

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

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

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

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

1. Call to Order: 7:09 PM PT
2. Attendance: Virgil Chancey, CA; Shelley Sobek, IES; Jeff Sutton, IES; Susan Huckeby, MT; Rachel Rivera, NM; Lissa Parker, OR; Veronica Hernandez, PC; Kent Yoshiwara, PC; Ellie Wang, PN; Simran Jayasinghe, SI/WZ.
3. Review minutes: It was moved and seconded and the minutes from the March 3 meeting were approved.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - April is cultural diversity month.
 - April is Arab American heritage month
 - Easter and Passover – Do we consider religion when scheduling swimming events? Religious diversity and how it affects the swim schedule, practice times, and activities. Seventh Day Adventists often don't compete in swim meets on Saturdays. Mormons often don't compete in meets on Sundays. One year the TYR Pro Swim Series was held over Good Friday and concluded the day before Easter. Athletes with religious classes in the morning before school often cannot attend morning practices. Being aware of religious beliefs, services, classes, and holy days will assist teams in planning practices and meets.
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 to their member clubs?
 - 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. The group discussed different ways to educate clubs and suggested discussing the outreach membership at the HOD meetings. New families won't be looking at the

LSC website to find out about outreach memberships, so clubs need to distribute the information to their families and promote outreach better. Next month we will discuss ideas to help educate clubs about outreach memberships and financial resources available to those families.

- 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 = financial assistance.
 - Changing the name of the outreach membership will require work with the national membership registration committee and the national DEI committee and then those committees submitting a proposal for a vote at the Annual Business Meeting sometime in the future.
- LSC Round Robin:
 - AK – (Jackie Savina)
 - AZ – (Laurel Hill and Porter Olstad)
 - CA – (Kristeen Garcia and Virgil Chancy/ Tiara/ Taylor) Virgil reported Southern California is working on plans to host a DEI camp in the fall hopefully with Central California.
 - CC – (Kacy Ota)
 - CO – (Emily Altier/ Alec/ Diego/ Leala/ Ryan/ Riley) Emily was coaching and unable to attend the meeting.
 - HI – (Joyce Follis)
 - IE – (Shelley Sobek) Shelley reported the LSC meeting is upcoming, and she is working on a presentation using connect – accept – provide (CAP). They will discuss how to sensitively reach out to families who are struggling financially and how to provide resources for their swimmers. Jeff reported that Shelly is doing a fantastic job as the DEI Chair.
 - MT – (Susan Huckeby) The Montana Swimming Reach Out grant was awarded to Sy Pizzolato, Billings Aquatic Club, to help offset his costs as he travels to Tokyo with Team USA for the Deaflympics in November.
 - NM – (Rachel Rivera) Rachel reported they held their HOD meeting over the weekend and discussed outreach memberships and how meet hosts can incorporate outreach swimmers into meets. On April 12 New Mexico will hold a swim clinic with Lily King and Josh Davis. Leland Brown will discuss DEI. They provided six scholarships for DEI athletes to attend, 22 athletes applied and had to submit an essay to be considered. Rachel's replacement as the NM DEI Chair has a DEI background and will take over this fall.
 - OR – (Lissa Parker) Lissa reported that Oregon will host an age group select / DEI camp April 12-13 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 at a workshop on April 13. Natalie will discuss include how DEI is defined, and she will encourage and inspire the swimmers to reach higher levels. Scott Miyako attended the 2024 WZ DEI Camp at Indy and may become the new OR DEI Chair. Scott and Lissa have been organizing the camp. They are hopeful 40 athletes will attend the camp.
 - PC - (Kent Yoshiwara /Veronica Hernandez) Kent reported Pacific is still working

the items he mentioned at last month's meeting. Pacific is working with swim meets to incorporate the new parallel time standards. For the first time they had a swimmer with a disability qualify for their age group championships. They discovered there was a missing a time standard for a 10 and under event, but Kent wasn't certain which event.

- PN – (Barbara Weist /Ellie Wang) Ellie reported they are recruiting more coaches for the PNS DEI committee. They want to add a hardship designation to their outreach membership criteria. The hardship designation could be the death of a parent or loss of a job or significant illness, for example.
 - SI- (Juli Arzave/ Simran Jayasinghe) Simran reported plans are moving forward with the Don Watkins scholarship.
 - SN – (Leslie Juarez-Michel / Alex Ongaco)
 - SR – (Trisha Nickel/ Nicole Dumitrascu, athlete)
 - 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. She reported there was an athlete workshop held yesterday for athletes from all four zones that went well. Utah Swimming was given the Western Zone Impact Award for an athletes' social media task force. She is looking forward to hosting a water safety day workshop in May.
 - Guests: none.
- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy and Ellie Wang – Ellie reported the NDEI committee is working on changes to the wording for male/female and gender/competition categories.
 - Report from National Disability sub-committee and/or WZ Disability Chair: Virgil reported the disability committee met tonight. They worked on verbiage for disability and para swimmers and a stand-alone national disability committee. Virgil said the committee is working on a cross reference chart for P1/P2/P3 and how those correspond to the S para classifications.
 - 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 DEI camp and summit. Kent doesn't have any details about the facility. This is all preliminary. Kent had no update.
 - Future WZ DEI Camp and Summit possibly in 2027 and 2029: Alex Ongaco (SN) asked questions previously about hosting the camp and summit. 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 emailed out information to the group.

- Could we host a combined multicultural meet and DEI camp and summit?
- May 15 is International Water Safety Day.
- Kent was contacted by an official regarding an athlete in a junior college meet who was assigned female at birth and now competes as a male. The athlete is not an elite level athlete. The athlete has not had surgery and has breasts but wants to compete in a male jammer. Could the swimmer wear a male jammer or would the swimmer need to wear a female suit? How has this been handled elsewhere? Kent was unsure if this swimmer had been allowed to compete wearing a jammer previously or what the swimmer wears for practice but would ask. Rachel will ask the person who will be the next NM DEI Chair about it. A high school swimmer in Pacific Swimming in a similar situation wore a female suit to compete in male events. Simran said junior college sports fall under different rules and those rules may not necessarily address what the swimmer can wear but rather may cover how to transition. Would there be a difference in the rules (conference versus state) if the swimmer competes in a Northern California conference and the state meet was in Southern California? Review the championship meet rules/guidelines for what a swimmer may wear at a specific junior college meet rather than a general meet waiver.

Homework for the next meeting:

- How can we educate clubs about outreach membership? Bring your ideas about how to help educate clubs about outreach membership and financial resources available to families. Presentations, handouts, talks, and more. What works well?
- WZ Multicultural Meet – Update from Kent about possible meet and/or camp in Reno.
- Next WZ DEI Camp and Summit – Is Sierra Nevada (or SN and CC together) interested in hosting the camp? Begin planning for the next one or two WZ DEI camps/summits. Could we put two camps on the schedule? Hosts? Locations?
- Could we host a combined multicultural meet and DEI camp and summit?

Next meeting: Monday **May 5, 2025** (Cinco de Mayo), 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: 7:55 PM Pacific Time