

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

Meeting Minutes
Jan 4, 2021
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

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

Meeting ID: 986 6053 7099

Passcode: 195539

1. Call to Order: 7:04 PM PST
2. Attendance: Sarah Dawson, Virgil Chancy, Brendan Kerns, Dane Wolfrom, Juli Arzave, Maria Davila, Emily Yoon, O'shay Birdinground, Susan Huckleby, Mike Osborne, Dale Ammon, Janet Green, Kent Yoshiwara, Rich LeDuc, Verónica Hernández, Alex Davies
3. Review minutes: Approved
4. Report from National DEI Committee: Saya Ryan from PC and WZ DEI has been selected to National DEI Committee.
5. LSC Round Robin:
 - a. AK -
 - b. AZ -
 - c. CA - N/R
 - d. CC -
 - e. CO - Working on changing bylaws to give DEI chair a vote still, and having some DEI meetings at the LSC level
 - f. HI - Working to get 2 new Athlete Reps
 - g. IE -
 - h. MT - DEI is now combined with Disability and now have USAS approval of DEI Chair to be a voting member
 - i. NM -
 - j. OR -
 - k. PC - Covid Grant Program first round is open. Silent Auction raised over \$10K.
 - l. PN - Redoing requirements for teams to get reimbursed for providing athlete scholarships. Looking for pathways forward for disability athletes in LSC
 - m. SI- Working on updating our Don Watkind's Scholarship which enables athletes of a diverse background, circumstance, ability, or hardship to participate in swimming. Adding data collection questions on race/ethnicity + gender identity. LSC DEI Fact Sheet is almost complete.
 - n. SN -
 - o. SR -
 - p. UT -

- q. WY -
 - r. WZ - Summer AG All-Star and SR Champs meets are still planning to be held. Currently working on Spring Sectional meets and dealing with the many challenges of having meets in different states.
6. Unfinished Business:
- a. Meets Subcommittee - Worked on meet formats, having a tiered meets, adding in educational element to the camp, next meeting on Jan 20
 - b. Camp Subcommittee - Next meeting on Jan 12. Conversation started with TruClusion for an estimate on facilitating the camp and summit.
 - c. Strategic Plan - see chart below
 - d. Adding Athlete Reps - Chairs please invite at least one athlete member from your LSC to join our committee
7. New Business:
8. Date of next meeting: Mon, Feb 1, 2021, 7:00 PM PST
9. Adjournment: 7:59 PM

	Short Term (1 year)	Long Term (3-5 years)	Notes
Represent	Participating rep from every LSC	Members on National Committees	Representation on teams and LSC boards More diverse members in leadership
	Athlete Rep from every LSC	Athlete Reps on Nat Comm	Participation/demographics
Advocate	-Growing participation on athlete committees -Larger WZ Website and social media	WZ Chair communicate more with Nat Comm and Staff -Provide more training to coaches official -Invite more diversity among officials and coaches and more outreach to bring in more athletes	
	Bring up DEI more within athlete committees	DEI training with athlete committees	Have DEI section in Leadership Summits
Inspire	Feature people from the DEI space on the WZ website on a regular basis	Role models from community that can be guest speakers/presenters (athletes and coaches)	

	Feature athletes making an impact	WZ DEI Award Non-Athlete/Athlete	
Serve	Officials Training and information	Mentorship program for DEI Chairs, as well as Athlete Reps	
	Develop the website to be a real resource	Increasing communication with DEI Community: general info email, increase social media, chat group	
Educate			