



**DIVERSITY, EQUITY, INCLUSION & DISABILITY
COMMITTEE MEETING
DEI Chair: Eddie Oyola
Thursday, November 7, 2024**

ZOOM MEETING Minutes

PRESENT: James Young (NRSS), Miguel Escalante (CAS), Peter Kiernan (APEX), Andre Stephens (NJ DEI Chair), Erwin Samuels (NON-USA), Gary Wong (ST), Jenn Trotman (NFS)

1. WELCOME/ROLL CALL:

2. DEI Committee Past/Present

- **USA Swimming Business Meeting:**
 - Share the insights of this event held on Sept 2024 and what was planned.
 - Met with the Eastern Zone and other LSC's to plan and strategize how to increase outreach membership.
 - Expressed the need of what the mission is exactly, not a black or White thing, but to assist all in need. That is what diversity comes from. The disable, the access, gender identity, and religion. As a society we all know or are close to people that fit into any category.
 - Promotion within the LSC's to help change the bias among society.
 - Promotion within their clubs, how do we locate swimmers in need? We discuss many options that teams can try to do so: Basic History of the family, looking at financials to see if discounts apply, and basically put it out there so parents can reach out if in need privately.
 - Explained the goals that were set for this current season ('24-'25)
 - Goals are:
 - To increase Outreach membership by 10 %. Clubs present was
 - Initiatives set forth by Eastern Zone and Metro's Plan
 - Select an area in need: NYC region was selected (Urban)
- **Ongoing Programs:**
 - Outreach Reimbursement for Splash Fees
 - This program discussed in terms of what they can receive to get funding they may recycle to a future event. Also, we discussed the potential new change that Metro is developing to enter swimmers for reimbursement via a spread sheet.
 - Outreach Meet Fee Wavier

- Some of the participants in the meeting were not aware of this concept. It was discussed that meet fee waiver can be asked of any club hosting a meet to allow several swimmers to swim for free. I will investigate a proposal to make it mandatory to meet file paperwork.
- Outreach registration Links
 - Members were educated on the Outreach membership process. They were told where to find these links on the portal and how they must self-govern their programs to ensure that only those who qualify may use that link.
- Future: College Showcase Meet April 2025?
 - Teams were interested as two members that were part of the meeting loved the idea.
 - My goal is to expose every type of swimmer in and around the region. We will develop a team of Metro Coaches to investigate the NCAA rules and how we can plan to go forward.

Next meeting Dec. 17th, 2024 @ 8:15 PM