

October DEI/Disability Committee Report
October, 2021

Attendance: Gordon H. Genny K. Jessica S., Owen G., David N., Danyelle T., David S., Jihan M., Peter M.

Notetaker: Danyelle T.

Athlete Update-Owen Geddes

Owen has been working on recruiting athletes. So far 7 swimmers are interested in joining the committee. 3 have committed and others are requesting new information.

There will be a full athlete committee meeting in a few weeks - November 7,

2021. How is it going?-DEI Committee

Charlottesville/Waynesboro -The area has a heavy amount of free and reduced lunch people. They will have about 500 in the pool with programming in the next few weeks. Waynesboro is 2nd grade - bussed in 18 at a time. 5th grade is on the campus and walks down with over 285.

Hampton Roads - The area is working around the new pool being built and how that might reach more of the disadvantaged committee. We are working on attempting to make contact with the schools and build relationships (*suggestion: make it an opt out program - furnish bathing suits, caps and goggles*).

Christiansburg - Everything is going well; People are trying to adjust to being busy again.

Working Groups-DEI/Disability Committee

- Goals: Short and Long
- Purpose
- RACI
- Finances

Mission Statement Update - We need a committee mission statement that fits the combined committee. We need to work inclusion in with DEI and Disability and include David Strider and others who fall within these categories. Athletes should have a voice within the sport. The purpose of this working group is that we want parents to be comfortable sending their children into the sport. Help bring focus to the committee -- prioritize and set goals.

Website/Social Media Presence- The committee would like to reach more members by building its

social media presence and having a chance to engage with athletes in personal situations. We need to work on building a diverse population. The website needs to be updated to combine the committees and have a recent news section.

Team DEI Chair - This will take a little time, but we can try to push this issue in the same manner most teams have safe sport monitors. *How do we do the position without overwhelming the team?*

Events- Camps, Clinics, Talks - Choose 1 or two things and plan for the first year and build from there. The goal is to build a more diverse and inclusive group of athletes, coaches, officials and volunteers.

ACTION ITEMS-

- Danyelle will send out minutes this week.
- Jihan will type up the working group descriptions and send the information out. Everyone is asked to sign up to participate in at least one working group.

Next Meeting: Tuesday, November 30th at 8:30 PM