

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

Meeting Minutes
October 6, 2025
7:00 – 8:00 PM (Pacific Time)

Monday, October 6, 2025, at 7:00 PM Pacific time (8:00 MT)

<https://us06web.zoom.us/j/85112577922?pwd=zZ6HGQEgMKVzFWsqkOGmy6jCdMil9u.1>

1. Call to Order: 7:00 PM PT by Susan Huckeby
2. Attendance: Susan Huckeby, Kent Yoshiwara (PC), Veronica Hernandez (PC), Lissa Parker (OR), Leslie Jaurez Michel (SN), Shelley Sobek (IE), Virgil Chancey (CA), and Melina Salvador (NM).
3. Review minutes from September 8 meeting: approved as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - Filipino American History Month – October
 - Native American History month -- November
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.
 - 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.
 - Do clubs in each LSC offer and promote outreach membership to their members? Is outreach information listed on club websites? 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. Is there a way to present outreach and financial need in a standard way in all our LSCs? Newcomers to swimming do not recognize an outreach membership for what it is. Each LSC and club can promote outreach which also equals possible financial assistance.
 - The national DEI committee is discussing the possibility of changing the name.
 - Expanded outreach goals for 2026. Waiting for Leland and Hilary to send the updated list to Susan
 - New LSC DEI Chairs – send new chair names and contact information to Susan.
6. New Business:

- WZ DEI and athlete summit funding review: Some committee members were present at the WZ HOD meeting and others joined virtually. The WZ funding proposal passed. The WZ DEI committee no longer has control of the funds they once had and must submit a funding request to the WZ board for approval for any upcoming activities. A committee member reported that a general chair said afterwards that someone went to the athlete meeting and told the athletes that they had to vote for the WZ proposal to take over the DEI money or there would be no athlete summit funding. Susan also had several people later tell her that their athletes were also told to vote in favor of the proposal or there would be no athlete funding. The board skipped through the reports so there was no opportunity to pull the WZ DEI report for discussion. Susan was given very little time at the meeting to speak about the proposal or what activities DEI had planned. The athletes had a great presentation on the athlete summit. It will be held in person in even years and virtually in odd years. The 2026 athlete summit will combine the WZ and CZ at St Louis June 11-14 and the cost is just over \$13,000. The 2028 athlete summit will be held during the Olympic Trials at Indy. Mike Dilli finished his last term as WZ Director. The committee thanked Mike for his support. Sally Taggart was elected the new WZ Director. Sally previously lived in San Diego Imperial and now lives in Colorado. She has joined several of our DEI committee calls in the past. Scott Shea is the other WZ director. Maria Davilla also ran for the WZ director position.
- USA Swimming Annual Business Meeting Summit in Denver review. Kevin Ring held a town hall type meeting and answered questions and outlined his goals for USA Swimming. Juli received an award to the Foundation luncheon. Elections were held. Legislation was voted on. There were several educational tracks available, including officials, women in leadership, and registration, at the Summit but none for DEI this year.
- New USA Swimming name for DEI – DICE or diversity, inclusion, and community engagement. The zone and LSC DEI chairs and committees do not have to change their name to DICE. The DICE acronym doesn't look positive to many people as it is too close to ICE and gambling. Leland, however, is very committed to community engagement and to the new name for the department.
- 2027 camp and summit and 2026 DEI chair meeting at University of Nevada Reno: (Kent, Veronica, Virgil, Susan) Kent is working with the University of Nevada Reno to host the camp and summit there as well as a DEI chair meeting in 2026. The coach there is also interested in a multicultural meet. We could use the UNR pool. Leslie mentioned the new indoor pool (off campus) is beautiful. Veronica will also reach out to the coach at UNR. A list of nearby airports needs to be compiled, and possibilities are Sacramento and Tahoe. Leslie mentioned that prices are typically higher on the weekends in Reno which includes flights, rental cars, food, hotels, and more. Could we hold the camp and meetings during the week? Social and outreach activities could include a minor league baseball game or going to Lake Tahoe for a swim and BBQ. The lake is pretty cold in June. There is also an arcade in reno that is not in a casino. Leslie and Veronica will put together a list of Reno information for the group. We hope to have information in January or February about the DEI chair meeting to send to the LSCs. If the DEI chairs don't meet in Reno in 2026, we would like to have a site visit set up for the camp chairs this coming summer or fall.
- WZ multicultural meet: Melaina and Virgil: New Mexico is a possibility as is Reno. Let Susan know who is interested in serving on the swim meet sub-committee.

- Dates haven't been selected yet. Need a meet format and costs.
- Video/Webinar project – Barbara – no report.
- There may be a meeting in December.

7. LSC Round Robin: No reports

- AK – (Jackie Savina)
- AZ – (Laurel Hill and Porter Olstad)
- CA – (Kristeen Garcia and Virgil Chancy)
- CC – (Kacy Ota)
- CO – (Emily Altier)
- HI – (Joyce Follis)
- IE – (Shelley Sobek)
- MT – (Susan Huckeby)
- NM – (Melina Salvador)
- OR – (Lissa Parker)
- PC -- (Kent Yoshiwara /Veronica Hernandez)
- PN – (Barbara Weist /Ellie Wang)
- SI -- (Juli Arzave)
- SN – (Leslie Juarez-Michel)
- SR – (Trisha Nickel/ Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Codi Jorgensen)
- WZ Directors – (Sally Taggart/ Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson)
- Guests: none

8. Report from the National DDEI Committee: Emily Altier, Virgil Chauncy, and Ellie Wang:
No report

9. Report from National Disability sub-committee and/or WZ Disability Chair: No report

Next meeting: Monday **November 3, 2025**, 7:00 PM Pacific Time (8:00 Mountain). The meeting link is the same each month and the zoom link is below.

<https://us06web.zoom.us/j/85112577922?pwd=zZ6HGQEgMKVzFWsqkOGmy6jCdMiI9u.1>

Meeting ID: 851 1257 7922

Passcode: 222485

Adjournment: 8:03 PM Pacific Time