



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Scott Hastings (scotthastings@gmail.com) the Sunday prior to the next BOD meeting

Board Member: Roberta Savage – at-large member; Governance Committee

Date of Last Meeting: Governance Committee: May 10, 2022

Members Present:

Daryn Glasgow (chair), Betsy Aird, Mark Brown, Alex Ongaco

Date of Next Governance Meeting: June 7, 2022

Action Items Completed: We focused on the proposed bylaw changes for the Board to present at the HOD. Those will be presented to the Board at the June 2022 meeting. We continued to review the components of the policies and procedures that need to be finalized and built a timeline to complete them. We should have new sections/appendices for the June meeting to be approved. We discussed the Board Manual, Board Orientation and Board self-assessment.

Action Items In-Progress / Pending: By law changes for HOD; finish policies and procedures; board manual; board self-assessment

Announcements: _____

Questions for the Board / Larger Group: How do we prepare for the June Board meeting so we get everything accomplished that we need to have completed for HOD?

Notes/ Other: _____



SIERRA NEVADA SWIMMING COMMITTEE/CHAIR/BOARD MEMBER

REPORT

To be submitted to Scott Hastings (scotthastings@gmail.com) the Sunday prior to the next BOD meeting

Committee/Chair/Board Member: Governance Committee / Administrative Vice Chair / Daryn Glasgow

Date of Board Meeting: 5 /19/22 **Date of last Committee Meeting:** 5/10/22

Members Present:

Daryn Glasgow, Betsy Aird, Mark Brown, Roberta Savage, Alex Ongaco

Date of Next Meeting: 6/7/22

Committee Meetings are open to anyone that would like to attend.
Please contact Daryn Glasgow at CoachGlasgow@gmail.com to receive the Zoom Link for any upcoming Governance Meeting.

Action Items Completed:

- Discussed BOD Orientation topics to include BOD meetings, BOD job descriptions.
- Prioritized items such as bylaw changes that need to be presented at the June BOD meeting.
- Continued working on updates to the Policies and Procedures and placed goal deadlines for the incomplete sections.
- Discussed Board of Directors Policy Manual & Handbook as well as a Board Review/Assessment getting done prior to the new board orientation.

Action Items In-Progress / Pending:

- Finish updating Policies and Procedures
- List of Bylaw Changes to be proposed to the board at the June BOD meeting / in advance of the July 14th HOD
- Sierra Nevada Swimming Inc. Board of Directors Policy Manual & Handbook for 2022-2023.
- Board Review / Self-Assessment

Announcements: _____

Questions for the Board / Larger Group: _____

Notes/ Other: **Reminder: All items to be presented to HOD must be submitted/discussed no later than the June BOD meeting in order to meet the 20 day timeline for the HOD meeting on July 14th.**



SESSION 01 - LELAND BROWN



Brown III holds a Bachelor of Arts, Communication Arts, Literary studies, and Secondary Education from Bethel College-North Newton and a Master of Science in Sports Administration Research with a focus on Race/Ethnicity and Gender Equity from the University of Cincinnati.

In this role, Brown III will be the organizational leader responsible for enhancing the development of a vision and strategy to diversify USA Swimming membership, ensure equitable practices throughout the sport, and to focus on creating and implementing strategic initiatives to help drive DEI priorities with new members, program partners and the swimming community.

Session one focused on breaking down the monolith of Diversity, Equity and Inclusion into more digestible and actionable pieces. Here's what was presented:

DIVERSITY

- What is Diversity? We can be diverse WITHOUT promoting true diversity.
- The room was full of people from many backgrounds ethnically, economically and age-wise. Though that was the case, many hadn't taken the time to get to know others around them. We took a lot of time chatting around the table and getting to know one another on a deeper level...or at least as deep as you could get in 5-10 minute break-out sessions. :)
- All of person shows up for activities. To practice...to work...to school. ALL of a person shows up. Not just the athlete...the worker...the student. The sum total of who they are and what they've experienced shows up and the diversity is there if you take the time to connect and engage.
- Diversity breaks down to **CONNECTING** with others and going on "trivial diversity".
- Truly pausing and looking at a person and not through them to what you're trying to get out of them or how you already perceive them.
- **HUMAN-CENTRIC** mindset vs **SPORT-CENTRIC** mindset. Human-Centric connection helps to build a lifetime of skills vs a skill set that can fade with interest in the sport.

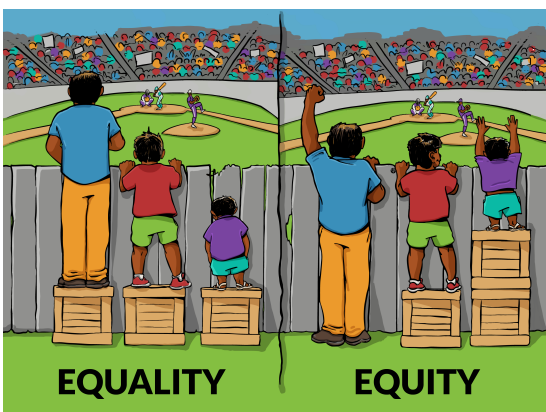
- ***ACTION ITEMS***

- How can we make better connections at the LSC level to facilitate and encourage more changes for teams and athletes to connect and discover a deeper level of diversity.

INCLUSION

- There are many ways to solve a problem. That's why there is a McDonalds, Arby's, In-and-Out, Five Guys, Shake Shack. All serve burgers...just differently and for a different audience. Just because you like one more than the other doesn't make you LESS THAN.
- What does inclusion look like when it's being done correctly
 - No one is alone
 - Everyone who wants to be represented feels represented
 - Scenario at a dance. All are accepted and invited, but the music is only of one genre. Acceptance is looking deeper than the invitation and accepting and playing music of various genres at that dance.
 - Acceptance is open-ness to feedback and being open to the backgrounds and realities of others.
- Understanding yourself and your own biases will help you identify points of acceptance and where it can break down
- ACCEPT (may not like...but need to accept)
 - Humans are Humans
 - Other Personalities
- The things you disapprove of are your inherent biases. Understanding these and knowing what they are will help you accept differences and move beyond them when dealing with others and encourage inclusion
- **Inclusion** breaks down to **ACCEPTING** the backgrounds and lived experiences of others and being open to looking at things from different perspectives without judgement and with an open mind.

EQUITY



GIVING is key to the notion of equity. Equity is **PROVIDING** assistance to someone who needs it at that very moment and in the way they need it most.

HUMAN-CENTRIC. Look deeper beyond the surface

and see the root. Don't judge or apply your own standards, just provide the assistance needed in that moment.

DEI breaks down to CAP.

DIVERSITY → Connection

INCLUSION → Acceptance

EQUITY → Provide

SESSION 02 - SCHUYLER BAILAR



American swimmer, and the first openly transgender NCAA Division I swimmer. He is also the first publicly documented NCAA D1 transgender man to compete as a man in any sport. He was recruited by Harvard University and swam on the Harvard Men's Swimming and Diving team under coach Kevin Tyrrell; he was a member of the Harvard Class of 2019. Bailar was originally recruited in 2013 as a member of the women's team by Harvard Women's Swimming and Diving

head coach Stephanie Morawski. After transitioning during a gap year, Bailar was also offered a spot on the men's team by coach Tyrrell, allowing Bailar the choice of either team. He elected to swim on the men's team.

GREAT TALK about transgender issues in swimming, sports and life. Some great resources that we should make available to members of our LSC if we can.

<http://lanechanger.com>

It's an online learning series providing gender literacy and transgender education suitable for everyone. Program begins with Schuyler Bailar sharing his story and applying it to many of the issues in our sport today.

Here is a link to the session audio that I recorded:

https://www.dropbox.com/s/3lf6u6o6xlhxixu/DEI-SESSION-02-Schulyer-Bailar_01.mp3?dl=0

Additional transgender athlete information and background can be found here:

<https://www.pinkmantaray.com/resources/transathlete>

Sierra Nevada Swimming Board Member Report



Reported by: Victoria Cao (on behalf of the Athlete representatives)

Subject: USA Swimming Workshop (April 21-24) Report

Board Members: Athlete Representatives

- Senior Athlete Representative: Spencer Merodio (not present at workshop)
- Junior Athlete Representative: Victoria Cao
- At-Large Athlete Representative: Audrey Bull
- At-Large Athlete Representative: Kayla Heenan

To be presented at: Board Meeting on May 19, 2022

Introduction:

From April 21-24, 2022, Athlete Representatives Victoria Cao, Audrey Bull, and Kayla Heenan attended the USA Swimming Workshop (previously known as the Zone Workshop) in Denver, Colorado. Also in attendance was Mr. Alex Ongaco: SNS Executive Director, and Mr. Phuong Nguyen: SNS DEI Chair.

The 4-day workshop was hosted by the USA Swimming Foundation, bringing leaders in the sport together from across the country with the goal to grow, learn, network, and debate prevalent USA Swimming topics. The workshop consisted of numerous tracks which attendees could follow depending on the topics best-suited to their positions and interests. Multiple keynote speakers and influential members in the swimming community were present to facilitate meaningful discussions and thought-provoking initiatives that attendees could take back to their home LSCs.

Action Items Completed: Over the 4-day period, the Athlete Representatives attended 7 targeted learning sessions:

- **DEI 101: The Who, What, How - Helping Boards and Communities Understand Diversity, Equity, and Inclusion (DEI)**
 - Please see Mr. Phuong's Board Report for more detail
- **Athlete Session: LSC Athlete Leadership 101 + USADA Education**
 - Basic USADA training
 - Should reinforce regular check-ins with GlobalDRO.com to ensure that all athlete medication is allowed (includes dietary supplements)
 - Supplements that have a "Nutritional Facts" label are generally FDA approved and may be consumed; watch out for "Supplement Facts" labels

- **DEI/Coaches/Athletes: Organizational Equity Building: Challenging Policy, Practice, and Preparing for organizational Change and New Needs**
 - Schuyler Bailar shared his story as the first openly transgender swimmer to swim under the NCAA and how we can create inclusive communities in and out of the pool
 - “We don’t have to understand; we need to hold others’ hands and walk through the experience with them”
 - Practice conversation over confrontation
 - Add to someone’s perspective instead of trying to change it
 - Try to invite someone in instead of call them out
 - Many people possess implicit bias without knowing it → why we need a diverse group of voices at the table
 - Build practices into the system!
- **Athlete Session: Collaborative Goal Setting Part I in combination with Athlete/Non-Athlete Session: Collaborative Goal Setting Part II**
 - Developed a potential event to be implemented during the holiday season called Sierra Nevada’s “Swim for Food” event (still in the works, will put forth a motion eventually)
 - Similar to Cooper Zarro’s initiative last year during which he raised money to feed families through Raley’s food charity event
 - Run 2-3 locations (considering the size of our LSC)
 - Incorporate fun events
 - i.e. 25 underwater, corkscrew, double-arm backstroke etc...
 - All proceeds accumulated from all 2-3 locations donated towards the same organization/charity
 - Donations welcome
 - No officials
- **Legislative Review Session**
 - Word version of legislation review attached.
 - As athletes, we were mainly concerned with rule 203.3, the “120 Day Rule” as it directly impacts us and was proposed by members of the AEC.
 - The last we heard, the reduction of the 120 days to 30 days was most in favor for
- **Athletes Executive Council (AEC) National Committee Meeting**
- **Diversity, Equity, and Inclusion (DEI) National Committee Meeting**

Action Items In Progress/Pending:

- Thinking about how we want to implement our LSC “Swim for Food” event into the next term considering the current Athlete Representative Term ends August 31st
- Planning for our next Athlete Committee meeting hopefully to be held within the next few weeks to overview the workshop

Announcements:

- We plan on slightly altering the election process for Athlete Representatives
 - Individual/small group interviews vs. large group for more personalized questions

- Current Athlete representatives able to nominate athletes for this role
- Just held the Scholar-Athlete Award private movie screening of Dr. Strange Multiverse of Madness on Saturday, May 14, 2022
- Upcoming Leadership Camp on June 19, 2022
 - Location: Bear River High School

Notes/Other: The Athlete Representatives would like to thank the Board for all its work in sending us to the workshop! We appreciate and are very grateful for the budget flexibility in allowing three of us to go, when the original plan was to only send two representatives. We learned a lot about what it means to be a leader, made many new connections, (met Missy Franklin and Gowdy Gaines!), bonded together as an LSC, and overall had a really great experience.

Executive Director Report (May 19, 2022)

- **USA Swimming Workshop - April 21-24, 2022 (Denver, CO)**
 - 3 SNS Athlete Representatives, 1 SNS Board Member & 1 Staff
 - USAS Convention Format moving forward will be broken into 2 events
 - Workshop (Spring) – Involves Learning Tracks & Sessions
 - 2023 Tracks will focus on:
 - Officials
 - Coaches (Technical)
 - Safe Sport
 - Annual Business Meeting (Fall) – Involves Legislation & Elections
 - LSC Leaders Sessions (Big Takeaways)
 - Mindset of Virtual Meetings Pre-COVID, During COVID & Post COVID
 - Classification of what types of meetings should be Virtual vs. In-Person
 - Virtual Meeting Etiquette
 - Status & Reputation of Sierra Nevada
 - Player in hosting major meets
 - “Embarrassment of riches” LCM Facilities
 - “Eyes on Camps & Website”
- **SNS Select Camp – April 30, 2022 (Elk Grove, CA)**
 - 39 Athletes, 5 Coaches, 2 Staff
 - 2 In-Pool Sessions (1 SCY, 1 LCM) & 2 Classroom Sessions
 - “Rusty” & 2-Day Format Compressed Into 1-Day
 - Any Programming Was Welcome
 - First Usage of Arena Sponsorship
- **USA Swimming LSC Leaders Virtual Call – May 12, 2022 (Zoom Format)**
 - Chloe Adkins – Operational Risk Manager cadkins@usaswimming.org
 - SWIMS 3.0
 - Rollout: August 2022
 - Official Release: September 1, 2022
 - OTS 2.0 was not included; initially updating will be via a monthly refresh based on information submitted by LSC’s via a spreadsheet format
 - Fees to USA Swimming will be collected directly by USA Swimming
 - Fees to LSC can be collected by USA Swimming but will require an opt-in by the LSC. Then a TBD payment schedule by USA Swimming to the LSC will be done
 - Flex Membership will be 12 & Under only starting September 1, 2022 with an announced change to the fee structure

- **SNS Scholar-Athlete Private Movie Screening – May 14, 2022 (Citrus Heights, CA)**
 - Greenback 16 Citrus Heights & XD
 - 31 Athletes + Guests, 2 SNS Athlete Representatives, 1 SNS Board Member, & 1 Staff
- **Bill Rose Classic (SNS Long Course Championships) – July 21-24, 2022**
 - SNS Liaison (DART Meet Director, SNS Officials Chair, etc) – MA, Logo, Apparel...
 - Medal Order Submitted; Trophies & Bag Tags to follow
- **Western Zone Age Group (WZAG) Championships – August 3-6, 2022**
 - INFO Meeting – May 16, 2022
 - Trial Run of Chase Start Format – May 14, 2022
- **SNS Senior Select Camp (Olympic Training Center, Colorado Springs, CO)**
 - Initial Date Request Submitted (Weekend of October 1, 2022)
 - Jennifer Thomas (USA Swimming, Coordinator, National Team Services)



SIERRA NEVADA SWIMMING COMMITTEE/CHAIR/BOARD MEMBER REPORT

To be submitted to Scott Hastings (SNS Secretary) scotthastings@gmail.com and Alex Ongaco (SNS Executive Director) alex.ongaco@snswimming.org the Sunday prior to the next BOD meeting

Committee/Chair/Board Member: Steve Lazaraton

Date of Board Meeting: May **Date of last Committee Meeting:** April 7th

Members Present:
NA

Date of Next Meeting: NA

Action Items Completed:
Discussed meet schedule for 2022-2023, Discussed proposal for meet fee increase for 2022-2023

Action Items In-Progress / Pending: _____

Announcements: Proposal to increase 2022-2023 Meet Fees
up to \$7.50 per individual event/\$10 per relay/ \$15 splash fee for non-championship meets
up to \$12 per individual event/\$15 per relay/\$20 splash fee for championship meets

Questions for the Board / Larger Group: _____

Notes/ Other: _____



SIERRA NEVADA SWIMMING COMMITTEE/CHAIR/BOARD MEMBER REPORT

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Committee/Chair/Board Member: John Richardson, Operational Risk & Safety Chair _____

Date of Board Meeting: May 19, 2022 _____

Date of last Committee Meeting: _____

Members Present:

Date of Next Meeting: _____

Action Items Completed: _____

Action Items In-Progress / Pending: _____

Announcements: USA Swimming has announced the hiring of a new Operational Risk Manager: Chloe Adkins. She can be reached at cadkins@usaswimming.org 719-217-4796. We look forward to interacting with her and receiving new and updated information related to Operational Risk & Safety.

Questions for the Board / Larger Group: _____

Notes/ Other: _____

