

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

**Meeting Minutes**  
**May 5, 2025**  
**7:00 – 8:00 PM (Pacific Time)**

**Monday May 5, 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 Chancy, CA; Susan Huckeby, MT; Rachel Rivera, NM; Lissa Parker, OR; Veronica Hernandez, PC; Kent Yoshiwara, PC; Barbara Weist, PN; and Trisha Nickel (SR).
3. Review minutes: It was moved and seconded and the minutes from the April 7 meeting were approved.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
  - **Cinco de Mayo is May 5.** Cinco de Mayo celebrates Mexico's victory over the Second French Empire at the Battle of Puebla in 1862.
  - **International Water Safety Day is May 15.** More information can be found here: <https://www.internationalwatersafetyday.org/>
  - **Asian American and Pacific Islander Heritage Month** – Notable swimmers include Natalie Coughlin, Jay Litherland, Torri Huske, Lia Neal, and Nathan Adrain.
  - **Jewish American Heritage Month** – Notable Jewish American swimmers include Claire Weinstein, Lenny Krayzelburg, Jason Lezak, Dara Torres, Mark Spitz, Penny Taylor, Anthony Ervin, and Garrett Weber-Gale.
  - **Mental Health Awareness Month:** Read this 2024 USA Swimming article. <https://www.usaswimming.org/news/2024/05/07/usa-swimming-honors-mental-health-awareness-month>
  - **Memorial Day is May 26:** Memorial Day is observed on the last Monday of May. It was formerly known as Decoration Day and commemorates all men and women who have died in military service for the United States.
  - **May 5 is Boy's Day in Japan.**
  - Barbara reported PNS will post on social media about AAPI and Jewish American heritage. Trisha reported that some clubs in SR will hold mental fitness days once a week during May.
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.

- 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.
  - Financial need and outreach – 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. What would be a better name for this membership?
- Discussion:
  - Lissa reported their team handbook has a section on outreach membership and asks families to contact the club for financial assistance if needed.
  - The group discussed abuses to the outreach membership and how to prevent it. Some clubs send out the outreach registration link to all their families. Sometimes families that don't qualify register as outreach. Clubs need to be educated to not give out the outreach registration link until the family has presented their qualifying documentation. Parents need to be educated about how to qualify for an outreach membership.
  - If a swimmer is registered with a premium membership but qualifies for an outreach membership, can the difference in cost be refunded to the LSC and then to the family?
  - Hardship exception: Do other LSCs offer a hardship exception for an outreach membership for families experiencing a temporary setback? Examples could include death of a parent/guardian/sibling; job loss; divorce; severe health issue (cancer, stroke, paralysis, etc.); or loss of a home due to fire or earthquake. Barbara reported some LSCs in the south have hardship exceptions. Is there a time limit for the hardship exception? One year, two years, maybe longer depending upon the hardship?
  - Kent reported PC is working on training fee assistance. Perhaps the LSC offer to pay 50% of the training fee for qualified swimmers. If an outreach athlete qualifies for an all-star team or WZ team and cannot afford the full registration fee, what portion could they pay? The LSC could pick up the remaining portion of the fee.
  - Outreach qualifying documentation: The club should not keep copies of the qualifying paperwork. Approve it and then return the paperwork. Privacy and sensitivity are very important. Don't turn the review of the families paperwork into an inquisition. Families are sensitive about sharing their financial needs. Don't ask to see tax returns if the family has other methods to prove they qualify.
- LSC Round Robin:
  - AK – (Jackie Savina)
  - AZ – (Laurel Hill and Porter Olstad)

- CA – (Kristeen Garcia and Virgil Chancy) Virgil reported committee meeting shave been paused due to the high school swimming season. CA will hold a DEI camp in the fall. Virgil is interested how other LSCs handle awards for swimmers with disabilities especially if there are specific events offered for swimmers with disabilities at the meet. Are they scored and awarded separately or combined with the able bodied swimmers? Susan said some teams in Montana have scored and awarded swimmers with disabilities separately. The wording in the meet announcement is “swimmers with disabilities will be scored and awarded separately”.
- CC – (Kacy Ota)
- CO – (Emily Altier)
- HI – (Joyce Follis)
- IE – (Shelley Sobek) Shelley was unable to attend the meeting.
- MT – (Susan Huckeby) The Montana Swimming HOD meeting is May 24. The LSC's 2026 registration fees will be set at this meeting.
- NM – (Rachel Rivera) Rachel reported on the NMS camp held last month with Lily King and Josh Davis. Leland Brown also spoke to the group. Scholarships were available for outreach athletes. They will have a DEI camp and intrasquad meet in the fall. Hopefully Leland will be one of the speakers and they will also offer some Zoom classes. They had a swimmer with a disability competing in a meet over the weekend.
- OR – (Lissa Parker) Lissa reported that Oregon held an age group select / DEI camp April 12-13 for 12-16 year old athletes. Natalie Hinds was the guest speaker at a workshop on April 13. There were fewer swimmers than anticipated but a great group of kids attended the camp, and it was a very positive experience.
- PC - (Kent Yoshiwara /Veronica Hernandez) Kent reported Pacific had their first swimmer with a disability qualifying for the Pacific Swimming Age Group Championhips using the new parallel time standards. They have added statements to their meet announcements that swimmers with disabilities are welcome to compete. They completed the online meet entry program with FAST Times which now recognizes outreach membership registration and the correct entry fee. The Pacific Swimming grant program is now open through the end of May. They have received one application so far and have \$20,000 available for grants. The Quicksilver Club in the Monterey Bay area is hosting a meet in the fall to celebrate the Hispanic Latino culture. This is a two day event and Virgil has information on it. Kent will also send out information to this group. Kent reported that Pacific Swimming has a tech suit exchange program that was recognized by the Athlete Executive Committee. Tomorrow night Pacific Swimming will offer a coach training for the Pacific Swim All Star team coaches on how to interact and coach athletes who are different from them. He will share more about it next month. Could this presentation be recorded and shared with other LSCs?
- PN – (Barbara Weist /Ellie Wang) Barbara reported they are recruiting members for the PNS DEI committee from all the clubs. They made a flyer to posts on socials and to send out to the clubs. PNS posted on social media for Black History Month, Women's History Month, International Water Safety Month/Day, AAPI, and Jewish American History Month. They want to be more active on social media. They hope to reach out to athletes by spotlighting various PNS members during the various cultural history months. They are working on a hardship exemption for outreach. They are working on goals for next year including offering more DDEI events. Their HOD meeting is this weekend.

- SI- (Juli Arzave/ Simran Jayasinghe)
- SN – (Leslie Juarez-Michel / Alex Ongaco)
- SR – (Trisha Nickel/ Nicole Dumitrascu, athlete) Trisha reported Snake River held their HOD meeting over the weekend. They are adding new meets for 2026.
- UT – (Heather Hale)
- WY – (Codi Jorgensen)
- WZ Directors – (Mike Dilli/ Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson)
- Guests: none.
- Report from the National DDEI Committee: Emily Altier; Virgil Chauncy and Ellie Wang – Virgil reported they are updating the LSC DEI Chair manual. They discussed ways to speak with athletes about the negativity surrounding DEI now. Leland reported that USA Swimming has no official position on the current DEI discussion in the country. Leland said there will be DEI in USA Swimming, but it may have a name change.
- Report from National Disability sub-committee and/or WZ Disability Chair: Virgil reported the national disability sub-committee is working on the wording to have a stand alone disability committee.
- 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 and future WZ DEI Camp and Summit possibly in 2027 and 2029 : Kent spoke with a coach from the University of Nevada Reno who is interested in hosting a multicultural meet and the WZ DEI camp and summit. This new facility has both indoor and outdoor pools. Kent would like to form a group to speak with the coach. Alex Ongaco (SN) had 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 about hosting the camp to the group a couple months ago. It would be possible to hold the camp on a Tuesday through Friday and then host a multicultural meet on Saturday and Sunday. A camp subcommittee needs to be formed to begin work on this.

Next meeting: Monday **June 2, 2025**, 7:00 PM Pacific Time (8:00 Mountain). The meeting link is the same each month and the zoom link is below. Kent Yoshiwara will lead the meeting.

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

Meeting ID: 851 1257 7922

Passcode: 222485

Adjournment: 8:05 PM Pacific Time