

Western Zone Diversity, Equity & Inclusion Committee
Represent. Advocate. Inspire. Serve. Educate -- RAISE

Meeting Minutes
January 3, 2022
7:00 – 8:00 PM (Pacific Time)

1. Call to Order: 7 PM PDT by Susan Huckleby, interim WZ DEI Coordinator
2. Attendance: Veronica Hernandez (PC); Kent Yoshiwara (PC); Susan Huckleby (MT); Jill Robertson (WY); Dane Wolfrom (PN); Brendan Kerns (PN athlete); Sara Zwink (IE); Kristeen Garcia (CA); Jamie Jovel Flores (PC athlete); Phuong Nguyen (SN); Virgil Chancy (CA); and David Cottam (PC).
3. Review minutes: M/S/P: The minutes were approved as presented.
4. Brief review of mission statement – RAISE – Susan briefly reviewed the mission statement, and the group will have an educational discussion tonight about transgender competition.
5. Report from National DEI Committee – Kent reported the committee held a celebration of the work accomplished in 2-021. The committee is now the combined DEI and Disability committee. Neither Kent nor Mike Switalski are members of the new committee. Kent is unaware of who was named to the committee. Kent was thanked for his service on the committee representing both the Western Zone and Pacific Swimming.
6. LSC Round Robin: Everyone should bring one or two wish list items to share during the round robin portion of the meeting. This is a combination of a Christmas wish list and New Year's resolutions – if you could wave a magic wand and have anything DDEI related happen in your LSC now, what one or two items would you wish for? Why?
 - a. AK – (Maggie)
 - b. AZ – (Courtney)
 - c. CA – (Kristeen/Virgil) – Kristeen reported the DEI and disability committees are now combined. Virgil is the disability chair. They are moving forward with plans to host a DEI camp in October 2022. Her wish list items included developing the outreach program and the meet reimbursement programs.
Virgil reported the US Para Nationals was held in December and Jamal Hill did well. Virgil's wish list items included having the LSC and WZ update their website, having contact information for coordinators posted, and having the coordinators respond quickly when contacted.
 - d. CC – (Kacy)
 - e. CO – (Rich/Garvin)
 - f. HI -
 - g. IE – (Sara) – Sara had no update. She is still learning what her job is as DEI Chair. Her wish list included more education and communication from both the LSC and WZ about DEI.
 - h. MT – (Susan) – Susan had no update. She would like her LSC to fully fund and host a DEI camp and provide more funding for DDEI.
 - i. NM – (Doug)
 - j. OR – (Emily)
 - k. PC - (Kent/Jamie/David) – Kent reported Pacific Swimming is updating and

modifying their online meet entry systems for outreach athletes to be reimbursed in a simpler, easier manner. They want outreach athletes to be able to follow the same process as non-outreach athletes to enter and pay meet fees. They are working with the software development personnel to modify both online meet entry platforms. Kent's wish list included the national office providing direction and steppingstones for a national DDEI strategy to follow at the zone, LSC and club level and financial assistance for programs so finances aren't a limitation. Is it possible for USA-S to earmark some contributions for sponsorships to help LSCs to financially support programs?

Jamie agreed with Kent and would like more information and direction on the athlete side on how to be an athlete representative.

David would like Pacific Swimming to take a proactive role in introducing a financial hardship (outreach) membership for officials and parents. He would like USA-S to offer a non-athlete membership.

- l. PN – (Emily/Brendan/Dane) – Brendan had no report. Dane's wish list item is for movement at the national and board level on DEI.
- m. SI- (Maria/Juli)
- n. SN – (Phuong)
- o. SR – (Landon)
- p. UT – (Heather)
- q. WY – (Jill) – Jill reported she is still learning how to be the DEI Chair. Her wish list items include having better communication from the national level in a timely manner to LSCs and clubs to take advantage of opportunities being offered such as the Down syndrome camp that was recently offered in Florida. They found out too late to send any athletes. She would like to have a WZ DEI camp and a camp for disability athletes. She would also like a centralized community repository of information that people can access and update in real time to share DDEI information easily.
- r. WZ – (Mike/Keith)
- s. WZ Athlete Reps (Justin)
- t. Nat Disability – (Paul)
- u. Other discussion:
WZ DEI Social Media & Website Discussion: The group discussed possibly having a WZ DEI Facebook page or other social media as well as building an interactive internal DEI page on the WZ website. Susan and Phuong will discuss this further and contact the Western Zone directors.
DEI Facebook Groups: There are other DEI Facebook pages such as the Global Group for Diversity, Equity & Inclusion, Equitable Aquatics, and the DEI & Disability Advocates Exchange. There was at one time a national DEI Facebook page that USA Swimming either asked to have taken down or the name changed so it didn't link to USA Swimming. If the WZ DEI committee decides to have Facebook page we need to be careful naming it.

7. Unfinished Business:

- a. Succession Plan – January – no update
- b. Athlete representatives on committee needed
- c. Meets Subcommittee – no update
- d. Fundraising for future in-person camp – need volunteers

8. New Business:

- a. Discussion of transgender participation in meets – Lia Thomas competing in the NCAA. (Educate portion of our mission statement.)
The group had a considerable discussion of the topic. The group suggested having

a third competition category for transgender athletes.

The group also discussed swimsuit issues for transgender and non-binary athletes. A few examples were given.

- A transgender male swimmer who had top surgery practiced with his team wearing a male jammer suit. At the swim meet the meet referee was asked if he could compete wearing a female suit. Kent successfully assisted the meet referee in navigating this situation allowing the swimmer to compete wearing a female suit.
- What if a transgender male swimmer (who had not had top surgery) wanted to compete wearing a male jammer suit with covering his chest? Must local decency or modesty rules be followed?
- A non-binary swimmer competing in male events wearing a male jammer suit asked to compete also wearing a shirt in a high school meet. Permission was granted by the NFHS. How would this be handled at a USA Swimming meet?
- Under USA Swimming rules, must the athlete have a letter granting permission to wear a different suit than allowed under the rules? If the athlete doesn't have the letter should the meet referee accommodate the athlete's request?

More guidance from USA Swimming is needed on this topic. Referees need to be flexible but do need some standards for consistency.

9. Next meeting: Monday February 7, 2022, 7:00 PM Pacific Time

10. Adjournment: 8:25 PM PDT

Note: The zoom meeting call in information is the same each month.

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Meeting Agenda
January 3, 2022
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday, January 3 at 7:00 PM Pacific (5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

<https://zoom.us/j/98660537099?pwd=YUJ3VTdPZHN1M1hNRDR2cGd3RTEydz09>

Meeting ID: 986 6053 7099

Passcode: 195539

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3. Review minutes:
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
5. Report from National DEI Committee – Kent, Veronica
6. LSC Round Robin: Everyone should bring one or two wish list items to share during the round robin portion of the meeting. This is a combination of a Christmas wish list and New Year's resolutions – if you could wave a magic wand and have anything DDEI related happen in your LSC now, what one or two items would you wish for? Why?
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 - k. PC - (Kent/Veronica/Ernest)
 - l. PN – (Emily/Brendan)
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 - t. Nat Disability – (Paul)

7. Unfinished Business:
 - a. Succession Plan – January
 - b. Athlete representatives on committee needed
 - c. Meets Subcommittee – Rich – Colorado multicultural meet in January update
 - d. Fundraising for future in-person camp – need volunteers

8. New Business:
 - a. Discussion of transgender participation in meets – Lia Thomas competing in the NCAA. (Educate portion of our mission statement.)
 - i. Be kind, compassionate, and respectful – we are not beating up on Lia Thomas in this discussion. We are also not beating up on each other for having differing opinions.
 - ii. The discussion is confidential – some items about transgender participation may be reported in the minutes. Opinions will not be reported.
 - iii. Everyone should feel free to express their opinion – it’s ok to disagree.
 - iv. How could the NCAA handle this situation better?
 - v. What ideas can we think of to encourage transgender competition in USA Swimming versus what is being done now in the NCAA?
 - vi. How may transgender participation in USA Swimming affect the women’s competition? How has it affected the NCAA?

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Items to remain on the agenda for future discussion:

- Camp/Summit Subcommittee – in person camp summer of 2023 – Committee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, and Susan Hucceby. Athletes are needed.
- Update LSC DEI Chair contacts
- LEAP - How can the WZ help LSC’s complete
 - i. [LEAP Overview](#)
 - ii. [LEAP DEI Checklist](#)
- Strategic Planning -
<https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit?usp=sharing>