

Monday, October 5th 2021

Maine Swimming DE&I Committee Minutes

General Overview of Meeting

On Tuesday, October 5th the Maine Swimming Diversity, Equity, and Inclusion Committee met for the first time over Zoom. We discussed roles for athletes and adults. We have decided that Athletes will be given the role as “DE&I Advocate” and Adults will be handling “Community Outreach.” Zack Mullin will be spending time in the next few weeks developing Volunteer Job Descriptions for each member of the committee. This was a great suggestion made by Kevin Desmond that would help guide each member.

We brought up the idea of creating a Mission Statement for the Diversity, Equity, and Inclusion Committee but concluded it would be best to do it in an email chain. After the meeting, Zack had the thought that it might be best for the “DE&I Advocates” to spend time on this project under his guidance.

After working for several organizations in the Southern Maine region Zack, Kevin, and Suzi all agreed that there is an Inclusion issue in the sport of swimming concerning New American families. We do not believe that this is an issue created by Maine Swimming, but as the leading USA Swimming Organization in Maine it does become our responsibility. The DE&I Committee has agreed to begin identifying Swim Lesson Programs in the Cumberland County and Lewiston/Auburn Area. It is our hope that we can begin reaching out to these community partners to learn more about the opportunities for young children to find lesson programs. There is a need for a Free Lesson Program in both areas that serves families with tremendous financial barriers, and Maine Swimming could become a valuable resource for this movement. As a long-term plan, it would be incredible for Maine Swimming to begin developing resources for these programs so that they can further expand their reach into the New American Communities. This may be in the form of developing Club Lesson Programs for Maine Swimming Teams and running Learn To Swim Programs as an LSC. Combining this strategy with the idea of Maine Swimming organizing Sports Grant Writing Courses for Swim Lesson Coordinators would benefit these communities immensely.

We did not set up another meeting, but will continue to discuss over email in the next few weeks.

Meeting Attendance

Zachary Mullin

Emma Farnham

Maria Saltysiak

Suzanne Boccanfuso

Kevin Desmond

Mary Ellen Tynan