

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

**Meeting Minutes**  
**June 6, 2022**  
**7:00 – 8:00 PM (Pacific Time)**

**Call-in Info:**

**Monday, June 6 at 7:00 PM Pacific** (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

1. Susan Huckleby called the meeting to order at 7:02 PM PDT. Susan explained the agenda would be changed tonight to add a guest speaker at the beginning of the meeting.
2. Attendance: Susan Huckleby (MT), Kent Yoshiwara (PC); Veronica Hernandez (PC); Rich LeDuc, (CO); Simran Jayasinghe, (SI athlete); Virgil Chauncy (CA); Sara Zwink (IE); David Cottam (PC – GC); Leala Lara (CO athlete), Diego Lara (CO athlete), Ernest Leong (PC athlete), and Mike Switalski (Niagara Swimming General Chair).
3. Presentation by Mike Switalski, Niagara Swimming General Chair and City Swim Project, Buffalo, NY. Mike presented a ten-minute video designed for the City Swim Project in Buffalo, New York. The production includes 14 hours of interviews. They plan to edit down the video to make it slightly shorter and to also produce several short videos 30 seconds to two minutes in length highlighting specific portions of the City Swim Project. Mike is seeking feedback on the video. One of the highlights include a young man stating, “Swimming is the best thing I do all day!” The City Swim Project has been in existence for ten years and serves underserved populations in the city of Buffalo with over 300 children involved today. The program provides equitable access to swim, so it feels like the sport of swimming is theirs and the pool is a place that they belong that wasn’t previously created for them. The program provides swim lessons, a competitive swim team, and adult learn to swim lessons. Everyone who joins receives a free swimsuit, cap, and goggles. The three pillars of the program include academics, social-emotional learning, and nutrition and physical learning. Families that engage in an activity that they all enjoy bonds them together and through this project generations of families can learn to swim and enjoy a lifelong family activity. Mike said they hope to also make a short PSA to show in movie theaters. They also have been asked about branching out into nearby communities. Check out their website at [www.CitySwimProject.org](http://www.CitySwimProject.org).
4. Review minutes: M/S/P: The minutes of the May 2, 2022, meeting were approved.
5. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate. Susan thanked Jamie Jovel-Flores for serving on the Pacific Swimming DEI committee and on the WZ DEI committee. Mike’s City Swim Project video project will also inspire each of us to do similar projects for our clubs, LSC, and zone.
6. Report from National DEI Committee or DEI Alignment Group – Susan reported Noah Wilson from Maryland Swimming is the new coordinator for programs and DEI education working with Leland Brown III at USA Swimming. There were 22 community impact grant

applications submitted and nine will be awarded by the end of May. USA Swimming hopes to expand the number of grants awarded next year. The National Diversity Select Camp was held May 5-8 at the Olympic Training Center with 53 athletes participating. DEI training will roll out for all the membership. Training will include DEI 101, 201, 301 and 401. Part of the training will be to train LSC DEI chairs on how to bring the training to their LSC and use the curriculum. There will be train the trainer educational opportunities as well.

7. LSC Round Robin:

- a. AK – (Maggie)
- b. AZ – (Courtney)
- c. CA – (Kristeen/Virgil) Virgil reported southern California will host a DEI camp October 22-23 at the City of Commerce. They are still seeking a guest speaker. Virgil is collecting contact information for the parents of athletes with disabilities to improve communication.
- d. CC – (Kacy)
- e. CO – (Rich/Garvin/Leala/Diego) Rich reported Colorado Swimming is updating the policy and procedure manual to use gender neutral wording. There appears to be a communication gap in getting information from the board to the clubs. They hope to hold a developmental meet in October with tables set up providing information about DEI, disability, safe sport, and other topics. They are planning to hold an LSC DEI meet in January. Leala, Diego and one other Colorado athlete applied for the Diversity in Aquatics Athlete Antiracism Fellowship Training.
- f. HI -
- g. IE – (Sara) Sara joined the meeting by phone and had no report.
- h. MT – (Susan) Montana Swimming awarded the spring Reach Out grant in the amount of \$2500 to the LAKE Monsters team. The Bozeman Swim Center indoor 50 meter/25-yard pool was closed May 19 due to some structural problems. The closure has impacted three club swim teams, a master's team, a synchro team, swim lessons, two high school teams, and community swimming. The club teams are seeking alternate arrangements to practice. One team is seeking to purchase a portable pool and a facility to house it but have run into numerous barriers. The MT Swimming LC Championships were to have been held in Bozeman in July and have since been moved to Missoula.
- i. NM – (Doug)
- j. OR – (Emily)
- k. PC - (Kent/Veronica/David/Ernest/) Kent reported Pacific Swimming is struggling with their disability swimming program. A subcommittee is looking at ways to identify athletes, clubs, and coaches and provide programming for them. The Pacific Swimming DDEI camp will be November 12. They hope to add it to their calendar soon. They have held a camp for the past ten years and plan to reach out to camp alumni as possible speakers. The camp hasn't been held for the past two years. They hope to have better communication about the camp to attract more athletes to attend. They will work with the athlete representatives to spread the message about the camp to the athletes. The DEI committee has several items in storage from past auctions. They will hold a silent auction at the Pacific Swimming awards banquet in October. The awards banquet will also feature workshops for officials and coaches and they hope to attract some big-name athletes to attend as well. The HOD approved the budget request for the DEI grant program which has been idle for a couple years. Grants in the past were awarded in September and April. The DEI committee is still working on the Policy 19 update. Veronica reported there was a Make a Splash event at the Richmond Plunge. Cullen

Jones, Nathan Adrian, and Elizabeth Beisel spoke at the event. At the event Veronica and Kent spoke with Tim Hinchey and Lucinda McRoberts about how USA Swimming could support swimming and swim clubs in more urban environments outside of the country club swim scene. Veronica said the clubs will also look at applying for community impact grants.

- l. PN – (Emily/Brendan)
- m. SI- (Maria/Juli/Simran/Sally) Simran reported the LSC awarded scholarships this spring. There has been no DEI meeting since then.
- n. SN – (Phuong)
- o. SR – (Landon)
- p. UT – (Heather)
- q. WY – (Jill)
- r. WZ Directors – (Mike/Keith)
- s. WZ Athlete Reps (Justin/Joan)
- t. Mike Switalski – Niagara Swimming General Chair reported they just held the select camp with 60 athletes. The LSC is working with USA Swimming to host an event in July in Buffalo where ten people were massacred in May in a grocery store in a predominantly Black neighborhood. Three people were wounded. The HOD approved funding for club outreach reimbursement at their last meeting. Clubs who offer a discount up to \$400 for outreach will be reimbursed by Niagara Swimming up to 50% of the amount (up to \$200) the club gives. Anyone who is interested in joining Mike's DEI Happy Hour discussions on Sunday evenings beginning at 7:00 pm should contact Mike at [coachmike@cityswimproject.org](mailto:coachmike@cityswimproject.org). Mike is also a member of the USA-S club development committee. The committee is updating the requirements for the club recognition program. Mike showed the group the working document for levels one and two of each of the four sections of the club recognition program. He worked on the inclusion section which is the largest section of the program. The goal is to try to meet clubs where they are with regards to inclusion. A handful of items will be required but then teams will have an ala cart list of options to select from to gain the additional required points. Items completed in level one won't be able to be used to qualify in other levels. At this time the committee is working on levels one and two and will work on the requirements for levels three and four later. The committee removed several the performance requirements previously included in the program. The program will focus more on the dry side of club development including education, communication, and service. A question was asked about the costs for a basically outreach team's board members having to pay to join USA Swimming and complete a background check (pay to play). Is there any way to have these costs reimbursed? It makes it very cost prohibitive for low-income families to be involved at the board level. Mike explained the non-athlete board membership requirement is set by the Ted Stevens Act, Congress, and the US Center for Safe Sport – not by USA Swimming. The committee is aware that the costs may make it prohibitive for people to serve. Background checks previously were subsidized by USA Swimming, so everyone paid the same price no matter where you lived, but that agreement lapsed with the company. New prices for background checks will vary depending upon where you live. For example, in Buffalo, they could be very expensive. Sometimes there will be a double dip cost when checking for both a maiden and married name. Another question asked if teams have could score additional points if they have multiple athletes who serve on committees, programs, attend the HOD meetings or have an athlete serving as a junior or senior LSC athlete representative. Mike noted the comment. Another question asked if incentives could be offered for outreach, clubs with more non-athlete members, clubs with more athletes serving and so forth – reward clubs who do. Mike asked

how do we move clubs to do this – how do they show diversity in their club? Put the club's diversity information on their website. Add a translation program to the website (show your club is a welcoming environment). Check out IRS opportunity zones (an economic development tool that allows people to invest in distressed areas in the United States.) Promote water safety days. Meet fee reimbursement programs tend to be in LEAP rather than club recognition. Rich mentioned people can search for a safe sport recognized club or club recognition program badges on the USA Swimming website when searching for a club. This increases marketability for a club. Perhaps diversity could be added as a searchable item. Mike also suggested clubs offer tiered membership fees based on household incomes using guidelines set by the IRS. This is an item in the club recognition program.

8. Unfinished Business:

a. 2023 WZ DEI Camp and Summit Update:

- i. Camp/Summit Subcommittee: (Rich LeDuc, Virgil Chancy, Phuong Nguyen, Simran Jayasinghe (athlete) and Susan Huckeby.) Susan sent camp information out to the committee last week. The committee will review it. Wyoming Swimming is considering a bid to host the camp. Oregon Swimming is also interested in possibly hosting the camp.
- ii. Fundraising update – ten cent surcharge. WZ Treasurer Deb Baldwin sent an update on the 2021 collection process today to Susan, Mike, and Keith. So far \$1206 has been collected. Susan has heard from some LSCs that the total number of athletes they were billed for may be low. Susan will investigate.

b. Western Zone DEI page update: (Rich, Susan, and Phuong) Susan did some updates on the website this week.

c. WZ DEI Calendar for the WZ webpage will be created and updated with information provided tonight.

9. New Business:

- a. The committee thanked Pacific Swimming athlete representative Jamie Jovel-Flores for serving on the committee and congratulations on her graduation. Kent and Veronica both spoke of Jamie's involvement with the Pacific Swimming LSC. She served on six committees including DEI subcommittee, mental health subcommittee, and finances, and was active on the WZ DEI committee. She mentored younger athletes from her team to step up as leaders and serve on committees.

10. Next meeting: **Monday July 11, 2022**, 7:00 PM Pacific Time (July 4 is the first Monday.)

11. Adjournment: 8:25 PM PDT

Note: The zoom meeting call in information is the same each month.

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12. Attendance:
13. Review minutes:
14. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
15. Report from National DEI Committee or DEI Alignment Group–
16. LSC Round Robin:
  - a. AK – (Maggie)
  - b. AZ – (Courtney)
  - c. CA – (Kristeen/Virgil)
  - d. CC – (Kacy)
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  - q. WY – (Jill)
  - r. WZ Directors – (Mike/Keith)
  - s. WZ Athlete Reps (Justin/Joan)
17. Unfinished Business:
  - a. 2023 WZ DEI Camp and Summit Update:
    - i. Camp/Summit Subcommittee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, Simran Jayasinghe (athlete) and Susan Huckleby. More

- athletes are needed.
- ii. Fundraising update – ten cent surcharge
- b. Western Zone DEI page update – Rich, Susan, and Phuong.
- c. WZ DEI and Disability Calendar for the WZ webpage.

18. New Business:

- a. Thank you to Jamie Jovel-Flores (PC) for serving on the committee and congratulations on her graduation.

19. Next meeting: Monday July 11, 2022, 7:00 PM Pacific Time (July 4 is the first Monday.) Will this date work for everyone?

20. Adjournment: PM PDT

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