

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

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

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

- Call to Order: 7:11 PM PT by Susan Huckeby, WZ DEI Coordinator.
- Attendance: Virgil Chancy, CA; Susan Huckeby, MT; Rachel Rivera, NM; Lissa Parker, OR; Veronica Hernandez, PC; Kent Yoshiwara, PC; Codi Jorgensen, WY; Ellie Wang, PN; and Keiichiro Yoshida, PC.
- Approved minutes as presented from the May 5 meeting. No minutes from the June 2 meeting to review.
- Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
 - National Swimming Pool Day is July 11.
 - UN World Drowning Prevention Day is July 25. For more information: https://www.who.int/campaigns/world-drowning-prevention-day?mc_cid=ec84dd610e&mc_eid=542749f583

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.
 - Encourage all WZ LSC's to have a \$0 LSC outreach fee. USA Swimming still receives \$5.
 - 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.
 - 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 which also equals possible financial assistance.
 - The national DEI committee is discussing the possibility of changing the name.
 - USA Swimming will release an updated outreach manual in October.
- 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. Malina Salvadore will be the incoming New Mexico DEI chair this fall.

6. New Business:

- 2027 WZ DEI Camp and Summit: Kent and Virgil discussed possibilities for 2027.
 - In Reno at the university there is space for the camp and summit. There is a second facility off campus with a fairly new indoor pool that may be a great location for the multicultural meet. camp committee update.
 - We could combine the multicultural swim meet with a cultural event. Suggestions included a pow wow, museum visit, and guest speaker, movie, other interesting cultural events.
 - The swim meet could be open to either LSC select teams or to everyone.
 - Send the group a list of cultural events, locations, and dates with a nearby pool and housing for the next two years. Codi suggested a pow wow near Lander, Wyoming, in June and Susan suggested the Crow Native Days in June and Crow Fair, both pow wows and more, near Hardin, Montana in August. Virgil also suggested Arizona. The swim meet location probably determines the cultural event. Several airports are near Lander (at Riverton, Jackson, Idaho Falls) and the Billings airport is near Hardin.
 - Could host a combined camp/summit and swim meet. It would take place over 5-6 days rather than four days.
 - Committee meets July 10. WZ DEI Camp and summit and multicultural meet in 2027 and 2029. Kent is the camp committee chair.
- WZ Athlete Summit funding.
 - The WZ is now required to hold an annual Zone by the USA Swimming Athlete Summit. The WZ board was informed of this in June. The cost is \$12,000 annually.
 - The WZ executive board met in June and wants to take money from the WZ DEI fund to pay for the athlete summit. Susan is not a member of the WZ executive board and was not included in the meeting. Their feeling was the WZ DEI committee had money that they really didn't need. Mike Dilli, WZ non-coach director, thought the funds in the account were unspent money from the 2024 camp at Indy. He did not know that money in the account had accrued during covid when no in person camps were held. The WZ executive board suggested taking 5 cents of the DEI 20 cent fee to go towards the athlete summit and adding an additional 10 cents (or more) to the fee charging LSCs 30 cents per every athlete registered. (15 cents to DEI and 15 cents to the athlete summit.) Mike was unaware that the DEI fee was increased to 20 cents after USA Swimming pulled their funding for the Zone DEI camps.
 - Each LSC may send their athlete representatives to the annual summit.
 - Susan was unaware of the athlete summit requirements, so she contacted both the SZ and CZ directors for information and how they funded their athlete summits. Susan also received information from Zach Toothman, Zone Directors Council, on the athlete summit.
 1. The SZ collects 10 cents per registered non-athlete and premium athlete and a \$5 per swimmer surcharge for athletes competing at the SZAG, SZSR, and SZOW meets to fund their athlete summit.
 2. The CZ did not send information on how they fund the summit, but

did send information about their summit.

3. Zach Toothman suggested the WZ could charge 25-35 cents per premium athlete member to fund the athlete summit. Zach stated no zone was required to hold an athlete summit but have been asked to support the summit and they want to do this. This year the zones are hosting individual in person or virtual summits in each zone. In 2026 the athlete summits will be modeled on the select camps so the CZ and WZ will host a combined athlete summit as will the SZ and EZ. In 2027 the summits will be hosted by each zone individually either in person or virtually. In 2028 all four zones will meet in Indy during the Olympic Trials.
- The zone DEI camp was required by USA Swimming. The WZ was the last zone to finally host a DEI camp, much like the zone athlete summit now.
- Concerns were expressed over the lack of support by USA Swimming for zone DEI camps. We were unable to use the USA Swimming discount to rent vans for the 2024 camp at Indy.
- The WZ DEI funds were established originally at 10 cents annually per all registered athletes except outreach athletes in 2013. It was then increased to ten cents annually for all athlete members including outreach athletes. It was increased to 20 cents annually per every registered athlete member after USA Swimming dropped their financial support for the zone DEI camps and summits. All were votes approved by the WZ HOD. The funds were established in 2013 to pay for the WZ DEI camp and any other activities so identified by the for the WZ DEI committee.
- Concern was expressed that it could be a slippery slope if the WZ takes money from the committee now, what would stop them from taking more money from the committee in the future?
- Concern was also expressed about if this was an attempt by the WZ to eliminate DEI in the zone.
- The WZ DEI funds are earmarked for the WZ DEI committee use. They benefit athletes who may come from low income families as well as minorities, LGBTQ athletes, and others.
- Concern was expressed that the LSC athlete representatives attending the athlete summit may not represent the same ethnic/minority/low income athletes who attend the WZ DEI camp.
- Camp costs have skyrocketed since the original camp was held. The costs for the camp in San Diego exceeded the camp budget. For the 2024 camp at Indy, Susan was required by the WZ to sign a MOU that if the costs exceeded the budget, the overage would be divided up and billed to the LSCs. The Indy camp came in within budget in part due to the donation of pool time for practice and the donation of their time by the coaches and speakers for the camp. It was a tremendous effort by the camp directors to secure the coaches and speakers. Some of the increased costs included additional dorm rooms required due to a potential contagious illness by a camper and an additional classroom.
- The WZ DEI committee supports the athlete summit.
- Alternate athlete summit funding ideas:
 1. The committee suggested that the athlete summit could be funded in full if each LSC contributed \$710 annually.

2. The WZ could add a surcharge to the WZ swim meets to help fund the athlete summit much like the Southern Zone.
3. The committee did suggest that they could put \$6000 towards the first athlete summit provided the remainder of the WZ DEI committee funds were not touched.

- USA Swimming Annual Business Meeting Summit in Denver in September: registrations due July 15.
- Looking forward – What else can the WZ DEI committee do for our LSCs?
 - Virtual talks: Host webinars to cover a variety of DEI topics including:
 1. I'm a new DEI Chair. What Do I Do Now?
 2. How to set up a DEI committee.
 3. DEI training for LSC boards and club boards.
 4. Outreach criteria.
 5. Outreach member assistance – meet fee reimbursements, training fee reimbursements, scholarships, and more.
 6. Grant programs.
 7. Grant writing.
 8. A monthly or weekly idea exchange similar to Mike Swiatliski's weekly DEI Happy Hour virtual meeting.
 9. Talks with guest speakers – Gabriella Rose, Leland Brown, and others.
 10. And more.
 - Keiichiro reported that PASA has an Enterprise Google Meet account which can handle up to 1000 people.

7. LSC Round Robin: Not held this month.

- AK – (Jackie Savina)
- AZ – (Laurel Hill and Porter Olstad)
- CA – (Kristeen Garcia and Virgil Chancy)
- CC – (Kacy Ota)
- CO – (Emily Altier)
- HI – (Joyce Follis)
- IE – (Shelley Sobek)
- MT – (Susan Huckeby)
- NM – (Rachel Rivera)
- OR – (Lissa Parker)
- PC -- (Kent Yoshiwara /Veronica Hernandez)
- PN – (Barbara Weist /Ellie Wang)
- SI -- (Juli Arzave/ Simran Jayasinghe)
- SN – (Leslie Juarez-Michel / Alex Ongaco)
- SR – (Trisha Nickel/ Nicole Dumitrascu, athlete)
- UT – (Heather Hale)
- WY – (Codi Jorgensen)
- WZ Directors – (Mike Dilli/ Scott Shea)
- WZ Athlete Reps (Simran Jayasinghe/ Lara Robertson)
- Guests:

8. Report from the National DDEI Committee: Emily Altier, Virgil Chauncy, and Ellie Wang: none.
9. Report from National Disability sub-committee and/or WZ Disability Chair: none.

Next meeting: Monday **September 8, 2025**, 7:00 PM Pacific Time (8:00 Mountain). No meeting in August. The September meeting will have a new one time meeting link that Susan will send out.