

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

Meeting Minutes -- November 1, 2021
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday, November 1 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 PC, Susan Huckleby MT, Kristeen Garcia CA, David Cottam PC, Ken Ebuna CO, Eric Peitz CO, Gavin Harding CO athlete, Sara Zwink IE, Maria Davila SI, Mike Dilli WZ Director CO; Phuong Nguyen SN, Rich LeDuc CO, Sophia Mitsuoka Co, and Virgil Chancy CA.
3. Review minutes: Approved
4. Brief review of mission statement -- RAISE
5. Report from National DEI Committee - Kent
National report
 6. Strategic plan coming from USA Swimming
 7. NDEI Athletes working on tracking Programs across the LSC (see spreadsheet)
 8. NDEI and Disability Committee is re-forming...new committee to be announced in 2022
9. LSC Round Robin:
 - a. AK -
 - b. AZ -
CA - - Kristeen: The National Diversity Select camp was held in California and Kristeen was a coach. Looking for more DEI athletes to serve as athlete representatives. Virgil: Paralympic held a meeting in Ukupa, clinic and meet.
 - c.
 - d. CC -
CO – Rich: Colorado was well represented at this meeting. New logo for DEI. Approved and will be on bag tags etc. New logo on the DEI page on the Colorado website....Reached out to the University of Denver to partner with diversity...Ken Ebuna (CO governance chair) mentioned it was up to each LSC if they wanted to combine DEI and disability.
 - e.
 - f. HI -
IE – Sara: Contacting coaches for athletes who might be able to join the committee. Attended the Mighty GC meeting.
 - g.

MT – Susan: Three clubs submitted applications for the fall MT Swim Reach Out grants.

h. NM -

i. OR -

PC - non athlete outreach memberships available in Pacific / DEI invited to other LSC committee meetings.

j.

k. PN -

SI- Working with two other students to reshape the governance structure with regards to DEI and socio-economic aspects of the LSC. HPOD meeting in 2 weeks. Updating by-laws and governance documents to be more inclusive LGBTQ.

l.

SN – 3 athlete representatives to be involved with DEI committee. Working on a new logo. Appointed a disability chair. Will have a DEI microsite off the website.

m. SR -

n. UT -

o. WY -

WZ – Mike – here to support DEI throughout the zone. Will have a Zone board meeting in a couple weeks.

p. Nat Disability -

10. Unfinished Business:

a. Recap of the Mighty General Chair/DEI/Governance Virtual Leadership Summit on October 30

i. Good mild start...”how do we go from 0 to 60, in a couple years....

ii. How to start? What to do first? It helps to evaluate and be more aware of the role of DEI in the LSC.

iii. Didn't expect the breakout rooms. The general chairs didn't have an opportunity to talk with the DEI chairs from their area.

iv. Athlete participation is very important.

v. CD, AI, PE,

vi. Akshay, the presenter, was very positive and had much energy. He was at the National Diversity Select Camp along with Leland Brown and gave a great presentation on similar topics to the group.

vii. There's a wide gap between how to get things done from those who are new and inexperienced in DEI to those who are experienced. The WZ DEI committee has members with much experience to help new DEI chairs.

viii. Great opportunity for first timers to learn about DEI. Good presentation with DEI University 101.

ix. Ken asked if there was DEI training available for LSC board members? LSC board members need to understand DEI to better address DEI needs. – Kent said the National DEI Committee is working on a program to educate LSC board members. LSCs can ask speakers to address their boards. Mike Switalski from the Buffalo City Racers is a member of the national committee and an excellent resource. Friend him on Facebook or email him at coachmike@buffaloracers.org. Also join on Facebook the following groups: DEI and Disability Advocates Exchange, the Global Group for (DEI). Diversity, Equity & Inclusion, and the LSC Leadership Idea Forum.

x. How do we define diversity? How do we define equity? How do we define

inclusion? One can't be included if it is not offered to you. What is a diverse organization and what makes it diverse?

- b. Succession Plan - Waiting for decision from USA Swimming
 - i. Waiting for USA Swimming to appoint Susan
- c. Athlete representatives on committee needed – contact Susan
- d. Update LSC DEI Chair contacts – send any new contacts to Susan
- e. Meets Subcommittee – Rich – Colorado multicultural meet in January update
In January...date to be determined. Colorado Swimming is providing \$1500 for awards (bag tags and t-shirts. There is no cultural component yet but are working on it. Contacted the women's basketball coach at the University of Denver as a possible speaker and have another possible speaker as well.
- f. Fundraising for future in-person camp – need volunteers
 - i. Grant writers? Zones can't rely on USA Swimming funding. We need to do some fund raising, camp, all-star teams, etc.
 - ii. WZ DEI 10 cent funding – has Pacific Swimming (or any other LSC) received an invoice from the WZ yet?

11. New Business:

- a. Camp/Summit Subcommittee – in person camp summer of 2023 – Need volunteers – suggest 2 coaches, 2 athletes, 1 or 2 other volunteers.
- b. Camp sub-committee volunteers: Rich LeDuc, Virgil Chancy

12. Next meeting: Monday December 6, 7:00 PM Pacific Time

13. Adjournment: 8:02 PM PDT

Upcoming meeting dates:

January 3, 2022, 7:00 Pacific time (5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

February 7, 2022, 7:00 pm Pacific(5:00 HI, 6:00 AK, 8:00 MT, 9:00 CT, 10:00 ET)

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Items to remain on the agenda for future discussion:

- LEAP - How can the WZ help LSC's complete
 - i. [LEAP Overview](#)
 - ii. [LEAP DEI Checklist](#)
 - iii. [LEAP webpage on the USA Swimming website](#)
- Strategic Planning -
<https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit?usp=sharing>