9/12/17 3-4pm Diversity 101

At this meeting we were introduced to M.J. Truex – Director and her D&I staff.

Three key goals were emphasized.

1. Provide safe and inclusive environment
2. Educate, Imbed, and Provide resources
3. Reduce the gap.

Topics included

* Formation of D&I committees in an LSC
	+ 3 or more members
	+ Should include D&I and Safe Sport chairs.
* Regional summits and Zone Diversity camp discussion
* Status of decreasing the gap
	+ Asian/multiracial numbers are up
	+ African/Hispanic ratios are still low
		- Some small growth but not at same rate
* Re-emphasized need for D&I chairs to be voting members of LSC boards
* Mention of LEAP program and swim 19-22 partnerships. (more to follow in another update)
* Collected Manuals for D&I topic areas
* LSC budgets discussion
	+ Increase under both coaches and athletes recommended
	+ Create line items under non-D&I budgets
	+ Create LSC diversity grant program
	+ Host events to feed budget
* I asked several questions
	+ What is being done for smaller cities?
	+ Best way to get D&I staff to respond to LSC questions
* Handouts received: LSC D&I job Description, USA Programs and Services, 2020 QUAD Focus areas for D&I
* General Thoughts: This was a great meeting for D&I chairs of all levels. Highly recommend this session.

9/12/17 4-6 pm D&I Chairs Workshop

During this session we role played several scenarios and critiqued responses and discussed better responses. The scenarios centered around inclusion issues. While I don’t agree 100% on how they were using the scenarios as a teaching tool, the message was sound. I think this would be better tailored to coaches and athletes.

* Handouts received: Keys to Displaying a Positive Coaching Behavior, Creating a Safe Space for an Inclusive Atmosphere to Prosper, Suggested Methods to deal with Confrontations, and Recommended Practices for the Inclusion Of Minor Transgender Athletes.

9/13/17 10-10:20 AM D&I Grab and Grin

Set up a meeting 1:1 with Manny Banks for later in week.

9/13/17 10:20-11:20 AM Let’s Talk: Opening Up the D&I Conversation

I am not sure the session title reflected the content. It focused more on funding. It was however very worthwhile.

* How to fund the program
	+ Think outside the box and against the norm
* Funding Opportunities
	+ Partnerships and collaborations
	+ Grants
	+ Community organizations to partner with
		- Fire Departments
		- Police athletic leagues
		- Pro Sports Teams
		- Religious Organizations
		- Foundations
		- Banks
* How to convince others to be involved
	+ Jobs available in water safety
	+ Become a student of the community
		- Know specific stats for your area such as
			* Ethnic breakdown
			* Obesity stats
			* Youth risk behavior
			* Drowning rates
	+ Be visible
		- Join community organizations
		- Attend city hall meetings
		- Be active on committees
		- Use the media
		- Host engagements
	+ Be ready to answer questions
		- Who is involved
		- Qualifications
		- Competitors
	+ Sustainability- is it continual or multiyear? Goals and Milestones
	+ Have a defined Plan
	+ Have an intended outcome with metrics
	+ Define the need
	+ Describe how funding benefits all parties
	+ Research details of the grant

9/13/17 2:00- 3:50 PM Disability Swimming Workshop

Attended this meeting for the disability chair. It was a great intro to Disability swimming.

Para swimming- including all aspects, classifications, processes, events, technical considerations, coaching and training. PowerPoint presentation: biggest tip is to start with swim lessons.

Received information on Disability workshop for coaches and a handout on the Northeast Para swimming development clinic.

9/14/17 10:00 – 11:50AM D&I Committee Business Meeting

Following a lengthy private session, we got a late start. More questions than answers came out of this meeting. Did get some great ideas from a coach in Buffalo New York. As school districts are switching to everyone getting free or reduced lunch determining need is becoming more difficult for LSC’s. How is ISI going to Handle this? Mentorship programs were discussed – Juan at USA Swimming works with Diversity and Coaches to set up a mentor for the coaches. How to get involved with a committee was discussed.

9/14/17 2:00-3:00 PM D&I Roundtable

Had four local experts from outside of the swimming world discuss how they handle D&I in their respective fields. While this was very informative it would have been better to introduce people to D&I than to people already working towards D&I growth.

9/14/17 3:00- 3:50 PM Meet G. Ryan

Transgendered person who swims for the University of Michigan. Told their story and shed some light on the challenges that gender identity inclusion poses for LSC’s and Teams and some ways to handle it. How will teams handle men swimmers who identify as female???? Is ISI ready to handle this issue?

Other Meetings:

Meeting with Manny Banks

 Following a year of having a hard time connecting with Manny, this was a great meeting to catch up with him. Best contact is through his cell phone, which he gave me. Received advice on setting up clinics and camps in Iowa. Discussed Open Water Safety Festivals.

Spoke with USA SWIMMING Foundation Members

 Discussed their role in D&I development. Received point of contact and assistance available info from foundation.

General Comments:

 This was a very worthwhile week. Personally, had to leave early due to back issues. Disappointments:

 1st Central Zones meeting room was inadequate

Central Zone was the only Zone without a D&I Zone Chair Meeting- Only saw D&I Central Zone Chair once because the D&I chair is not a dedicated position.

Recommendations:

 Attempt to schedule LSC events such as lunches and dinners before arriving at the convention.

Have the person arriving first be authorized to allow charges, to avoid complications with hotel, check in.

Actions:

Since the Convention, a D&I Facebook specific page has been created by USA SWIMMING that I have joined.

I have started conversations with the Meskwaki Tribe about a learn to swim program. I am researching best times and locations to host a D&I camp/clinic.

5 Key Items going forward:

1. Form D&I Committee
2. Make D&I chair a voting member
3. Education of LSC on D&I
4. D&I’s future budget
5. Hosting an event