

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

Meeting Minutes
October 11, 2021
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday, Oct 11 at 7:00 PM Pacific (5:00 HI, 6:00 AK, 8:00 MT, 10:00 ET)

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

Meeting ID: 986 6053 7099

Passcode: 195539

1. Call to Order: 7 PM PDT
2. Attendance: Kent Yoshiwara, Susan Huckeby, Dane Wolfram, Virgil Chancy, Sara Zwink, Rich LeDuc, David Cottam, Jamie Jovel Flores, Avery Keinonen, Emily Murry, Phuong Nguyen, Kristeen Garcia, Alejandro B, Mike Dilli, Eric Pites(?Spelling), Verónica Hernández
3. Review minutes: Approved (Motioned - Virgil, Second - Kent)
4. Report from National DEI Committee - Kent . Working on combining the national disability and DEI committees. Kent is working on updating a spreadsheet showing programs offered by each LSC including meet fee reimbursements, DEI voting board member, grants, etc. Veronica reported there was no zone DEI coordinators meeting. The Southern Zone is working on hosting a zone DEI camp and contacted Vernonia for more information.
5. LSC Round Robin:
 - a. AK -
 - b. AZ -
 - c. CA - Brand new DEI Chair
 - d. CC - New DEI Chair with experience from another LSC
 - e. CO – Now has a DEI committee. Working on getting new athlete reps to join. Rich is now a member of the CO LEAP committee. The DEI budget was increased. The CO multi-cultural meet will be held in January.
 - f. HI -
 - g. IE - Brand new DEI Chair, excite dot learn.
 - h. MT - Formally elected as DDEI Chair. Disability has been added to Outreach membership
 - i. NM – Unable to attend due to practice conflict.
 - j. OR - Brand new committee member
 - k. PC - Trying to integrate DDEI with all committees, rewriting all docs (Bylaws, R&R, P&P, reg forms, all-star forms, camp forms) with person-first language and updating term gender to competition gender, MEFAP program rewrite to make it easier for families to use, working with the family of a transgendered athlete to make sure upcoming competition goes smoothly, working with online meet entry company to add MEFAP to the platform
 - l. PN – Holding an Athletes for Change workshop with TruClusion. They have held

two out of four scheduled workshops so far. The process for team training support is being revised. The PN logo may be redesigned.

- m. SI-
 - n. SN - DEI is now a voting member
 - o. SR -
 - p. UT -
 - q. WY -
 - r. WZ - New Non-Coach Director Mike Dilli here to learn and support DEI
 - s. Nat Disability -
6. Unfinished Business:
- a. Review of August WZ DEI Summit -- Veronica will send report to attach to minutes. The summit report recounts the information that came out of the summit during discussions by each group. As such it may not be a best practices document but is a great tool to begin discussions. A formal financial report was not provided yet.
 - i. Susan post report
 - b. Succession Plan - Recommended Susan as DEI Coordinator for new term. Waiting for decision from USA Swimming -- Veronica
 - c. USA Swimming online registration: outreach – national sub-committee on hold for now -- Kent
 - d. Athlete representatives on committee needed
 - e. Update LSC DEI Chair contacts
 - f. Meets Subcommittee – Rich – need an athlete to join the subcommittee. Will be meeting in the future. Veronica gave a presentation about the multi-cultural meets at the Western Zone meetings.
 - g. Fundraising for future in-person camp – members needed
 - h. LEAP - How can the WZ help LSC's complete
 - i. [LEAP Overview](#)
 - ii. [LEAP DEI Checklist](#)
 - i. Strategic Planning -
<https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit?usp=sharing>
7. New Business:
- a. Camp/Summit Subcommittee – in person camp summer of 2023
8. Next meeting: Monday November 1, 7:00 PM Pacific Time
9. Adjournment: 8:00 PM PDT