

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

Meeting Minutes
November 4, 2024
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday November 4, 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 PT
2. Attendance: Virgil Chancy, CA; Diego Lara, CO; Susan Huckeby, MT; Rachel Rivera, NM; Veronica Hernandez, PC; Kent Yoshiwara, PC; Ellie Wang, PN; Leslie Juarez-Michel, SN; and Jan Crompton, WY.
3. Review minutes: October 7, 2024. Moved and seconded, passed as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - November is Native American Heritage Month. Communication is key to reaching Native Americans to encourage them to swim. Listen to their needs. They need pools to access the water. LSCs are using Instagram, Facebook, and their websites to post information celebrating Native American Heritage month.
 - Veterans Day is November 11.
5. Unfinished Business:
 - 2024 USA Swimming Workshop and HOD discussion
 - **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 update.
 - All WZ LSCs have outreach information posted on their websites. The information needs to be listed so it is easy to find – preferably under the registration and DEI tabs – not just in the policy and procedure manual or under forms.
 - Outreach information needs to be visible on each LSC website and actively promoted to the teams and individuals. Promote outreach and disability at swim meets with a table set up with information. Promote outreach membership using social media.
 - USA Swimming Monthly DEI Educational Webinars – Second Thursday of each month at 5:00 Mountain time. New webinars are not offered at this time but will begin again in the future. The NDEI committee is working on topics including one

on outreach.

- Links for each month's webinar can be found on the USA Swimming
- 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.
- Western Zone DEI page needs updating. Kent has a spread sheet listing programs offered by each LSC that could be posted.

- LSC Round Robin:

- AK – (Jackie Savina)
- AZ – (Laurel Hill and Porter Olstad)
- CA – (Kristeen Garcia and Virgil Chancy/ Tiara/ Taylor) Virgil reported the LSC rescheduled their DEI camp which will now be in January with another next fall.
- CC – (Kacy Ota)
- CO – (Emily Altier/ Alec/ Diego/ Leala/ Ryan/ Riley/ Rich LeDuc) Diego reported he will attend the CO Swim board orientation on December 1 as he is the newly elected junior athlete representative. He hopes to start an LSC Instagram account.
- HI – (Joyce Follis)
- IE – (Shelley Sobek)
- MT – (Susan Huckeby) – MT Swim Fall Reach Out Grant awarded \$2500 to the Hardin Otters to purchase a sound system to use for their home age group meets and high school meets, provide scholarships to low-income athletes, and purchase training equipment. The spring applications are due in March.
- NM – (Rachel Rivera) Rachel reported New Mexico is working on increased DEI information and representation in social media. They will have a DEI table at their state meet in March.
- OR – (Lissa Parker)
- PC - (Kent Yoshiwara /Veronica Hernandez) Kent reported Pacific and Sierra Nevada held a joint DEI camp and summit on Saturday at Solano Community College in Fairfield, CA. There were great pictures on Facebook (see below for some of them). Leland spoke at the camp and summit and discussed DEI programs and DEI 101. There were 12-15 summit participants. An athlete spoke for about an hour on the underserved African American population. She led several small group discussions and then spoke to the large group. The camp was a great success. In other business, the LSC is evaluating a couple grant applications. The LSC is in the process of updating their meet entry application process so outreach athletes may enter meets in the same manner as other athletes and still receive discounted meet entry fees. Veronica reported that the camp and summit was held at a pool that could be sanctioned by both Pacific Swimming and Sierra Nevada Swimming. They had three coaches from Pacific and three coaches from Sierra Nevada. Veronica worked with Leslie and Alex from SN. They worked on the sanction, entries, food orders, camp planning and more. There was a lot to do to hold the camp and it was fun working together. The athletes heard both Leland and the athlete representative speak. They had lots of good food.
- PN – (Barbara Weist /Ellie Wang) Ellie reported Barbara Weist is the new PNS DEI Chair.
- SI- (Maria Davila/ Simran Jayasinghe)

- SN – (Leslie Juarez-Michel / Alex Ongaco) Leslie thanked Kent and Veronica for all their work on the camp and summit. Sierra Nevada benefitted so much on the summit side. Several parents now want to join the DEI committee, and she has eight people volunteering to do things. The camp was great, and her two kids enjoyed it. Great coaching, great conversations including how to bring more people in, and how to get more access. There were no time standards for the camp which allowed more athletes to qualify. SN had a budget set for the camp. How could we get a meet together in the future?
- SR – (Trisha Nickel/ Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Jan Crompton) Jan reported she is working on forming a DEI committee. She has three athletes, and one adult interested in serving. Their first task will be to decide what they want posted on their LSC website. Is the outreach criteria and membership information posted on the website? Do clubs know about outreach membership?
- WZ Directors – (Mike Dilli/ Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson)
- Guests

- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy: Virgil reported USA Swimming will be releasing soon the new 2024-2028 parallel time standards for swimmers with disabilities. These new standards are in the same format as the current motivational time standards – girls and boys by age group with B/BB/A/AA/AAA/AAAA time standards. The committee is working on updating the LSC DEI Chair handbook and updating the outreach membership information.
- Report from National Disability sub-committee and/or WZ Disability Chair:
- New Business:
 - Current balance in the WZ DEI account (prior to receiving any of the 20 cent fee monies): \$ 38,604.56.
 - 20 Cent Fundraising update: Billing has been sent to each LSC. Payments were due December 1. The total amount billed is \$17,985.40. Payment has been received from Oregon, Pacific Northwest, Central California, and Colorado as of 11-2-24.
 - 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.
 - Future multicultural meet: During the round robin discussion, the group talked about hosting a multicultural meet in the future or attending a meet. Could we bring a WZ all star team to the 2026 Central Zone multicultural meet? Virgil will talk with pam Lowenthal about it. Could we host a meet in the Western Zone? Possibly an African American cultural meet in the Oakland, CA, area. It could be a two-day meet with day as a summit/camp and day two as the swim meet. Ollie is a possible contact. Kent and Virgil will check on this possibility. After the Utah WZ DEI camp we talked about hosting a multicultural meet. Let's begin discussing holding a multicultural meet in the Western Zone. We will discuss this more beginning in January.
 - Future WZ DEI Camp and Summit: Would Central California (Kacy Ota) and

Sierra Nevada (Alex Ongaco) be interested in hosting the next WZ DEI camp and summit in 2026 or 2027? We will discuss this more beginning in January.

Next meeting: Monday December 2, 2024, 7:00 PM Pacific Time (8:00 Mountain). Kent will host the meeting. The meeting link will be the new zoom link below.

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Adjournment: 7:55 PM Pacific Time

Below are some photos Kent posted on Facebook from the 2024 PC – SN DDEI Camp and Summit at Solano Community College in Fairfield, CA.



