

Western Zone Diversity, Equity & Inclusion Committee
Represent. Advocate. Inspire. Serve. Educate. -- RAISE

Meeting Minutes
January 5, 2026
7:00 – 8:00 PM (Pacific Time)

Monday, January 5, 2026, at 7:00 PM Pacific time (8:00 MT)

1. Call to Order: 7:00 PM PT by Susan Huckeby
2. Attendance: Susan Huckeby, MT; Barbara Weist PN; Ellie Wang, PN; Lissa Parker, OR; Veronica Hernandez, PC; Kent Yoshiwara, PC; Kelly Nathane, PC; Shelly Sobek, IE; Melina Salvador, NM; Virgil Chancy, CA; Wilma Wong, CA; and Sally Taggart, WZ Director.
3. Review minutes from December 1, 2025, meeting. The minutes were approved as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - New Year's Day
 - World Braille Day January 4
 - Dr. Martin Luther King Jr. Day January 19
 - Welcome to Wilma Wong, the new Southern California co-DEI chair with Virgil.
5. Unfinished Business:
 - **GOAL: LSC Outreach criteria posted on each LSC website in the WZ**
 - Outreach membership definition from the rulebook: a reduced-fee category of athlete membership for under-represented and/or economically disadvantaged swimmers. Kent report on response from Leland.
 - All WZ LSCs have outreach information posted on their websites.
 - Encourage all WZ LSC's to have a \$0 LSC outreach fee. USA Swimming still receives \$5.
 - Clubs: Is outreach information listed on club websites? Are outreach membership links distributed to qualified families? Clubs need to be educated about outreach membership and what resources they and their LSC can offer to outreach members.
 - Financial need and outreach – Many people don't know what an outreach membership is. Encourage LSCs to change name to Outreach and Registration Financial Assistance on their LSC websites.
 - Expanded outreach goals for 2026. Waiting for Leland and Hilary to send them to Susan.
 - NDEI Outreach Task Force Report 2 – Distressed Communities Index (DCI) using zip code information. <https://eig.org/distressed-communities-interactive/?geo=zctas&lat=41.48&lon=-88.9&z=3.97> This may be one

possible national outreach membership criteria. LSCs may use this, if desired, along with their current criteria. Pam Lowenthal chairs the sub-committee. The WZ DEI committee previously looked at this information.

- New LSC DEI Chairs – send new chair names and contact information to Susan.

6. New Business:

- WZ Multicultural Meet in New Mexico update – Melina and Virgil. The event will be at the University of New Mexico. Melina met with the university staff and got quotes for dorm costs. She has costs for local motels and is waiting for costs to rent the pool. The schedule is influenced by pool availability. Virgil reported this will be different than a swim meet with the emphasis on education and exposure to the Native American/First Nation culture. There will be a fun swim meet with the athletes divided into four teams. Athletes will be encouraged to go home and share the experience. No date is set yet but it is planned for June or July. Virgil is working on a summary of plane ticket costs from each LSC to attend the event. Sally said the group should have everything together to present to the WZ board at their meeting in February. The WZ board meets next this Thursday January 8. The six-month lead time for this event is very tight. Virgil thought the fall might be a better time to host the event but that would depend on availability from UNM. Melina said UNM starts the fall semester in early August. The group discussed the idea and felt the six month lead time was very tight to have the funding approved by the WZ and then send the information to the LSCs. Will wait for Virgil and Melina to submit more information then have a committee vote before going to the WZ board. (See addendum below with information Melina submitted after the meeting.)
- 2027 WZ DEI Camp and summit update at University of Nevada Reno – Kent reported he is working with the UN-R swim staff. They are planning for 40 or so athletes and 40 adults. There will be access to the pool for training 1-2 times per day. Two classrooms are available so we can hold separate classes for athletes and adults. They will send more information on the costs for the dorms, pool, classrooms, and dining commons (meals) to Kent in two weeks. The assistant coach at Reno attended the WZ DEI camp in San Diego so she understands our needs. UNR is on Native American land. There are several tribes in the area so there is the potential for a Native American cultural presentation. The UNR swim team has several Olympic and international swimmers who maybe available to speak. The spring semester ends in May. The camp could be held in late May or early June. The airport is as close as 10 minutes away depending on traffic. UNR is in the Pacific Swimming LSC. Forms for the camp? Keiichiro offered to make fillable pdf forms. We could use Google docs. Susan sent out the past camp forms in a December 11 email. This would be a sanctioned event, and we would apply for the additional liability insurance offered through USA Swimming. All dorms, classroom, dining commons, and pool are within walking distance on campus. If we need to rent vans, can we use the USA Swimming insurance and can rental discounts? We were not able to use that at Indy. Pacific Swimming rented the vans for Indy.
- 2026 WZ DEI Chair Meeting, Reno update – Kent – Keep on the agenda. This may change to a site visit for the camp directors. Sally felt the WZ board would approve and fund a site visit as this is common for the WZ swim meets. Would

need the number of people attending and the cost as well as dates to present to the WZ board for approval.

- WZ DEI Camp in 2029 – any potential hosts? Maybe New Mexico?
- PNS athlete project to provide tech suits and gear to outreach athletes: Ellie reported the PNS athletes collected tech suits and gear for outreach athletes. They collected items from the 7 largest teams in the LSC. Arena also donated new gear. The athletes put photos of each item on the PNS website with an order form so outreach athletes could view everything and place an order. There were no shipping costs charged to send the gear to athletes. They collected 350 items. Barbara reported that PNS will host a diversity clinic on January 25. They will target outreach swimmers there and show the donated gear for any interest athletes to select. The clinic is hosted by West Aquatics and Jordan Crooks will be the national team athlete in attendance. Jordan will speak and then work with athletes in the pool. Jordan's fee is \$4000 for five hours of his time. Barbara said Arena donated about a third of the gear that they collected. Perhaps we should contact Arena about sponsoring or providing gear/swag for the WZ DEI camp and summit and multicultural meet.
- The group discussed potential sponsors.
 - i. Kelly Nathane (PC) is starting a team on the reservation in northern California in a very rural area. It's great that Pacific Swimming funded the team. The pool is in Humboldt County six hours north of San Francisco. They have been doing swim lessons for 8 years and will start a USA Swimming club this spring. She has been working with Lebron James / Nike and will pass along information to us to contact Nike for support.
 - ii. Melina is also working with Native American swimmers in New Mexico and Nike would like to work with her also.
 - iii. Wilma Wong, CA, said Wayne Snellgrove was a USA Swimming champion in the 1980's and is now known as Wayne Standing Bear. As a child he was stolen and put in an orphanage. He was the first Native American swimmer to win a US championship. He loves to teach and work with Native American swimmers. His contact information is Standingwave71@gmail.com if we would like to work with him on any of our projects.
- Video/Webinar project update – Barbara has spoken with Michael Mares with SafeSport. He seemed somewhat skeptical that we could add a section about DEI in the safe sport curriculum. (Diversity training to help keep our swimmers safe.) She is also working with Leland and Hilary. Keiichiro offered the use of the PASA zoom platform if we want to host an online training webinar.
- USA Swimming Summit in September will have a DEI Chair track.

7. LSC Round Robin: The following reports were submitted to Susan in advance of the meeting.

- AK – (Jackie Savina)
- AZ – (Laurel Hill and Porter Olstad)
- CA – (Virgil Chancy and Wilma Wong)
- CC – (Kacy Ota)
- CO – (Emily Altier)
- HI – (Joyce Follis)
- IE – (Shelley Sobek)

- MT – (Susan Huckeby) The spring Reach Out grant application period is now open.
- NM – (Melina Salvador) In New Mexico we are continuing to plan our April camp. We have secured an athlete (Jordan Crooks) and will be promoting the camp soon. We are also supporting Virgil in planning the multicultural camp for sometime this summer. Additionally, I have been working with a colleague of mine on offering a mental health first aid training through the LSC but these plans are very emergent. We have put together some outreach program material to distribute on social media but I was waiting to see about how things settled with the outreach program discussion...
- OR – (Lissa Parker) Not much going on in Oregon Swimming right now. We are hoping to have a DEI camp in all likelihood next fall - possibly in conjunction with our annual HOD and mini Expo.
- PC -- (Kent Yoshiwara and Veronica Hernandez) Kent reported in Pacific, we just funded 3 DDEI Programs, supporting a new Native American Swim Team (with equipment, etc.), supporting a team to put on Clinics on Competitive Swimming, and support for a DDEI swimmers to participate in a Travel Trip.
 - We are continuing with our Tech Suite exchange program
 - I was invited by a club to present the PC DDEI program to them. So that they can understand what we are trying to do, and how they could assist.
 - We updated our DDEI page to be clearer the Financial Assistance. versus OUTREACH
 - Keiichiro added this information about hosting a swim camp: I hope this can serve as a starting point. Details are related to the facility, type of camp you are planning to host, financial management and oversight, et al. Please let me know if you need any additional information: <https://websitedevsa.blob.core.windows.net/sitefinity/docs/default-source/camps/lsc-catch-the-spirit-camp/lsc-select-camp-administrative-manual.pdf>
- PN – (Barbara Weistand Ellie Wang) Barbara reported: PNS is planning a diversity clinic on 1/25 featuring Jordan Crooks.
 - Barbara is still working on connecting with the contact person for Safe Sport that was shared with me to discuss possibility of hosting online training through their portal. Reconnecting with Hilary and Leland at USAS, too.
 - Had an issue arise in PN related to EO about transgender athletes and how USA Swimming following those directives (related to UPOPC) put us in conflict in WA State with state laws for non-discrimination. KCAC, our main Olympic-sized pool venue for large events wouldn't let us host there if we adhered to those standards. A negotiated alternative is that we are currently running meets as approved by USAS, not sanctioned. This allows us to continue hosting meets, but we know more issues may arise.
- SI -- (Juli Arzave)
- SN – (Leslie Juarez-Michel)
- SR – (Trisha Nickel and Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Codi Jorgensen)
- WZ Directors – (Sally Taggart and Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson)
- Guests:

8. Report from the National DDEI Committee: Emily Altier, Virgil Chauncy, and Ellie Wang:

No December meeting.

9. Report from National Disability sub-committee and/or WZ Disability Chair: None

Next meeting: Monday, **February 2, 2026**, 7:00 PM Pacific Time (8:00 Mountain). The meeting link is the same each month and the zoom link is below. The following month we will meet on March 2.

The monthly meeting link:

<https://us06web.zoom.us/j/84531002323?pwd=uLGZ2cMLG5Gt00wOf8sNHnr6CrnGCb.1>

Meeting ID: 845 3100 2323

Passcode: 318616

Adjournment: 8:07 PM Pacific Time

Addendum to the minutes:

Information submitted after the meeting on January 8 by Melina regarding the WZ multicultural meet in New Mexico.

POOL: I have confirmed that we can have access to two swim sessions per day for a three day period between July 13th and 26th at the UNM pool. The morning sessions will be in the auxiliary pool which is \$32/hr and the afternoon sessions will be in the Olympic pool and cost \$5 per lane per hour.

UNM Dorms: Details can be adjusted... lodging through UNM (including 4 nights, 3 days of dining/3 meals per day, linens, lanyards etc, and parking for two vans) for 42 people (36 athletes in doubles and 5 coaches in singles) will total \$15,904.54.

Local Hotel: TownePlace Suites (includes breakfast only; single rooms for 5 coaches and 12 rooms for swimmers--2-3 per room \$2,473 total for below + taxes)

- 5 Studios with 1 Queen and Sofa bed at \$124 + taxes.
- 5 Studios with 2 Queen and Sofa bed at \$134 + taxes
- 7 Two-Bedroom Suites with separate living area at \$169 + taxes (this can also be 12 rooms if preferred)

Activities:

Albuquerque: **Pueblo Cultural Center:** Students (with IDs) \$3; Adults \$6

Atomic Museum: \$22 (out of state youth); \$24 (out of state adult)

ABQ Tram ride: \$24-30 ([Sandia Peak Tramway](#))

Petroglyph National Park: free ([Petroglyph National Monument \(U.S. National Park Service\)](#))

Maxwell Museum at UNM [Explore | Maxwell Museum](#)

Acoma: about 45 min drive from ABQ

Acoma Museum \$25 ([Museum - Sky City Cultural Center & Haaku Museum](#))

Bandelier: 45 min drive from ABQ

National Park (\$25 per vehicle): [Basic Information - Bandelier National Monument \(U.S. National Park Service\)](#)

Santa Fe: hour drive from ABQ)

Too many museums to list...