

Date: Sunday, November 1, 2020

Time: 5-6 PM

Attendees: Elizabeth Barr, Daniel Brown, Norah Brown, Precious Carter, Martha Chiwanza, Hana Diaz, Joyce Dodd, Kylie Freeman, Chip Holland, Macy Hunter, Jessie Johnson, Annabelle Lee, Ariyana Long, Kate Looby, Stanley McIntosh, Clarie Natale, Danka Ndubuisi, Aimee Onoszko, Crystal Piper, Crystal Smith, Jamal Smith, and Lilli Taylor

Mission Statement Reading: Stanley McIntosh

Introduction of Chip Holland, SC Swimming Sports Development Director: Macy Hunter

DEI Legislation Update: Stanley McIntosh

- The DEI Committee will now have a voting member for SC Swimming

Review of DEI Committee & Athlete Goals: Stanley McIntosh

- Committee Goals:
 - More education for both individuals and teams
 - Learning how to apply our education in certain situations
 - More access to resources
- Athlete Goals:
 - More inclusion of athletes across clubs and our LSC
- Moving forward:
 - More information on the SC Swimming website
 - More educational opportunities with SC Swimming groups (coaches, officials, etc.)
 - Mentorship opportunities

Senior and Age Group State Championships- DEI Table: Stanley McIntosh

- If possible, the DEI Committee would set up a table, which was an idea shared with us by athlete members of the Southern California DEI Committee. We would like to have a brochure to be able to give away to swimmers, parents, coaches, etc.
- Contact MJ to have items to give away, if allowed.

Sigma Gamma Rho- World Swim Day: Precious Carter

- World Swim Day is celebrated the fourth Saturday of October each year. Sigma Gamma Rho partners with the Greenview Dolphins to promote swim safety through different events. Information was sent through different outlets, including social media, this year.
- This year, the event had to be cancelled due to Covid concerns, but information is still pushed out electronically to promote swimming safety and awareness.

Equity vs. Equality Training- Part 2: Stanley McIntosh

- Question: What is our definition of success in terms of equity?
 - Setting short-term and long-term goals for individual swimmers, as a team, and as a LSC
 - Finding out the needs of swimmers and families so that the team can help each swimmer from each family achieve success.
 - Success comes from creating a relationship and a sense of belonging.
- “I don’t see color.”
 - When we say things like this, we are not fully acknowledging or recognizing a person. We need to see the person for who they are and judge by character to create a relationship.

DEI Athlete Meeting: Hana Diaz, Macy Hunter, Stanley McIntosh, Aimee Onoszko, and Lilli Taylor

- Athlete Goal Discussion
 - The majority of athletes voted to have our first major goal focus on inclusion through education.
 - How are we going to educate ourselves and others?
 - Coach Stanley will continue to share information about educational opportunities from USA Swimming to committee members.
 - Coach Stanley and committee members will work to put information on the SC Swimming website.
 - Athlete committee members will invite teammates and coaches to join our Zoom calls. We will also invite the SC Swimming Athlete Committee to join us at our next meeting or for some time to share about DEI at their next meeting.
 - SC Swimming would like to set up a Town Hall where we could invite athletes, families, etc. to participate and share and help our LSC learn.
 - DEI committee members could make an informational video and brochure to be able to share.
- Goals Moving Forward:
 - Committee members are going to create a brochure to be made available to swimmers, their families, coaches, etc.
 - Distribution will depend on Covid guidelines and regulations.