2019 USAS Convention Report: Kathy Landon. Diversity, Equity and Inclusion Chair

September 11-14, 2019

**DEI Committee General Meeting:** First lesson learned, only Committee Members sit at the table! Committee name change from Diversity & Inclusion – Now Diversity, EQUITY and Inclusion.

2020 Committees will no longer meet in person, rather web based meetings. Budgetary decision. Convention will shift to a HOD format, shift Committees to Zone meetings.

Chicago Parks & Rec and their relationship with Illinois swimming. Granting access to youth that do not have access to pools and lessons. This program, a USA Swimming Club, has grown to 4000 members. I plan to contact Eric Fisher, Chicago Parks & Rec, for more discussion.

New one-page documents will be available about subjects such as Implicit Bias, Gender Diverse Athletes, etc.

DEI Knowledge Bank is coming! Topics such as Sensitivity training (similar to [Safe Zone](https://thesafezoneproject.com/) Training)

Zone Diversity Select Camps: Looking to create Equity and Parity across camps: time standard requirements. Working to make this a more clear step to National Camps.

**Keynote Speaker:** Trevor Moewad. Key take away, Remove the Negativity. Check to be sure your behavior is in line with what you want

**DEI 101:** Topics discussed were

New DEI Manual will be posted to website

Each DEI Chair should have their own committee. This is first goal!

Much discussion around why DEI Chair no longer has a voice. Why was the vote taken away? Steps that can be taken to try to get the vote back!

Create a DEI notebook that can be passed from one chair to the next.

The need for athlete reps on your DEI committee is CRUCIAL!!! I plan to ask for time at the athlete rep’s next meeting to ask for help.

Why isn’t there an Athlete Rep for DEI???

**Unpacking your Back Pack Parts 1 & 2 (total of 5 hours):** Two faculty members from the University of Colorado in Colorado Springs facilitated these sessions. The faculty, Abby Fisher and Stephanie Rose are part of the [Knapsack Institute](https://www.uccs.edu/knapsack/bring-ki-to-your-organization). The institute, and its faculty, teach on Diversity, Equity, Inclusion, Privilege, Stereotypes, etc. Some topics and exercises were heavy, with hard lessons learned.

How to generate change.

How to understand your privilege, or lack of privilege. If you have privilege, don’t be ashamed of it. Use it to make a difference.

[Equality vs. Equity](https://edtrust.org/the-equity-line/equity-and-equality-are-not-equal/) – know the difference

Understanding and confronting daily micro-aggressions and how continuous [micro aggressions](https://www.buzzfeed.com/hnigatu/racial-microagressions-you-hear-on-a-daily-basis) cause harm.

**Educate, Initiate and Celebrate: how to host a round table:** The Maryland DEI committee put together a 3 hour workshop to help introduce the sensitive work that is done for those that feel marginalized. Maryland has been very successful in educating their LSC on the topics of race, gender identity, creating an inviting climate/culture and more. We all have a lot to learn from what they have been able to do.

This lead to a later ad hoc session/gathering to share best practices with other like-minded DEI folks. I got a lot out of this last portion. I talked with so many gracious people that are willing to help. All I have to do is ask. This I believe is the beauty of an event such as a nation-wide convention. You have access to people and ideas that you otherwise may not have. You learn that you are not alone. On the surface it may seem as though everyone else has their programs in place, with adequate support, however, that is rarely the true picture. All of us in the DEI community struggle to get our voice heard. Struggle to gain understanding and acceptance of the issues so many of our young people face. I feel as though the Wisconsin LSC has a lot of growing to do in this area. I hope to be able to make a difference.

Other sessions I attended were the Central Zone General Meeting and the HOD sessions. I am not posting about those, as I assume there will be full links to the reports on their individual pages.