

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

Meeting Minutes
June 3, 2024
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday June 3, 2024, at 7:00 PM Pacific time (5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

<https://zoom.us/j/98660537099?pwd=YUJ3VTdPZHN1M1hNRDR2cGd3RTEydz09>

Meeting ID: 986 6053 7099

Passcode: 195539 (same zoom meeting link each month)

1. Call to Order: 7 PM PDT
2. Attendance: Porter Olstad, AZ; Susan Huckeby, MT; Veronica Hernandez, PC; Kent Yoshiwara, PC; Shelley Sobek, IE; Virgil Chancy, CA; Emily Altier, CO; Jeanine Mezei, CO; Leala Lara, CO; Joyce Follis, HI; Yasmine Khalifa, MT; Lissa Parker, OR; Simran Jayasinghe, SI/WZ; Maria Davila, SI; Rich LeDuc, CO; Keiichiro Yoshida, PC; Lenin Velasco, PN; Kacy Ota, CC; Emily Murray, PN; Joan Wong, SR; Heather Hale, UT; Jan Crompton, WY.
3. Review minutes from May 6 meeting: Approved
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - June is Pride Month.
 - Thank you to Jill Roberston who served as the Wyoming Swimming DEI Chair. Welcome to Jan Crompton, the new Wyoming DEI Chair.
5. Unfinished Business:
 - 2024 WZ Diversity Camp during Trials in Indy update: Veronica and Kent. Camp committee members include co-chairs Kent and Veronica, Rich LeDuc, Keiichiro Yoshida, Lenin Velasco, Virgil Chancy, Chris Mendoza-Smithour, Leala Lara, Diego Lara, Riley Mills, Ryan Schnur, and Susan.
 - All camp payments have been received except one potentially from IES which has been mailed
 - See notes at the end for a summary of the camp discussion and the camp packing list.
 - 20 Cent Fundraising update: Billing for the 2023 registration year was sent out and payments were due December 1. The committee had \$33,466 in the account as of April 15, 2024.
 - All 20 cent fee payments have been made.
 - 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 – (Lauren Hill and Porter Olstad)
 - CA – (Kristeen Garcia/Virgil Chancy/Tiara/Taylor)
 - CC – (Kacy Ota)
 - CO – (Rich LeDuc/Emily/Alec/Diego/Leala/Ryan/Riley)
 - HI – (Joyce Follis)

- IE – (Shelley Sobek)
- MT – (Susan Huckleby)
- NM – (Rachel Rivera)
- OR – (Lissa Parker)
- PC - (Kent Yoshiwara/Veronica Hernandez)
- PN – (Emily Murray/Ellie Wang)
- SI- (Maria Davila/Juli Arzave/Simran Jayasinghe)
- SN – (Leslie Juarez-Michel)
- SR – (Trish Nickel/Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Jan Crompton)
- WZ Directors – (Mike Dilli/Keith Moore)
- WZ Athlete Reps (Jackson/Simran)
- Guests

- Report from the National DDEI Committee or the USA Swimming outreach manual update sub-committee (Kent or Susan): No report.
- Report from National Disability sub-committee and/or WZ Disability Chair: Emily Altier; Virgil Chauncy. The form for athletes with a disability accommodations/modifications was sent out to the group.
- New Business: None

Next meeting: Monday 8, 2024, 7:00 PM Pacific Time (8:00 Mountain). The meeting link will be the usual zoom link. <https://zoom.us/j/98660537099?pwd=YUJ3VTdPZHN1M1hNRDR2cGd3RTEydz09>

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Adjournment: 8:10 PM PDT

2024 WZ DEI Camp and Summit Helpful Information for Participants



CAMP DATES: June 17 -20

CAMP HOST LSC: Pacific Swimming

CAMP ATTENDANCE: There are 68 people total attending the camp and summit.

CAMP MEALS and DINING HALL: Camp will provide dinner as the first meal on June 17. If you are arriving prior to dinner and need breakfast or lunch or snacks, you are on your own to pay for those meals. Plan accordingly and bring some money with you for any snacks or meals before the camp begins. You are also responsible for any meals or snacks on your way home from camp. Camp will provide breakfast on June 20 for those in attendance for breakfast. We have asked about to-go options for those people leaving prior to breakfast, but don't have an answer yet.

We will eat at **Atherton Union**, which is the dining commons, next door to the Irvington dorms. Meals are served buffet style so you may pick and choose what you'd like. Clean your area before leaving.

If you turned in dietary restrictions with your forms, those have been given to Butler University. For more information about food allergies and dietary restrictions at the dining common -

<https://butler.cafebonappetit.com/cafe/marketplace-atherton/#food-allergies>

We have one participant with a severe nut allergy. **NO NUTS or NUT PRODUCTS** will be allowed at camp, in the dorms, at practice, in the vans, or meeting rooms. No trail mix, no nuts, no peanut butter, no Nutella, no Snickers bars, no granola bars with nuts, etc.

MEALTIMES: Breakfast is served 6:00 – 9:00; Lunch is served 11:30 – 1:30 pm; Dinner is served from 5:00 – 7:00 pm. Plan to eat breakfast before practice. We have also asked about to-go bagged meals for those arriving late on the 17 or leaving early on the 20th but have no answer yet.

DORMS: We are staying at the Irvington House Dormitory on the Butler University campus, 4600 Sunset Avenue. We will be mostly on the third floor. Rooms are double occupancy, suite style and adjoin a second room. Each room has two beds and two desks and two closets. The two adjoining rooms will share a bathroom. There are a few men staying on the second floor. There are 600 plus rooms in the dorm.

We do have one triple room assigned to girls.

ROOM ASSIGNMENTS on the third floor will start first with men, then boys, then men, women, and girls. Boys are not allowed in girls' rooms. Girls are not allowed in boys' rooms. Athletes aren't allowed in adult rooms and adults aren't allowed in athletes' rooms.

LINENS for the dorm rooms: Each person will be issued two flat sheets, a blanket, a pillow, a pillowcase, a bath towel, hand towel, and wash cloth for use in the dorms. Each person must make their own bed. These must be returned when checking out or you will be charged \$35, billed to the family. If you think you might be cold at night, you can bring an extra blanket. You can bring an extra pillow if needed. If you need a second towel for the dorm showers, please bring one. These towels are not for use at practice.

LAUNDRY: There are laundry facilities on each floor of the dorms. Bring money if using the laundry room. Not certain if soap or dryer sheets are available for purchase.

COMMUNAL KITCHEN: There is a communal kitchen in the dorm for the use of everyone staying in the dorms. There will be multiple groups staying in the dorm so do not leave items in the kitchen unless clearly marked as yours and leave the kitchen clean after you use it.

LOST CARDS and KEYS: There is a \$75 lost dorm room key replacement fee and a \$25 lost Butler ID card replacement fee for these items not returned when checking out. These charges will be billed to the family. Anyone caught damaging any of the facilities at Butler University and The Riviera Club will be charged the costs to replace/repair the damaged equipment or buildings.

Rooms must be clean when checking out on the 20th.

SafeSport and MAAPP: Safe Sport and MAAPP will be strictly enforced. No deck changing. No cameras in bathrooms or locker rooms.

SAFETY: Have a buddy to go places. Always ask permission if you are leaving the group. Follow the directions given by the camp director and summit director. Know when you need to be in your rooms and lights out. Don't be late for meals, practice, meetings, and van rides. Follow the camp and summit rules. Stay safe. Anyone found breaking the rules is subject to disciplinary action including being sent home from the camp. No alcohol, tobacco products, or illegal drugs.

This camp and summit will be a safe, welcoming, and inclusive place for all our attendees. Please think about your words, actions, and expressions so you don't hurt others with your comments. This is an opportunity for you to learn, grow, and become a leader in our sport. Please be respectful and kind.

ARRIVAL, GROUND TRANSPORTATION and DEPARTURES: The WZ DEI camp and summit will provide ground transportation. Participants will be picked up at the airport and returned to the airport unless other arrangements have been made in advance.

We have 4 or 5 vans (depending on if they are 12 or 15 passenger vans) rented for the camp. Our drivers are Krissy Payton (SI), Lenin Velasco (CA), Keiichiro Yoshida (PC), and Emily Altier (CO).

We have a listing of everyone's arrival and departure times and flights.

Everyone was added to the GroupMe app chat group for the WZ DEI Camp and Summit. This is a great way to communicate with each other and send a message to the camp leadership. Veronica set up the group on June 3 and sent out invitations to the participants. If you haven't joined, please do so.

The Indianapolis airport is not huge. It has two concourses and looks easy to navigate. TSA opens at 3:30 am for concourse A and 3:45 am for concourse B.

It takes 20-30 minutes to drive from Butler University to Indianapolis Airport so you may have to wait for a van to pick you up. When your group arrives and you have your baggage, send a text in the **GroupMe app** telling the drivers where you are located. (The baggage claim area is not huge.) I would suggest that someone in your group make a sign (8 1/2 "x 11" piece of paper) and write in large letters WZ DEI and under that your LSC such as Montana and hold it up so the van driver can see you easily. Keep everyone in your group together.

There are several groups arriving together. Colorado, New Mexico, Montana, and Snake River all meet in Denver and fly together to Indy. Find each other at the Denver airport. The Pacific Swimming athletes will join Oregon on their layover. Oregon adults, please supervise the PC athletes. Going home there are 5 LSCs leaving on the same flight.

At camp, departure times will be given for practice. Athletes, be on time. Departure times will be given for going to Trials. Please do not miss the van ride.

CHECK-IN TIMES: June 17: 12:30 – 2:30 pm and 3:00 – 5:00 pm at the designated Butler University check-in which will be announced later. Check-in at the dorm desk is available from 5:00 – 7:00 pm for those arriving after the designated check-in. You will receive your room key, Butler ID card, and linen bundle at this time. You'll also receive an ID from the Western Zone for the camp and summit.

CHECK OUT TIMES: We would like everyone ready to check-out by 9:00 am. Rooms must be clean. Turn in your linen bundle, room key, and ID card to the check-out drop box when checking out.

PARKING at BUTLER: Free parking is available at Butler in the parking garage for the camp vans and anyone else who is driving if you are registered for the camp. You'll use your Butler ID card to park in the garage. It is a 10 minute walk from the parking garage to the dorms.

DRESS CODE for CAMP and SUMMIT: Nice looking casual clothes are fine. You are representing the Western Zone and your LSC so be neat and presentable. Shorts are fine, but not short shorts. No crop tops, no halter tops. Men and boys must wear shirts.

CLEAR BAG POLICY at LUCAS OIL STADIUM: NFL Policy is that people may bring in 1 (one) 12"x12"x6" clear bag into the stadium as well as a small wallet or clutch purse. No regular purses, backpacks, etc. are permitted. Everyone will need to empty their pockets at security. Bags may be searched. Empty water bottles. You can't bring outside food or drink with you. Please see the NFL clear bag policy.

<https://www.lucasoilstadium.com/attending-an-event/stadium-fan-policies/indianapolis-colts/>

PACKING LIST for ATHLETES (Susan's suggested list – double check what Veronica sends out):

For practice – you do not need to bring any equipment. Come ready to have a great practice!

Bring: Swimsuit, cap, goggles, nose plugs (if needed), towel for practice, water bottle, sweats or clothes to wear to and from practice and possibly for dryland training, sunblock, toiletries including soap or shower gel, shoes or sandals, backpack, or duffle bag to carry your practice items.

Casual clothes including a light jacket, tops, bottoms, undergarments and socks, comfortable shoes, pajamas, a sun hat, sunglasses, if needed, shirts, bottoms, and so forth. Any medications you take on a regular basis. An extra towel, pillow or blanket if needed. Pen or pencil. Notebook for any notes or handouts. Prescription glasses or contacts if worn.

PACKING LIST for ADULTS (Susan's suggested list – double check what Veronica sends out): Casual clothing, comfortable shoes, tops, bottoms, undergarments and socks, light jacket, sun hat, sunglasses, if needed, sunblock, toiletries. Any medications you take on a regular basis. An extra towel, pillow or blanket if needed. Water bottle. Pen or pencil. Notebook for any notes or handouts. Prescription glasses or contacts if worn.

COMPUTERS AND TABLETS: You may bring laptop computers and tablets to use at your own risk. There should be Wi-Fi available.

PRACTICE: We will practice at The Riviera Club, an outdoor 50 LCM pool, at 5640 North Illinois Street. We will share the pool with others. Athletes will check in prior to each practice and may need to show their WZ DEI camp ID card. You'll enter through the main club entrance. The pool time is being donated by The Riviera Club so please tell them thank you.

PRACTICE TIMES: June 17th 3:00 – 5:00 pm (6 lanes); June 18th 7:30 – 9:30 am (6 lanes) and 3:00 – 5:00 pm (4 lanes); and June 19th 7:30 – 9:30 am (6 lanes).

MEETING ROOM: Our main meeting room is the Irvington large meeting room located in our dormitory. There may be a second meeting available, but no information is available yet.

CAMP PHOTO: A camp photo will be taken on the 19th. Everyone will wear their camp shirt. It has been noted if you requested not to be photographed and/or not identified in the pictures.

SCHEDULE: Look for the finalized schedule around June 8 and sent out. Some of our camp and summit speakers include Leland Brown III from USA Swimming, Coach Abbi Fish with a virtual fireside chat, Seema Daryanani, virtual talk, Head of DEI at Google, Paul Stockett from Indiana Swimming, possibly Mike Switalski from Niagara Swimming, more speakers, and group panel discussions. Coach Tom Burchill from Carmel Swim Club will lead an IM workout on the morning of June 18.

US OLYMPIC TRIALS: We will attend finals of the US Olympic Trials on June 19. We need to be in our seats by 7:30. The competition starts at 8:00. This is an action-packed evening and should finish about 10:00 pm. We hope to visit the Aqua Zone prior to Trials. If you wish to purchase shirts, caps, souvenirs, food, or sacks, bring money with you. NOTE – because this will be a late evening, if you are leaving early the next morning you'll want to do as much packing as possible and any cleaning before we leave for Trials, so you are ready to go the next day. Go USA!!!

MEDICAL CARE: In case of an accident, injury or sudden onset illness, there are medical clinics and hospitals available near Butler University.

LOST, MISPLACED or STOLEN ITEMS: If you have lost something, check with lost and found. Butler University, The Riviera Club, the Western Zone and WZ DEI Committee, Pacific Swimming, USA Swimming, and Indiana Swimming are not responsible for lost, missing, damaged, or stolen items.

CONTACTS at CAMP:

- Kent Yoshiwara, summit director, kyoshiwara@pacswim.org, 925.285.5668
- Keiichiro Yoshida (Coach K), camp director, coachkpasa.rinc08@gmail.com, 610.741.7456.
- Susan Huckeby, shuckeby@msn.com, 406.491.4698. If you can't reach Kent or Coach K, please text and/or email me. I will be officiating at Trials and not available during competition to answer your texts or emails but will check them when off deck and reply. I will reach out to Coach K and Kent. First reach out to Ket and Coach K, then Susan.

THANK YOU'S: A huge thank you to Veronica Hernandez, Keiichiro Yoshida, Kent Yoshiwara, Rich LeDuc, our WZ DEI camp committee, our speakers, coaches and drivers, Western Zone secretary-treasurer Lisa Vetterlein, Pacific Swimming LSC – our camp and summit host, Lehla Irwin the PC general chair, WZ Directors Mike Dilli and Keith Moore, The Riviera Club, Butler University, and everyone else who has made this camp and summit happen!! Have a great time in Indy!!

Some helpful links:

Butler University

- Butler University, 4600 Sunset Avenue, Indianapolis: <https://www.butler.edu/>
- Explore Irvington House: <https://www.butler.edu/student-life/housing-dining/irvington-house/>
- Butler Dining: <https://butler.cafebonappetit.com/> and
 - The MarketPlace at Atherton Union: <https://butler.cafebonappetit.com/cafe/marketplace-atherton/>
This page also discusses food allergies <https://butler.cafebonappetit.com/cafe/marketplace-atherton/#food-allergies>
- Starbucks is open in the Atherton Union.

The Riviera Club:

- The Riviera Club, 5640 North Illinois Street, Indianapolis: <https://www.rivi.org/web/pages/home>
- Everyone must check-in for each practice.
- The Riviera Club is donating the pool time for our practices!!
- THE RIVIERA CLUB HIGHLIGHTS:

- The Club's first swim instructor Euphrasia Donnelly won the 1924 U.S. Olympic Gold Medal in Paris, France.
- In 1940, Rivi swimmer Patty Aspinal Reel's national swimming records won her a spot on the U.S. Olympic team in Helsinki, Finland, but the games were cancelled in 1940 and 1944 because of WWII.
- Swimming coaches Johnny Galvich and Gene Lee led the teams to over 400 trophies.
- In 1959, Riviera Club Swim Team Member Becky Collins captured the National Senior Outdoor Championship in several categories, setting world records. She appeared on the cover of Sports Illustrated magazine as a U.S. Olympic Swimmer.
- Rivi swimmer Kathy Ellis won the 1961 US Nationals. In 1963 Ellis won gold in the Pan American Games in Sao Paulo, Brazil and then turned around and set a new world record for the 100-meter butterfly in the US Nationals. In 1964, Kathy Ellis went four-for-four in medals at the Olympic Games in Tokyo.
- Throughout the 1970s and 80s, Governor Mitch Daniels worked in the Beach Stand and former Indiana Governor and Senator Evan Bayh and his family were regular visitors to the pools.
- From 1980 to 2004, Rivi Swimmer Trischa Zorn became the most decorated Paralympian in the history of the Games with a total of 46 medals. She won a record 32 gold medals across a range of events and categories.
- Riviera Club was the host of one of the World's Largest Swim Lesson offered on June 18, 2015, with over 75 children participating.

Indianapolis International Airport <https://www.ind.com/>

- 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
- TSA opens at 3:30 am for concourse A and 3:45 am for concourse B.
- Terminal Map: https://d1j6zi7czwjuok.cloudfront.net/iaa-images/reports/TerminalMap_12062022-003.pdf?mtime=20221220143211

Lucas Oil Stadium – US Olympic Trials: <https://www.lucasoilstadium.com/event/2024-u-s-olympic-team-trials-swimming/>

- Clear Bag Policy: <https://www.lucasoilstadium.com/attending-an-event/stadium-fan-policies/indianapolis-colts/> This must be followed by all participants!!
- Parking: https://www.parkwhiz.com/lucas-oil-stadium-parking/?utm_medium=LucasOilStadium&utm_source=49&utm_campaign=Web_VenueLink&utm_content=Venue

USA Swimming Olympic Trials Information Page: <https://www.usaswimming.org/about-usas/resources/trials>

So much more than just a swim meet – things to do at Trials:

<https://www.usaswimming.org/news/2024/05/20/so-much-more-than-just-a-swim-meet>

Below is Veronica's packing list sent to all the participants.

Swim Gear (Athletes)

- Swim bag/Back pack
- Practice Suit – 2 if possible for drying time
- Team Cap if you wish to trade
- Goggles – 2 if possible just in case
- Towels – (Name on towel)
- Sunblock (travel size) – Practice pool is outdoors
- Refillable Water Bottle – Must be empty before going through security

Clothing

- Day clothes for 3 days
- Hoodie or Light Jacket
- Pajamas
- Shoes and Sandals

Toiletries

- Toothbrush, toothpaste (travel size), floss
- Shampoo/Conditioner and Soap (all travel size)
- Hair Bands, Brush/Comb
- Moisturizer/Lotion
- Prescription medications
- Hand sanitizer (travel size)

Miscellaneous

- Homework
- Snacks (no nuts please)
- Phone and Charger
- Headphones/Earbuds
- Government Issued ID (if 18 & Over)
- Clear bag to carry and items into Trials (no purses, backpack, bags are allowed into the stadium)

What Will Be Provided

- 2 flat sheets
- 1 Blanket
- 1 Pillow and a pillowcase
- 1 Bath towel, 1 hand towel and 1 wash cloth

Notes

-Participants will be provided with an event T-shirt to wear on Wednesday for the team picture and to Olympic Trials.

-Athletes will Not need to bring any equipment for workouts. Please do not pack kick boards, fins, paddles, etc.

-Participants should bring money or have access to an electronic form of payment for any meals at the airport. Please check with your individual LSC for travel times and meal plans outside of the Camp and Summit. Participants will also need money if they would like to purchase goodies/paraphernalia at the Aqua Zone or Olympic Trials.

-Athletes should pack all of their swim stuff in their swim bag and their clothes and toiletries in a carry-on bag. Any luggage that needs to be checked will be at the individual's expense