant
  - DEI Scholarship
  - DEI Task Force
  - Swimmers & Coaches Clinic

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 potential formation of a DEI grant program similar to what is in place at Pacific Swimming LSC. Purpose of Metro Swimming Diversity Grant would be to award a Metro club for its efforts to increase multicultural, ethnic, and socioeconomic diversity at all levels of the sport of competitive swimming.

**4. New business:**

- Multicultural Swim Meet

Extensive discussion had with input from all in attendance about the possibility of hosting a one-day Multicultural Swim Meet at the Nassau Aquatic Center. The purpose of this meet would be to celebrate the different cultures of our athletes by providing them with an opportunity to compete against each other in a fun yet competitive environment. The committee agreed that this presents itself as being possibly the most actionable item, that can provide opportunities to many of the clubs in Metro who have not had an opportunity to compete. Each committee member in attendance selected a task that they would work on between now and the next meeting.

Meeting adjourned 7:45 P.M.

Next meeting September 30<sup>th</sup> at 7 P.M.