

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

**Meeting Minutes**  
**October 7, 2024**  
**7:00 – 8:00 PM (Pacific Time)**

**Call-in Info:**

**Monday October 7, 2024, at 7:00 PM Pacific time** (5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

**NEW ZOOM LINK:**

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

Meeting ID: 851 1257 7922

Passcode: 222485

1. Call to Order: 7 PM PDT
2. Attendance: Porter Olstad, AZ; Laurel Hill, AZ; Susan Huckeby, MT; Veronica Hernandez, PC; Kent Yoshiwara, PC; Shelley Sobek, IE; Virgil Chancy, CA; Emily Altier, CO; Lissa Parker, OR; Ellie Wang, PN; Heather Hale, UT; Trisha Nickel, SR; Ashlee Coleman, CC general chair; Alex Ongaco, SN executive director; Jane Grosser, USA Swimming.
3. Review minutes: no minutes
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
  - October is Filipino American Heritage Month.
  - October is Downs Syndrome Awareness Month
  - October 14 is Indigenous People's Day
5. Unfinished Business:
  - 2024 WZ Diversity Camp wrap up. No update.
  - 2024 USA Swimming Workshop and HOD discussion:
    - Kent, Veronica, and another Pacific Swimming coach were featured on a panel. There were 6 panels in the DEI track.
    - The Western Zone was well represented at the DEI workshop in Denver last month.
    - Kent shared his notes from the DEI workshop. Susan will send them out to the group.
    - **GOAL: LSC Outreach criteria posted on each LSC website in the WZ.** Outreach registration information and outreach qualifying criteria should be posted on each LSC website, so it is easily found.
    - Post information under registration and DEI on LSC websites.
    - Reduce barriers for families to qualify. Families are already qualified for low-income programs so there is no need to produce tax returns. Clubs check the qualifying documents now (Medicaid card or SNAP for example) and approve it. The club registrar then sends the family the outreach registration link to apply.

- Outreach membership definition from the rulebook: a reduced-fee category of athlete membership for under-represented and/or economically disadvantaged swimmers.
  - Provide financial assistance for low-income swimmers and others not under outreach but experiencing financial hardships.
  - LSC registration chair must submit outreach criteria to USA-S annually. Does the DEI Chair know the registration chair and what information was submitted?
  - Kent, Virgil, and Rachel worked on the outreach goal paperwork at the workshop.
- Thank you to Keith Moore (outgoing WZ coach director) for your support of the WZ DEI committee. Welcome to Scott Shea, new WZ coach director. Thank you to Jackson Fouras, outgoing WZ athlete representative. Welcome to Lara Roberston, new junior athlete representative. Congratulations to Lisa Vetterlein for being elected WZ secretary-treasurer again.
- USA Swimming Monthly DEI Educational Webinars – Second Thursday of each month at 5:00 Mountain time.
  - Links for each month's webinar can be found on the USA Swimming
  - Last webinar was May 31, 2024. Look for webinars to resume in the future.
  - Diversity page <https://www.usaswimming.org/resource-center/diversity-equity-inclusion> (scroll down the page for the registration links). The past webinars are also posted.
- LSC Round Robin:
  - AK – (Jackie Savina)
  - AZ – (Laurel Hill and Porter Olstad) Porter said the LSC is adding the 50's of stroke for their 13–14-year-olds. They will use the 100 qualifying time for now. Laurel reported they added more para swimmers in their meets and had great press coverage.
  - CA – (Kristeen Garcia/Virgil Chancy/Tiara/Taylor) Virgil reported CA has an upcoming diversity camp. They are looking for another pool. They are dealing with the outreach criteria and hope it will be accepted by the BOD this month.
  - CC – (Kacy Ota) Ashlee Coleman, general chair, reported the LSC split the budget between DEI and officials giving DEI about \$3000. Kacy ran their first DEI camp last Sunday, September 29, with 25 swimmers. They had a parent workshop on how to be a swim parent. There was a free lunch for everyone. They are revamping their outreach criteria.
  - CO – (Rich LeDuc/Emily/Alec/Diego Lara/Leala Lara/Ryan/Riley) Diego was at the HOD meeting. Emily Altier is their new DEI Chair. CO Swimming updated their by-laws, so the DEI Chair is now an elected position, not an appointed position.
  - HI – (Joyce Follis)
  - IE – (Shelley Sobek) Shelly put together a slide show from the camp and summit and distributed to the clubs in Inland Empire to increase awareness on what is DEI. They are now in the budgeting phase for the HOD. Susan will send out Shelly's slide presentation to the group.
  - MT – (Susan Huckeby) – Susan reported the Montana Swimming Fall Reach Out

Grant applications are due in October. Outreach criteria is posted on the website. The HOD meeting was postponed to October 19.

- NM – (Rachel Rivera) Rachel reported the HOD voted to add the 50's of stroke for the 13–14-year-olds. They are revamping the DEI programming, and they will meet this week to discuss it. They have funds to hold a DEI camp. Rachel was at the ABM. Rachel thought an athlete suggested using the financial aspect to promote diversity.
- OR – (Lissa Parker) The OR HOD meeting was yesterday. Lissa spoke about the meet reimbursement program – 3 meets per year at any level, the LSC pays the splash fees. More money in the budget for swim meet reimbursement. Outreach criteria is posted on the website. Add the 50's of stroke for the 13–14-year-olds. They will hold a DEI camp November 23 for the southern part of the state where there are more rural teams. They hope to educate the group about being more inclusive rather than so competitive.
- PC - (Kent Yoshiwara/Veronica Hernandez) Kent reported applications are due October 15 for the grant program. They are working on a 1-day DEI camp with SN in a pool available to both LSCs. The camp has been sanctioned, working staff of 5-6. Applications are open for underrepresented and outreach athletes. Working on a guest speaker, possibly Sabir Mohammad. Kent also will reach out to Cal Berkeley for speakers. Leland Brown will be the main speaker for the camp and summit. The camp is for ages 11-15. Will have both a swimming portion and a summit portion. The application asks what group the swimmer identifies with and club. They are not looking at times. There are many athletes of mixed race so they can check multiple boxes. Finally, they have a used tech suit program for outreach athletes. Tech suits are donated by athletes and are given to outreach athletes. They have about 100 tech suits donated so far. They may ask companies to donate or sponsor the program.
- PN – (/Ellie Wang) Ellie was at the workshop and ABM. The athletes are doing a monthly newsletter and Instagram posts. She suggested posted be written in all text with good color contrast so people with visual impairments can read the posts. PN doesn't have a DEI Chair yet. Emily Murray moved out of state. She will ask the office to post the outreach information on the website.
- SI- (Maria Davila/Juli Arzave/Simran Jayasinghe)
- SN – (Leslie Juarez-Michel/ Alex Ongaco) Alex (SN executive director) reported on the PC-SN DEI camp. Alex is part of the camp staff. Arena will help sponsor and provide athletes with a swim bag and cap and apparel for the coaches. Leslie is ill this week after being at a big meet over the weekend. Susan asked if SN and CC were interested in hosting the next WZ DEI camp and Summit possibly in 2026 or 2027. Alex is interested and needs more information. Ashlee said Kacy may be interested in holding the camp at Fresno State.
- SR – (Trisha Nickel/Nicole Dumitrascu, athlete) Trisha said Snake River just held their HOD meeting. They are planning to hold a DEI camp April 12.
- UT – (Heather Hale)
- WY – (Jan Crompton)
- WZ Directors – (Mike Dilli/Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/Lara Robertson)
- Guests

- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy: No report

- Report from National Disability sub-committee and/or WZ Disability Chair: No report
- New Business:
  - 20 Cent Fundraising update: Billing to be sent in the next 2-3 weeks for 2024 registration year. Payments were due December 1.
  - New LSC DEI Chairs – send new chair names and contact information to Susan. Also send names and contact information for new LSC general chairs, treasurers, and office managers.
  - Susan asked if anyone was interested in taking the meeting minutes. Lissa and Kent suggested using Microsoft Copilot. Susan will check on it.

Next meeting: Monday November 4, 2024, 7:00 PM Pacific Time (8:00 Mountain). The meeting link will be the new zoom link below.

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

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Adjournment: 8:05 PM PDT