

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

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

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

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

1. Call to Order: 7 PM PT
2. Attendance: Porter Olstad, AZ; Emily Altier, CO; Shelley Sobek, IES; Susan Huckeby, MT; Rachel Rivera, NM; Lissa Parker, OR; Veronica Hernandez, PC; Kent Yoshiwara, PC; Keiichiro Yoshida, PC; Barbara Weist, PN; Ellie Wang, PN; Leslie Juarez-Michel, SN; Alex Ongaco, SN; Simran Jayasinghe, SI/WZ; and Trisha Nickel, SR.
3. Review minutes: No minutes from the February meeting.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
  - March is Women's History Month. PNS is doing a series of posts promoting women's coaches in the LSC this month.
  - International Women's Day is March 8.
  - March is Developmental Disabilities Awareness Month.
  - Below are links to three cultural history/heritage months websites.
    - University of California San Francisco 2025 Diversity Celebrations: <https://diversitybch.ucsf.edu/diversity-celebrations> (this site has lots of great information)
    - Seaton Hall University: <https://www.shu.edu/diversity-equity-inclusion/heritage-months-and-observances.html>
    - Harvard University heritage months: <https://edib.harvard.edu/heritage-months>
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. 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?
    - Do clubs in each LSC offer and promote outreach membership to their members? Is outreach information listed on club websites?
    - 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.

- Sub-committee to develop a standardized presentation of outreach = financial need for all the WZ LSCs to post on their websites.
- Can we change the name, so people equate this membership with financial assistance? The dictionary definition of outreach is to extend services or assistance beyond the current limits. If an organization has an outreach into the community, they may present information about their program or offer services or programs to the community. While an outreach membership does extend resources beyond a premium membership, the name doesn't explain what it means very well.
- New Name for Outreach Membership – Brainstorm ideas for a new name for the outreach membership and discuss at the April meeting. Could we submit a new name by the May deadline for legislation to be considered by USA Swimming? Can the name be changed without submitting legislation?

- LSC Round Robin:

- AK – (Jackie Savina)
- AZ – (Laurel Hill and Porter Olstad) Porter reported Arizona is trying to redefine outreach and how to find information about it. The USA-S website says to contact your LSC. The LSC website says to contact USA-S. Kent emailed a copy of the USA-S Outreach Manual he had to the group. How do other LSCs handle meet fee reimbursements for outreach athletes? Oregon, Pacific Northwest, Pacific, Sierra Nevada, and Montana LSCs provide athletes with meet fee and training fee reimbursements or reductions. Pacific and Montana also offer grant programs.
- CA – (Kristeen Garcia and Virgil Chancy/ Tiara/ Taylor)
- CC – (Kacy Ota)
- CO – (Emily Altier/ Alec/ Diego/ Leala/ Ryan/ Riley) Emily had no report as she was coaching on deck.
- HI – (Joyce Follis)
- IE – (Shelley Sobek) Shelley reported the LSC just had their Champs meet. They had a safe sport/DEI table at the meet. Coach Chris Engledow passed away the week prior to the meet so it was difficult for his team and others in the LSC. At the HOD meeting in April Shelley will present their DEI slideshow to the board.
- MT – (Susan Huckleby) The Montana Swimming Reach Out grant applications are due this month. She will ask the Board if the month could be given to Sy Pizzolato, Billings Aquatic Club, as he travels to Tokyo with Team USA for the Deaflympics in November. They had done this previously for Sy.
- NM – (Rachel Rivera) No report.
- OR – (Lissa Parker) Lissa reported that Oregon will host an age group select / DEI camp in April for 12-16 year old athletes. The age group camp will be held on the first day and the DEI camp the second day. There will be no time standards for camp participation. Coaches and clubs are asked to nominate athletes to attend the camp. Natalie Hinds will be the guest speaker.
- PC - (Kent Yoshiwara /Veronica Hernandez) Kent reported Pacific is wrapping up their online entry reprogramming efforts on the website and are in testing mode now. The athletes have started a tech suit exchange program. Donations of

gently used tech suits are received and are offered to outreach and underserved athletes 13 and over who cannot afford a tech suit. They hope to combine a tech suit exchange and DEI camp in the future. Pacific is expecting a quote from a trainer for the all star team coaches to train the coaches on how to work with athletes who don't look like them or have a different background than the coaches. The coaches will receive training on cultural issues. Keiichiro reported Pacific Swimming will meet with Leland Brown in the third week in April in Northern California. Leland will meet with the DEI leadership at Google and Apple on that Friday and then participate in a round table discussion on Saturday. Leland will also spend some time on deck with Keiichiro during practice and talk with the athletes.

- PN – (Barbara Weist /Ellie Wang) Barbara reported they had a DEI committee meeting. They have emailed all the PNS teams asking for interested individuals to serve on the committee. They also asked if teams were using the new parallel time standards at their swim meets. They are working on invigorating their Instagram account. They are also developing a calendar of events on a Google Sheet listing what happens on each day of the year, what PNS did each day (such as cultural heritage months), and a space for notes so they can use this for planning purposes. Ellie reported they are upgrading the Instagram account and recognizing cultural heritage months and days.
  - SI- (Juli Arzave/ Simran Jayasinghe) Simran reported Juli is the new SI DEI chair. They had their first DEI committee meeting in February.
  - SN – (Leslie Juarez-Michel / Alex Ongaco) Sierra Nevada pays the outreach athlete entry fees for championship meets. So far, no athletes have taken advantage of this opportunity. Leslie hopes more seasonal summer athletes will take advantage of this program. Alex is working with the athletes on a scholarship for athletes needing assistance.
  - SR – (Trisha Nickel/ Nicole Dumitrascu, athlete) Trisha reported the Snake River HOD meeting will be in April. They just finished their winter champs. At the meet a swimmer with no legs and no arms competed in the 200 free and his performance really moved the other athletes. They are hosting the NW age group regionals in Boise this month.
  - UT – (Heather Hale)
  - WY – (Jan Crompton)
  - WZ Directors – (Mike Dilli/ Scott Shea)
  - WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson) Simran asked LSCs to send her the names and contact information for new athlete representatives. There will be a virtual athlete meeting this spring. Discussions have been held in the structure of the WZ board and about the WZ website overhaul.
  - Guests
- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy and Ellie Wang – Ellie reported the National DEI Committee is reviewing legislation for trans athletes.
  - Report from National Disability sub-committee and/or WZ Disability Chair: No report.
  - New Business:
    - Current balance in the WZ DEI account as of February 5, 2025: \$54,266.56.
    - 20 Cent Fundraising update: All payments have been received.

- 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: Kent reported a coach in Reno has volunteered the use of his pool/facility to host the multicultural meet and/or the WZ DEIU camp and summit. Kent doesn't have any details about the facility. This is all preliminary.
- Future WZ DEI Camp and Summit: Alex (SN) asked questions about hosting the meeting. The target months for the camp would be June or July. The camp is usually held at a college or university, so the camp has access to dormitories, cafeteria, meeting rooms, and the pool. Susan will get Alex more information.

Homework for the next meeting:

- New name for the outreach membership.
- WZ Multicultural Meet – Bring your ideas, host suggestions, dates, locations, plans for a meet.
- Next WZ DEI Camp and Summit – Begin planning for the next one or two WZ DEI camps/summits. Could we put two camps on the schedule? Hosts? Locations?

Next meeting: Monday **April 7, 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=zZ6HGQEgMKVzFWsqkOGmy6jCdMil9u.1>

Meeting ID: 851 1257 7922

Passcode: 222485

Adjournment: 8:05 PM Pacific Time