



South Carolina Swimming Board of Directors Meeting – June 11, 2023, 4:00 pm
(via Google Meet)

Attendees

General Chair – Aimee Onoszko	Admin Vice Chair – Natalie Fennell	Senior Vice Chair – Jon Mengering	Secretary – Karen Cattaneo	Age Group Vice Chair – Nate Murray	Finance Chair – Mike O’Shaughnessy – Not Present	Technical Planning – Karl Kozicki
Governance – Robert Lesh (representing)	Treasurer – Joyce Dodd	Coaches Representative – Mike Lane –	Diversity, Equity and Inclusion – Martha Chiwanza	Safe Sport Chair – Ed Cullen	Legislation – Jay Boudreau – Not Present	Sports Development Director – Chip Holland
Sanctions – Karen Alexander –	Officials Chair – Aimee McMillian- Not Present	Senior Athlete Rep – Caden Wolf	Junior Athlete Rep – Jake Root	Athlete at Large – Avery Freese	Athlete at Large – Lilly Gault Abdella	Para Swimming Chair – Annette Francescotti
Communications - Lindsay Little						

The meeting was called to order at 4:00 pm with the reading of the mission, vision, core values, and duty to serve (care, loyalty and obedience).

Reading, Correction and Adoption of Minutes – April BOD minutes unanimously approved as distributed

Report of Officers, Committees and Coordinators

Age group chair – Nate Murray – had a meeting directly after April HOD with time standards committee; have confirmed time standards for Age group state; getting everything polished for October HOD; once meet file is received, can put together a time line – changing 10 and under meet format from 3 days to 2 days- will require legislation; next Age Group meeting is Thursday (June 15) and will decide theme for Age Group LC state

Senior Committee – Big Show – Open water zones - great representation from SC swimming; feedback overwhelmingly positive; next meet will be held in KY (Bowling Green) – June 2024; Open water



championship meet (Clemson) – had 354 athletes – great, successful weekend; once results are posted, invites for Open water zones/select camp will be sent - September

Communications Committee – Lindsey Little – no updates

Governance Committee – Robert Lesh (committee representative) – no updates

Safe Sport – Ed Cullen – rebuilding the committee; participated in a call with ASCA regarding Safe Sport information;

Athletes – Caden Wolf – will have an athlete committee meeting tonight

Technical Planning – Karl Kozicki – still putting together committee – getting a few meet bids; no other updates at this time

DEI – Martha Chiwanza – Jim Peterfish from USA Swimming presented a PowerPoint of changes to Article 105. Prior to presenting to legislation in September, he wants to reach voting delegates to review and ask questions. Martha will forward to General Chair and Para Swimming once received; DEI is looking forward to working with Para Swimming.

Para Swimming – Annette Francescotti – getting DEI, para swimming and outreach together – USA Swimming includes Para swimming under DEI; one swimmer from GA and one from SC attended meet; want to increase participation for para swimmers on zone team

Coaches Committee – Mike Lane – working with Big Show for Senior swim meet – no go for hosting in North Charleston; reached out to several coaches about 2024 LC meet – still working.....if finale meet were tabled for another year, Gamecock Aquatics (at USC) would be open to hosting;

Discussion – senior committee should meet; possibility to send out a survey to gauge interest in finale meet; need to make sure to not put a band aid on solution for LC State meet

Unfinished business

All State Recap – Natalie Fennell – Thanks to everyone for stepping up and helping out – received positive feedback; moving forward – would like to get help from athletes to promote athlete event; currently looking for venues in Columbia for next year; came in under budget this year

2023 USAS Workshop Report (full report attached) – Aimee Onoszko – synopsis from **Wendy Viney** – attended a mental health meeting – speaker talked a lot about psychology; working with parents and athletes; notice and acknowledge when athlete is struggling; know where to go when athletes need help, etc. there is a mental health first aid course available; attended meeting for coaches on how to



communicate with parents – 3 prong approach – 3 meetings instead of 1; 12 and under meeting, 13 and over meeting, team culture meeting

Will York – officials meeting – 14,800 officials; only a few have a national certification of N2 or N3; Board of Directors town hall – SWIMS 3.0 – rough transition; outside IT consultant was brought in; data warehouse project will complete in fall of 2023 – registration will be much smoother this year; meet announcements – differences between meets – good/bad meet announcement; COVID release was dropped by USA Swimming; any changes from meet announcement – will need 100% approval from coaches; if before the meet starts – need approval from technical planning; once meet starts – 100% coach approval

Karen Alexander – Teams may do batch registrations this year; most fascinating was the Keynote speaker – University of Richmond Women’s Swimming coach – talked about health, mind and spirit – used a study from REM sleep of swimmers; overall – history of safe sport – late 80’s – posting warm ups – focusing now on the human element – physical, spiritual needs

Zone Team Update – Nate Murray – Tayla Lovemore – Zones Head Coach – have a full roster of coaches – each age group has 12 swimmers that have applied; have the ability to have a full team; taking a minimum of 8 in each age group; max will take 12 from each age group; will have full relays (as of today); language around how to qualify for zones needs some polishing; want to take final times up to and including times from state meet; will finalize things tomorrow and announce coaches – theme is “Candy Land”

2024 Senior LSC Championship – **Discussion** - Athlete opinion on senior meet – some teams have moved to travel trips in the summer (NCSA’s, etc.); to increase attendance – should maybe lower the standards (LC only); could do a state meet without cuts; may take away from the swimmers that got state cuts; could maybe do exhibition or bonus events; could explore switching the Age group and senior state meets on the calendar; what if we combined Senior and Age group into the same meet? Discussion tabled for now; will revisit during senior committee meeting

New Business

Statement of Financial Position – Joyce Dodd – Balance sheet – monthly snap shot of what we have and what we owe; May 31st – Assets: \$782,126.08 in deposit accounts, \$5,150 in Receivables, and \$387 in un-deposited funds. Liabilities: \$9,314.83 in Payables and \$7,383.14 in Custodial Funds



Statement of Activity – Revenue & Expense Year-to-Date: Revenue of \$273,089.36 stands at 80% of budget, while Expenses of \$209,948.54 are 52% of budget. Net operating revenue of \$63,140 is \$3,995 more than for the same period last year; we are in a strong financial position as of now

Survey Results – Aimee O – had only 61 responses; will summarize information and send results to group once survey officially closes; Discussion of number of 8 and under IM Tough winners that attended the banquet – may have been 8 to 10; May need to do a better job of acknowledging award winners; survey should stay for another week or so to try and get more responses;

Club Recognition Program - Chip Holland – Aimee and Chip created a first draft (club rewards program); piggy backs on USA Swimming program – have come up with criteria (athlete, community involvement, etc.); want clubs to be involved as much as possible; want to start engaging teams for the 2023-2024 season; Safesport is a prerequisite to be a part of the program; emphasis on IMX participation; athlete retention; involvement in LSC; **Discussion** – how important is this to club's? Financial incentive? Chip will email draft to BOD

Athlete Extravaganza – Meeting tonight; will talk about the athlete events; Caden Wolf will send update to Aimee O after meeting

Calendar Review – Corrections to calendar have been updated on website – dates confirmed for USA swimming workshop; Carolina Crown in 2024

Business from the floor – Pam Swander – nominee for Governance committee; will be a good addition to committee – added Wendy Viney in April; have 2 officials already; **motion unanimously approved to add Pam Swander to committee**

Approval of applications for Group Membership - None

Sport Development Director Report – Chip Holland – Numbers are up, across the board, social media, etc.; took 30 kids to Pinehurst for open water zones; finished 6th overall; feedback was positive; Aimee and chip are working on a Zone's team manual – encompassing athletes, chaperones, etc.; summer league promotional tour – starts on June 24th – had good engagement after last year's



tour; Anderson Mako's Coach Brian Heaton hosting a one day developmental camp at YMCA in Anderson, Sunday, November 12th

Resolutions and Orders – None

Attachment – USAS Workshop Report – Pages 6-13

Meeting adjourned – 5:44 pm

Notes from USA Swimming Workshop, Denver, CO, April 20-22, 2023

New Referee Track

Will York

Thursday 4/20:

Track Session: **Welcome for New Referees.** Leader: Dana Covington

- Attendees introduced themselves and listed what they wanted to get out of the workshop.
- Most, but not all, LSCs sent one participant in this track
- Dana talked about the schedule of sessions and introduced other presenters.
- Learned that as of April 2023, there are 14,800 USA Swimming officials, with 2,200 of those having an N2 or N3 certification.

Track Session: **Walk of Stars:** Leader: Maryanne Walling

- This was my least favorite sessions of the whole workshop because it didn't seem to have a clear objective. The "stars" are the level of the meet. They talked about getting selected to more significant meets from sectionals (1 star) to Nationals (5 stars). Talked about evaluations. Reiterated that "Evaluate the Evaluator" is 100% anonymous and encouraged us to do this after an evaluation for national certification

Welcome Reception & Keynote (all attendees): Dinner buffet. LiveBarn (sponsor) remarks. Matt Barany (head swim coach at Richmond) was keynote speaker. He talked about using wearable devices (smart watches) to track sleep for athletes. Said it has totally changed their team's performance in pool and classroom. Mentioned he only recruits swimmers that say they are "morning people" and asks in his pre-recruiting questionnaire what time their parents go to bed.

Social after dinner. Not many people stayed in the reception very long. I caught up with Wendy Viney and Karen Alexander

Friday 4/21:

Board of Directors Town Hall: Four USA Swimming Board Members answered pre-planned questions on a panel.

- Excited about 2024 Olympic Trials at Lucas Oil Stadium. First time in football stadium. 30k spectators. Tickets on sale 8 months earlier than past Trials.
- Acknowledged that Swims 3.0 transition was (is) rough. An outside IT consultant was brought in and says system is sound for the future and will be great when issues worked out. Talked about IT issues and Swims 3.0 (there was a joke said about "Swims 4.0"). USAS has more daily inquiries to the database than many billion-dollar companies, so moving to Cloud (Swims 3.0) was necessary. They went from 0 to 400k new online accounts in one year. "Data Warehouse: project is next phase that will be complete in Fall 2023. Acknowledge that 2022 registrations were rough and said re-registration will be much easier. Clubs will have option for doing a bulk registration by Summer 2023. USAS Board wants to "underpromise and overdeliver" on IT upgrade.
- DEI update: Teams with female coaches perform "better". No details given on how calculated.
- Officials update – providing USAS support (from officials committee) to help smaller LSCs get a few officials advance to national decks.
- USAS has determined that California Assembly Bill 252 is significant threat to Olympic sports. If passed, college football and basketball would be required to keep all their revenue and

distribute to athletes within those sports. No revenue sharing to Olympic sports. USAS is sending letters to CA legislators. NIL is great opportunity for athletes, but has unintended consequences for Olympic sports. NCAA got \$1.2b for broadcast rights for all championships other than football in a batch. Does not incentivize making Swimming & Diving better and able to bring in more \$ individually. They focus on basketball championship.

Track Session: **You Said Yes to the Ref...Now what?** Leader: Maryanne Walling

- Discussed the overall role of a meet referee.
- Find people to work with you that tell you what you need to hear, not what you want to hear.
- Timeline of actions for meet referees from 4 months out to day of meet discussed.

Track Session: **MAAPP** Leader: Liz Hahn (MAAPP director at USAS)

- Talked through some scenarios of MAAPP.
- Dual relationship exemption – if you have established relationship to child (i.e. your own, neighbors, carpool, etc), then you may be able to be around those children alone.
- Coaches and volunteers cannot provide ANY massage to athlete, unless they are a licenced massage therapist and have permission.
- Ok for a coach to hug a swimmer in the open in “celebration” (i.e. made a qualifying time). Many people think a coach or volunteer absolutely cannot hug a swimmer at meet or practice, and that’s not true.

Track Session: **Crucial Conversations** Leader: Dana Covington

- Did a style under stress test to see how we communicate and act when in a stressful situation. Then talked about how that might influence the situation we are in (good or bad).
- How to communicate “bad news” (such as a DQ) to a coach or swimmer or feedback to an official.
- There were a few minutes at end for questions and the topic of OTS came up. Officials committee members said that IT teams have focused on OTS and they are meeting with the then every week. Then we discussed the interim process for national evaluations.

Track Session: **Meet Announcement: What’s the Big Deal?** Leader: Maryanne Walling

- Discussed differences between sanctioned meets, approved meets, and observed meets.
- Discussed the various parts of a good (and bad) meet announcement. Were given examples of announcements that had missing or conflicting information and had to work in teams to find it.
- Too many details / too much information in meet announcement can be undesirable sometimes.
- COVID release and waiver requirement in meet announcement recently dropped by USAS.
- If you need to change anything from what was stated in announcement and was sanctioned, then you must have 100% agreement of coaches.

Track Session: **First Whistle** Leader: Jack Swanson

- This session was sort of all over the place but generally focused what the meet referee should be doing and where they should be located during a meet.
- He stated to be careful as MR handing out DQ slips to coaches, because it may encourage them to challenge call with you and bypass the deck referee, where it should go to first.

Track Session: **Meet Ref vs. Mentor: Who’s in Charge Around Here?** Leader: Dana Covington

- This session was about refereeing a meet with an evaluator.

- Evaluators are there to help your LSC's officials.
- Natl Officials Committee is asking evaluators to not do more than 8 evaluations in a meet.
- Evaluators can't do two consecutive evaluations on one official.
- Encourage those officials being evaluated to leave feedback on the evaluator. It is anonymous.
- It is MR responsibility to ensure evaluations have been submitted to OTS (when it comes back online). Ask the evaluator to email you when they are done so you can check that box.
- A meet report is required from MR at sectionals and above.

Saturday 4/22:

Track Session: **DQ's, Protests, and Juries, Oh My** Leader: Clark Hammond

- This was a great session. Clark is a good speaker and sort of told his philosophy of being a meet referee with stories.
- Build capital with coaches – walk around, introduce yourself, ask what you can do for them. Every time you are on deck you are investing or spending, so spend time investing. MR job during meet is customer relations and troubleshooting. Clark had lots of good stories on this, including things he's done well and things he screwed up.
- Meet juries are formed for protests of eligibility or competition. Made up of 1 athlete, 1 coach, 1 other person (usually an official), Clark only forms a jury if one is needed. But he already knows who he would ask to be on the jury.
- As MR, you facilitate the protest process in front of the jury. Ask coach or swimmer to state their case and then step out. Clark always asks the athlete on the jury for their opinion first. They usually are most logical and empathetic, and their opinion often sways the other jurors for a faster resolution.
- If there is a protest requiring jury assembly, but the event in question is going on, then MR should let the athlete compete under protest. This must be announced (i.e. "swimmer in lane 5 is competing under protest")
- Eligibility appeals are heard by National Eligibility Appeal Panel. An example would be change of gender at a meet. Appeals must be submitted within 10 days of competition and will be heard within 5 days of submission.

Track Session: **Officiating from the World of Grey: Triage, Individual vs. Mass Casualty** Leader: Dana Covington

- This session sort of built on what Clark discussed, and then it went into some options for handling major issues/disruptions at meets.

Track Session: **Scenarios: Individual Communication vs. Communicating with the Masses** Leader: Dana Covington

- This was a fun session where we broke into groups of six and went through two scenarios that actually happened at a meet. We had to answer a series of questions on how we would respond: How would we communicate? Who would we involve? What actions would we take? Then we read our scenario and presented our plan to the whole group. The first scenario was more of a one-on-one issue at a meet. The second was a major disruption of competition or safety concern. For example, one group (not mine) got the TYR Pro Knoxville 2023 Power Outage scenario, though the identifying details were not given. Dana later explained they handled it by swimming prelim heats of the 1500 freestyle at an older pool across the street with power.

USA Swimming Conference

The conference was a great experience, and I am grateful that I was able to attend. There were quite a few meetings, but there were a few that I found particularly informative.

We started off with Matt Barany of University of Richmond speaking about “Optimal Health” which was applicable to everyone, not just athletes. Key takeaways were to prioritize rest, have a consistent schedule, dedicate enough time to each phase of sleep and work toward quality “without interruption” sleep.

I really thought the Mental Health meeting was very impactful. It was lead by Emily Klueh, USA Swimming’s Manager of Mental Health and Emotional Wellness. She swam for University of Michigan while studying psychology and social work. As part of the USA Swimming’s National Team, she gained a unique perspective on swimming and the mental health aspect of high performing athletes. She gave great insight on how to help our swim community. Key points being 1- notice/acknowledge when an athlete is struggling, 2- Know where to go: parents, school counselor, therapist, 3- build a positive culture, 4-change the conversation around mental health and well being, and 5-take care of yourself. The most significant part of her presentation was when she shared resources for mental health. She suggested to use “Psychology Today” and build a network from there. She also gave contact information for a Crisis Text line: 741-741 and Suicide Prevention Lifeline “988”. I also had never heard of the Mental Health First Aid course. The course is offered at varying prices and, similar to First Aid, it is a certificate good for 1 or 2 years. I believe this is a great opportunity for our LSC teams that may be interested in being more prepared for mental health obstacles.

The final meeting for coaches at the conference was all about Communicating with Parents. Terry Jones, Beth Winkowski, and Dana Skelton presented 3 different “meetings”. I really liked how at each meeting they involved the audience, rather than just going through policies/procedures/schedules. Dana presented first with an example of a “12/Under Parent Meeting” and focused on communicating long term development of the athlete and what parents could do/should not do to encourage swimmers. Terry held a “13/over Parent Meeting” that focused on the difference of senior swimming, common parental concerns, coach expectations and athlete expectations. Finally, Beth finished up with a Team Culture meeting. This was a great meeting on the role of parents in creating a positive team culture. There were questions posed for parents to discuss and then contribute to the conversation.

The Women Swim Coaches in Governance was also a great opportunity. Becoming more comfortable with the conversations and procedures in governance was encouraging. Also, knowing that you don’t have to already know all the answers before getting involved with governance/LSC was comforting. Networking with other female coaches was a tremendous takeaway. A former coach for the University of Miami was incredibly captivating as she talked about confidence. She told quite a few relatable stories and shared how to foster confidence in ourselves and in athletes.

Thanks for sending me to the conference. It was my pleasure to represent the SC LSC!!

Wendy Viney

Report from Karen Alexander

Keynote Speaker: Matt Barany University of Richmond ~ Head Coach of the Women's Swimming & Diving

Barany credits team accomplishments to the program's focus on optimal health and recovery. A combination of sleep education, breathing exercises, and meditation into the training and competition schedule of the team helped improve all cellular functions of the body by capturing high quality sleep and improving their oxygen uptake. Athletes increased sleep duration by 85 minutes per person per night and team GPA increased (.66). According to Barany, oxygen is the most essential natural resource used by our cells and attitude is everything – it helps improve sleep. For improved performance create consistency 1. eat meals same time every day, eat at least three hours before bed and eat at the same time every day 2. Hydrate w/water all day. 3. Light snack (tart cherries or pistachios) 30 minutes before bed 4. Reduce light 5. Enjoy a wind down routine (self-care). 6. Enter the bed at same time every day. Optimal Health = High Performance

Safe Sport 101: Interesting facts@ Past to Present 1987-1998: warm up guidelines, CPR and Safety Training for Swim Coaches added + Code of Conduct

2001-2009 required start from water or deck in pools shallower than 4-feet deep, Athletes must be supervised at swim meets by coach, background checks for coaches

2010: Implemented Safe Sport Program, coaches must be 18 or over

2011: background check for all non-athletes

2012: anti bullying policy, athlete protection training for parents

2013: safe sport chair required at LSC level

2017: The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act was created, The U.S. Center for SafeSport opened

2018: SAFESPORT CODE FOR THE U.S. OLYMPIC AND PARALYMPIC MOVEMENT

2019: SafeSport Training – Content Modules ~ MAAPP

2021: Updated MAAPP Requirements ~ MAAPP 2.0

THE IMPORTANCE OF QUALITY PEER RELATIONSHIPS, ATHLETE AUTONOMY AND INCLUSION FOR ATHLETE WELL-BEING AND SUCCESS

Jess Kirby, PhD UCCS Center for Critical Sport Studies

We all have a big role to play!

Every adult in sport holds a position of power and privilege that comes with responsibility and exciting opportunity for lasting positive impact. When we center athlete well-being everyone succeeds and the foundation is built to prevent abuse and ill-being.

Safe spaces develop healthy humans.

Challenges: 1. Athlete mental health:

- *30-40% of adolescents experience feelings of sadness and hopelessness

- *Rates of depression and anxiety among college student-athletes nationally are 1.5 to 2 times higher than before the pandemic

- *35% of elite athletes suffer from disordered eating, burnout, depression and/or anxiety

2. Less kids participating in sport

- *27% of parents reported that their children have lost interest in playing sport (Project Play, 2022)

- *Sport has to compete with the lure of technology and with long school days with high academic demand

3. Old School Sport Myths are a Problem

- *"Sport is all about being tough... tough athletes don't ask for help or admit they struggle" • Looking and acting tough for appearances sake is not a sign of strength, but rather mental weakness • This misconception of toughness perpetuates an unsafe sport culture where athletes are less likely to report feeling unsafe or if they or their peers have experienced abuse

- *"What the coach says goes" • Silence breeds stigma and complacency • Autocratic coaching styles and club cultures hinder healthy athlete development and decrease the likelihood of reporting abuse • Trusted adults in an athlete's life need to be just as likely to question a coach as we would a teacher at school • Athletes can learn hard work and resilience while still having access to autonomy and agency. • Trust and respect are always earned and reciprocal. Every age of athlete has the right to free choice over their mind and body.

- *"Winning at all costs mentality wins championships" Often leads to cutting corners and sometimes cheating, attempting to injure opponents, or playing through injuries, and losing focus of perspective and the process • All-consuming pressure to perform to win encourages a do whatever it takes to get their mentality. Athletes lose sight of perspective and trade short term performance for health and longevity. • This type of sport culture can also put athletes at high risk for developing perfectionism, fear of failure, and low self-esteem which contribute to athletes being less likely to advocate their needs when it matters most. • Athletes and coaches with good mental and spiritual wellness show up each day with integrity, and align their goals with their core values, even when there is considerable pressure to win.

How can we do better?

Task-oriented teams perform better, have better team cohesion, and athletes with task-oriented team climates performed better academically and had less perceived stress. Team climates that are highly controlling are directly linked to greater anger and dysfunctional anxiety among athletes.

- *Controlling coaching behavior is associated with the development of disordered eating behaviors, depression, and burnout symptoms, and negative affect. Athletes are more likely to show enhanced physiological stress

Task-oriented climate includes:

- Focuses on the process and effort over outcome

- Teaches life skills and mental skills alongside sport

- Keeps perspective on life and health

Overall goal: Athletes with voices. Athletes with choices.

PEER-TO-PEER SEXUAL VIOLENCE- WORKING TOGETHER TO MAKE A SAFE SPACE TO DEVELOP EXCELLENCE ~

Nicholas Craig Pisano Licensed Professional Counselor, LPC

Elements of Victimization:

- Identification - An individual who sexually acts out against a peer will have their own selection process - includes how connected the target is with other children and support staff/teachers
- Isolation - the identified victim will be approached, and a relationship will develop. The offending peer will work to become close with the identified victim.
- Exposure to abuse - the offending peer will begin the exposure to sexual abuse. The offending peer will work to become close with the identified victim. The focus is on isolation.
- Gradual escalation - If the offending peer is able to be successful in the initial exposure, then they will begin gradually attempting more and more intense sexual acting out. Secretiveness is essential during this phase so children that are normally not secretive will act out of character.
- Abuse – Actual sexual abuse of the victim - the victim will likely become withdrawn, isolation and acting out.

Ways we can work together: **Remember you are not on your own**

Have regular meetings discussed the needs of your athletes.

Be vigilant not paranoid.

Work together to ensure you are properly assessing the situations you see.

Also work with each other to hold each other accountable.

THE SEXY LANDSCAPE: YOUTH DEVELOPMENT IN A SEXUALIZED ENVIRONMENT

Elizabeth A. Daniels, Ph.D. University of Colorado

In summary - How media representations of women athletes can impact adolescent girls and college women

Media Use:

Preteens (ages 8- 12 years): • Total entertainment screen use = 5 hours, 33 minutes

Teens (ages 12-18 years): • Total entertainment screen use = 8 hours, 39 minutes

Who are the women we see in the media? How are women depicted in media?

THREE PATTERNS MEDIA COVERAGE OF WOMEN'S SPORTS

1. INVISIBILITY
2. LESS SOPHISTICATED AND EXCITING PRODUCTION TECHNIQUES
3. EMPHASIS ON SEXUAL AND PHYSICAL ATTRACTIVENESS

ON AVERAGE After seeing in-action athletes, girls and college women described themselves in terms of their physical abilities/skills. • Mostly positive self-descriptions

ON AVERAGE After seeing sexualized athletes, girls and college women described themselves in terms of their physical appearance. • Mostly negative self-descriptions Same pattern for sexualized models

Media need to depict female athletes as athletes, rather than as sex objects.

Depict women in other ways, e.g., politician, social activist, scientist

•We need to change the message to girls and women that what they can do is more important than how they look.

- Remind girls that who they are and what they can accomplish are far more important than how they look
- Talk to girls about sexuality and what makes for a healthy relationship

- Encourage Athletics and other activities that emphasize talents, skills, and abilities over physical appearance
- Help your kids focus on what's really important: what they think, feel, and value
- Be aware that your children are observing what you buy and watch

Social Action by Teens

Julia Bluhm, a 14-year-old, started a petition to ask Seventeen magazine to include one photo spread per month that does not include any digitally altered photos. At 86,438 signatures, the magazine made a commitment to not alter body size or face shape and to feature a diverse range of beauty.

Legislative Review Sessions:

Age Group development (12 & U): provide additional flexibility for dev competitions

DEI: spoke @ rule 105.1 - meet ref responsibility to determine if accommodations and modifications are appropriate, instruct S/T and Starter how above will be made

Meet Accommodation Form – standardized form is the goal

LSC Dev Committee: make HOD more available