

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

Meeting Minutes
November 3, 2025
7:00 – 8:00 PM (Pacific Time)

Monday, November 3, 2025, at 7:00 PM Pacific time (8:00 MT)

1. Call to Order: 7:00 PM PT by Susan Huckeby
2. Attendance: Veronica Hernandez (PC), Susan Huckeby (MT), Kent Yoshiwara (PC), Lissa Parker (OR), Leslie Juarez Michel (SN), Ellie Want (PN), Melian Salvador (NM), and Virgil Chancy (CA).
3. Review minutes from October 6 meeting: not available.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - Native American Heritage Month
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. We could add information to our LSC websites such as – Outreach Membership – Registration Financial Assistance.
 - 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:

- Change in National DEI Committee Chair – Annie Norris to step down January 2026. Pam Lowenthal new chair effective January 2025. (see email message from Hilary Perez below)
- NDEI Outreach Task Force Report 1 – attached to email – read this and look at the report in the link. Distressed Communities Index (DCI)

<https://eig.org/distressed-communities-interactive/?geo=zctas&lat=41.48&lon=-88.9&z=3.97>
 - i. The WZ DEI committee studied this zip code data several years ago and decided not to use it.
 - ii. The DCI data can have many flaws and doesn't represent all people. Zip codes are not uniform. It is also not equitable.
 - iii. The DCI data should not be the only criteria to determine outreach eligibility. No matter where you live, you can have financial hardships.
 - iv. How often is the information updated? Natural disasters can drastically alter the finances of families.
 - v. The ArcGIS (Esri) can identify income levels by city block. It is available to companies for marketing purposes. Kent believes a Pacific athlete was an intern at the company. Virgil will reach out to Esri.
 - vi. DCI doesn't make sense for California. There are wealthy and very poor in the same zip codes. In Central California people working on farms get aid but may not be reflected in the data.
 - vii. Areas with a small population (500 or less) are not reflected in this data and this may impact rural areas.
 - viii. A family may live in one zip code and practice in another zip code. How would this impact an outreach membership?
 - ix. Will the DCI be the only national criteria for outreach or will it be in addition to what an LSC already offers? Many LSCs accept WIC, SNAP, Medicaid and other federal programs that are based on a percentage of the federal poverty guidelines. States also have programs based on state guidelines for the poor.
 - x. Susan will write and send a letter to Leland and Hilary about the DCI proposal.
- DICE – Virgill spoke with Shaun Anderson. The acronym DICE won't be used but the full name diversity, equity and community engagement will be used. The DEI name change has been in the works for a couple years and USA Swimming wanted more emphasis on community engagement.
- Kent and Virgil – camp update. WZ DEI Camp and summit and multicultural meet in 2027 and 2029. The Reno head coach is looking into pricing for the 2027 camp. We can have access to the pool. Pool rent is \$100 per hour. Kent is waiting on the facility to put together the additional information on the camp requirements. The Reno-Tahoe International Airport is within 15-20 minutes from the campus depending upon time of day and is served by 11 airlines including United, Southwest, Delta, American, Alaska, Frontier, Jet Blue and Sun Country and others. There is a virtual tour of UNR at <https://www.unr.edu/visit/360> (Note: Adriana Contreras, the associate head swimming coach at UNR, is a former WZ DEI committee member.) Weekdays would be cheaper in Reno than weekends. More information will hopefully be available next month or in January.
- 2026 WZ DEI Chair Summit: Should we hold a meeting this summer in Reno or have the chairs attend DEI chair track at the Summit in the fall? Will LSCs have funding to send their DEI chairs to a June meeting in Reno? If we don't meet in Reno we need to have a site visit for the camp directors in 2026 to set up the

2027 camp. This was made clear with camp in Indy that we needed a site visit. We also need an in person committee meeting to discuss topics pertinent to the Western Zone. We need more time than is available at the USA-S Summit.

- Multi-cultural meet report: Virgil and Melina have been communicating about a possible meet in Albuquerque. There is a large indigenous population and Hispanic population.
- Video/Webinar project – Barbara. No update yet.
- Do you want to meet December 1? Yes. We will meet on December 1.

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:

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

9. Report from National Disability sub-committee and/or WZ Disability Chair:

Next meeting: Monday **December 1, 2025**, at 7:00 PM Pacific Time (8:00 Mountain). The meeting link is the same each month and the new zoom link is below. Thank you Pacific Swimming!

EVERYONE, here is the NEW MEETING LINK

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

Meeting ID: 845 3100 2323

Passcode: 318616

Adjournment: 8:00 PM Pacific Time

Upcoming Meetings: **Monday, January 5, 2026, at 7:00 Pacific time**

Email from Hilary Perez Thursday October 30, 2025

Good evening, Team,

Tonight's scheduled committee meeting has been canceled due to a lack of quorum. As we are unable to move forward with official business, we would like to share a few important updates.

First, an announcement that Annie will be stepping down as Committee Chair effective January 2026. She will continue to lead the committee through the end of this year and will assume the role of Ex-Officio beginning next year. With Annie's transition, Pam Lowenthal will be appointed as Chair of the Committee effective January 2026, serving through the remainder of her term.

We extend our sincere thanks to Annie for her leadership and dedication during her time as Chair, and we look forward to the insight and experience Pam will bring into her role!

Secondly, please take a moment to review the attached Outreach Task Force Report 1. Additional updates will be shared at next month's committee meeting, and reviewing this document in advance will help provide helpful context for our next discussion.

All remaining agenda items will be carried forward to the next regularly scheduled meeting.

Thank you,



Hilary Perez
*Manager, Diversity, Inclusion
& Community Engagement*

1 Olympic Plaza
Colorado Springs, CO 80909-
5780
o: 719.866.3567
c: 719.440.2421