



DIVERSITY, EQUITY & INCLUSION COMMITTEE MEETING
Wednesday, October 14, 2020
ZOOM MEETING

PRESENT: Lamar DeCasseres, Galen Franchek , Sandy Graham, Samantha Oyola, David Lam, Jaclyn Reed, Dr. Gayathri Banavara, Eddie Oyola, John Yearwood, Marianne Anzalone, Peter Kiernan, Miguel Escalante
Athletes- Evan Klein, Marvin Juarez, Liam Trieff, Dylan Cellamare

Excused: **Athletes-** Emmet Santry

1. **WELCOME/ROLL CALL:** Lamar DeCasseres welcomed everyone present at the virtual meeting and called meeting to order at 7:02pm. Lamar thanked everyone in attendance. All committee members in attendance formally introduced themselves, providing names and teams affiliated with.
 - Reviewed minutes of previous meeting
 - Discussed rules of engagement (guidelines for interaction)

2. **Metro Swimming News:**
 - DEI Legislation (proposed by-law change)
 - Update on 2002-2021 DEI Budget
 - Update on Metro HOD Elections
 - Metro swimming committees (seeking DEI/ Athlete participation)

Lamar discussed the importance of now having DEI chair as an elected voting board member within Metro. Encouraged all committee members to consider running for board positions as they become available. Also discussed the importance of joining various committees within Metro. Encouraged DEI committee members to reach out to the various committee chairs to reiterate interest and find out when meetings will be scheduled. “We must continue to be a visible presence in all aspects of the Metro LSC”

3. Unfinished business:

- College Knowledge Fair
- Pool Access

Provided update on planning for Virtual College Knowledge Fair. Shared with committee conversation had with Abbie Fish who has experience hosting/planning and moderating these types of events. Abbie Fish will charge a nominal fee for her services and wants to be a part of this event. Committee was informed that although the planning of this event can still move forward, will have to get approval of funds from Metro.

Discussion had amongst members about pool access. Many clubs still having difficulty with pool access and practice time. Committee members all acknowledged that some are more fortunate than others. Lamar offered to share advocacy templates that have been created by aquatics coalition to assist members on the call with their advocacy efforts.

4. New business:

- Ethnicity on athlete application forms
- Mental health education/support

Lamar shared with the members “Ethnicity on Athlete Application Form” document provided by USA Swimming, encouraging all athletes and non-athletes to check the ethnicity box on registration application. Discussion had amongst members about the importance (although not required) of checking the box as it will help USA Swimming and Metropolitan Swimming identify the population it serves. John Yearwood pointed out this only has to be done one time by the coaches when registering or re-registering athletes. Lamar pointed out that this form, explaining the importance of the “check the box” initiative can be found on the Metro website.

Discussion held about importance of mental health education & support for athletes. Lamar brought up his recent viewing of “Weight of Gold” HBO documentary exploring the mental health challenges that Olympic athletes often face. Suggested committee members think about some resources that can be posted on Metro page possibly in conjunction with Safe Sport for our athletes. Many other LSCS (i.e. Niagara Swimming) already have an athlete wellness tab on their website.

5. DEI Committee 2021 wish list/ roundtable discussion:

- DEI Grant
- DEI scholarship
- DEI Task Force
- Swimmers & Coaches Clinic

Discussion about creating DEI grant that would be given out each year to a club or organization that will provide services to increase multicultural, ethnic, and socioeconomic diversity within the Metro Swimming community.

Committee discussed creating a DEI scholarship that would not be primarily performance based, but also focused on the applicants work within the Metro community advocating for DEI within the sport.

Lamar discussed with the committee the previous thought of creating a DEI task force that would begin a dialogue on some of the existing conditions that need to be improved, based on both blatant bias and implicit bias. Suggested that although this DEI task force has yet to be formed, DEI committee members should use this opportunity to participate in the various Metro committees that have been formed. This will ensure to have the DEI perspective involved in all aspects of the Metro BOD.

Extensive conversation had about the idea of having a Swimmers & Coaches Clinic. Idea was also discussed about using this opportunity to have an officials clinic as well. Everyone provided great ideas about possible ways to host clinic virtually. DEI committee now has a number of officials that are eager to contribute and participate in the recruiting of new officials to increase diversify. Lamar suggested, members contact the officials chair and express interest in not only being part of the officials committee but also seek guidance on hosting an officials clinic to promote diversity.

Meeting concluded with roundtable discussion amongst all members about various topics. This time was also used to allow the athletes on the call an opportunity to share what they took from the meeting and furthermore to share what their experiences have been like trying to get back into the “Swim” of things.

Meeting concluded at 8:11PM.