

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

Meeting Minutes
December 2, 2024
7:00 – 8:00 PM (Pacific Time)
(5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

Meeting Info:

<https://us06web.zoom.us/j/85112577922?pwd=zZ6HGQEgMKVzFWsqkOGmy6jCdMil9u.1> Meeting
ID: 851 1257 7922
Passcode: 222485

1. Call to Order: 7:04 PM PT by Kent Yoshiwara
2. Attendance: Tharon Drake, Emily Altier, Barbara Weist, Laurel Hill, Lissa Parker, Jan Crompton, Shelly Sobek, Rachel, Simran Jayashighe, Ellie Wang, Rachel Rivera, Virgil Chancy, Verónica Hernández, Kent Yoshiwara
3. Review minutes: November 4, 2024 (postponed to January 2025)
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - Christmas December 25
 - Hanukkah December 25 – January 2
 - Kwanzaa December 26 – January 1
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 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. What can we do to encourage LSCs to promote the outreach information?
 - OR - Lissa is working on getting information put back on the website after it was redone
 - PN - Barbara has checked the PN website and will be working with her LSC to get info posted more clearly.
 - Suggestions for updating your websites: Use accessible/common language rather than swimming terms (Ex. Use Financial Assistance instead of Outreach), Use jump menus at the top of each page to list what is covered on each page,
 - 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 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) - LSC has 5 Outreach registered athletes and looking for ways to share Outreach membership
- CA – (Kristeen Garcia and Virgil Chancy/ Tiara/ Taylor) - Diversity Camp is coming up
- CC – (Kacy Ota)
- CO – (Emily Altier/ Alec/ Diego/ Leala/ Ryan/ Riley/ Rich LeDuc) - Working on getting out Outreach Reg information, so teams know to offer the membership category, increase Official's education on rules for athletes with disabilities
- HI – (Joyce Follis)
- IE – (Shelley Sobek) - Working on website as well
- MT – (Susan Huckeby)
- NM – (Rachel Rivera) - Working on the website as well, looking for starters for the hearing impaired
- OR – (Lissa Parker) - Camp that was scheduled, but there were not many sign-ups, so the camp is postponed until spring, looking for a guest speaker or athlete
- PC - (Kent Yoshiwara /Veronica Hernandez) - Review 2 grant applications, Tech Suit Exchange Program - athletes donate gently used tech suits to be donated to athletes that can't afford them, \$5000 approved to fund development of online meet entry for Outreach registered athletes to use our Meet Entry Fee Assistance Program
- PN – (Barbara Weist /Ellie Wang) - Barbara is the new DEI Chair, Working on the website and social media, need to find information on what has been done previously in PN
- SI- (Maria Davila/ Simran Jayasinghe) - HOD just happened, annual scholarship happening in the spring
- SN – (Leslie Juarez-Michel / Alex Ongaco)
- SR – (Trisha Nickel/ Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Jan Crompton) - Working on the website, Outreach criteria listed, now have a meet fee assistance program
- WZ Directors – (Mike Dilli/ Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson) - Still working to keep Athlete Rep contact info current, working to have a online summit for all LSC Reps
- Guests

- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy - Working on DEI Chair Manual to simplify and update

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

Working on educating LSC's to encourage inclusion of athletes with disabilities in meets.

New Business:

- USA Swimming released the new 2024-2028 parallel time standards for swimmers with disabilities.
- 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 Arizona, Central California, Colorado, Inland Empire, Oregon, Pacific, Pacific Northwest, Sierra Nevada, Southern California, and Utah as of 11-22-24. Checks mailed but not yet received were sent by Hawaiian, New Mexico, and Montana.
- 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.
- For the January meeting bring your top goal or wish for DEI in your LSC for 2025 to discuss during the LSC round robin.
- Future multicultural meet: During the round robin discussion in November, 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 January 6, 2025, 7:00 PM Pacific Time (8:00 Mountain). The meeting link will be the new zoom link below.

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Adjournment: 8:25 PM Pacific Time

