

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

**Meeting Minutes**  
**February 7, 2022**  
**7:00 – 8:00 PM (Pacific Time)**

**Call-in Info:**

**Monday, February 7 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

1. Call to Order: 7 PM PDT by Susan Huckleby, interim WZ DEI Coordinator. Susan noted the zoom meeting call in information is the same each month.
2. Attendance: Veronica Hernandez (PC); Kent Yoshiwara (PC); Susan Huckleby (MT); Jill Robertson (WY); Brendan Kerns (PN athlete); Rich LeDuc, (C)O); Maria Davila (SI); Doug Forbes (NM); Mario Sumali (NM athlete); Ethan Manske (NM athlete); Simian Jayasinghe, (SI athlete); Murray Kelly, (NM General Chair); Sophia Del Rosario (CA athlete); Ernest Leong (PC athlete); Virgil Chancy (CA); and Lisa Ann Schoeller Blackwell, MD.
3. Review minutes: M/S/P: The minutes were approved as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate. Susan briefly reviewed the mission statement, and the group will have an educational discussion tonight about transgender competition.
5. Report from National DEI Committee – No report.
6. LSC Round Robin:
  - a. AK – (Maggie)
  - b. AZ – (Courtney)
  - c. CA – (Kristeen/Virgil/Sophia) Virgil report Southern California will host a DEI camp in October, and they are seeking a venue. They plan to send out a survey to determine the number of outreach and disability athletes in the LSC with the goal of improving communication. The LSC is searching for an executive director.
  - d. CC – (Kacy)
  - e. CO – (Rich/Garvin) Rich reported the Colorado multicultural meet was canceled due to the school district moving to remote learning due to an increase in covid cases. He hopes the meet will be re-schedule din the fall or next year. USA Swimming is hosting zone workshops April 21-24 in Denver. The registration information is on the USA Swimming website on the event page or can be found here <https://www.usaswimming.org/event/2022/04/21/default-calendar/zone-workshop> Deadline for registration is April 7. There are tracts for DEI, online registration, coach certification, times, athletes, LSC leaders, and SWIMS 3.0 among others.
  - f. HI -
  - g. IE – (Sara)
  - h. MT – (Susan) The spring MT Swimming Reach Out grant application has been posted.

- i. NM – (Doug/Murray/Ethan/Mario) Doug reported New Mexico is planning a DEI in the spring or summer. Their last camp was held perhaps four years ago. They have a venue secured for the camp. Murray Kelly – the LSC is looking at funding to attend the USA Swimming zone workshops in April. Ethan Manske and Mario Sumali are both first year athlete representative and had no report as this was their first meeting. Veronica mentioned if the NM athletes needed assistance to contact her. Veronica sits on the Pacific Swimming athlete committee.
- j. OR – (Emily)
- k. PC - (Kent/Veronica/Ernest/Jamie) Kent reported Pacific Swimming is continuing work to update and simplify the outreach athlete meet entry process. They will be meeting to discuss transgender athlete participation. Ernest said the club recognition program will be updated to include DEI awards received, budget for outreach, paperwork to confirm outreach membership, prior grants received, and additional criteria. The Richmond Sailfish Club received the first DEI award. They have momentum going on the transgender athlete competition topic.
- l. PN – (Emily/Brendan)
- m. SI- (Maria/Juli/Simran) Maria reported San Diego Imperial is moving into the fifth-year awarding diversity scholarships. The LSC is accepting applications at this time. Simran had no report as this was her first meeting.
- n. SN – (Phuong)
- o. SR – (Landon)
- p. UT – (Heather)
- q. WY – (Jill) Jill reported Wyoming Swimming is getting ready to host their first state championship meet since covid at the end of February. After that, she plans to move forward with DEI items in the LSC.
- r. WZ – (Mike/Keith)
- s. WZ Athlete Reps (Justin)
- t. Nat Disability – (Paul)

7. Unfinished Business: There was no unfinished business discussed.

8. New Business:

The group discussed the new USA Swimming policy regarding elite transgender participation in meets. USA Swimming Policy 19, the Athlete Inclusion, Competitive Equity and Eligibility Policy released February 1, 2022. This policy, effective immediately, is applicable only to USA Swimming athlete members and approved elite events as defined in the policy and will remain in place until the release of an elite policy by FINA.

Susan introduced Lisa Ann Schoeller Blackwell, MD from California. She is one of the medical advisors for the Aquatics Coalition launched in 2020 during the beginning of the COVID-19 pandemic. She studied medicine at Stanford and now works in Internal Medicine. Prior to medical school, Lisa worked in Dr. Tony Fauci's lab at the NIH during the AIDS/HIV epidemic. She is also a former competitive figure skater and a parent of three daughters who are swimmers. Most recently, Lisa has been working to support Nancy Hogstead-Makar and the Women's Sports Policy Working Group to ensure inclusion and fair and meaningful competition for all women and girls.

Lisa explained some of the basics of the science involved in studying testosterone levels in male, female, and transgender athletes. Women's testosterone levels are below 5 nmol/L and usually are around 2 nmol/L although women with polycystic ovary syndrome may have higher testosterone levels. Lisa had received emails including those asking if transwomen participation would make the time standards faster so there may be less opportunity for cis-gender women to move to elite level swimming? How will non-binary athletes be accommodated? Will medical professionals be able to

keep up with a potential surge in rapid onset gender dysphoria? Are there locker room concerns? How can everyone be included and maintain competition equity? Should there be another competition category for transgender athletes?

She also discussed the following information (provided – included in a petition to USA Swimming from Champion Women) in respect to Lia Thomas’s participation in the NCAA regarding the performance gap between men and women which is listed below.

The table below and [preliminary scientific analysis](#) demonstrates that Lia Thomas is currently overperforming in women’s events. The male-female performance gap in NCAA swimming is between 8.7% in distance events and 13.3% in the sprints. But Lia’s testosterone suppression has not resulted in moving her times anywhere close to the times necessary to demonstrate she has “mitigated” the advantage she received from 10 years of male-puberty. Based on NCAA historical performance data and the effects of testosterone suppression, Lia’s fast times are unlikely to be the result of normal development over time, including male-typical training gains in the collegiate cycle.

**Back-up Facts:**

**A Comparison of Lia Thomas’ Performance in Men’s Events and Women’s Events, Indicating Insufficient Mitigation of Her Male-Puberty Performance Advantage**

EVENT	<u>LT PRE-Transition</u> 2018-’19 Personal Best <u>Times &amp; Ranking in Men’s Events:</u>	<u>LT POST-Transition</u> <u>’21-’22 To Date</u> <u>Times &amp; Ranking in Women’s Events:</u> (as of 1-17-22)	<u>% Gap</u> LT Pre and Post-Transition – the percentage she lost after being on testosterone suppression for over a year	<u>% Gap</u> <u>NCAA DI “A” Qualifying Standard</u> Male to Female – the % difference between NCAA D1 qualifying times
200 yd Free	1:39.31 #462 in the nation	1:41.93 #1 in the nation	2.64%	11.87%
500 yd Free	4:18.72 #65 in the nation	4:34.06 #2 in the nation	5.93%	9.14%
1650 yd Free	14:54.76 #32 in the nation	15:59.71 #6 in the nation	7.26%	8.78%

Had testosterone suppression worked to roll back Lia’s male-puberty advantages, we would have expected to see the gap between her performances grow at least to approximate the gap between males and females generally. Instead, Lia has gone from being ranked #462 in the country in the men’s 200 yard freestyle, to #1 in the women’s 200 yard freestyle. She has gone from being #65th in the men’s 500 yard freestyle to being #2 in the women’s 500 yard freestyle.

Additionally, the overall pattern of Lia’s times are [consistent with the research on transition](#); her times have moved closer to the women’s times in the women’s endurance events as compared to her times in the sprints; she is a much better sprinter post-transition than she was pre-transition.

The 5 nm/L level over 36 months now required under USA Swimming rules may not mitigate post-puberty effects of testosterone. More science-based research is needed in this area.

Questions were asked about legislation passed by states regarding trans-athlete participation and how potential lawsuits may affect the USA-S rules, adding another competition category for trans athletes, and would the USA-S rule affect Lia Thomas.

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

10. Adjournment: 8:15 PM PDT

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

**Meeting Agenda**  
**February 7, 2022**  
**7:00 – 8:00 PM (Pacific Time)**

**Call-in Info:**

**Monday, February 7 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=YUJ3VTdPZHh1M1hNRDR2cGd3RTEydz09>

Meeting ID: 986 6053 7099

Passcode: 195539

1. Call to Order: 7 PM PDT
2. Attendance:
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:
  - a. AK – (Maggie)
  - b. AZ – (Courtney)
  - c. CA – (Kristeen/Virgil)
  - d. CC – (Kacy)
  - e. CO – (Rich/Garvin)
  - f. HI -
  - g. IE – (Sara)
  - h. MT – (Susan)
  - i. NM – (Doug)
  - j. OR – (Emily)
  - k. PC - (Kent/Veronica/Ernest/Jamie)
  - l. PN – (Emily/Brendan)
  - m. SI- (Maria/Juli)
  - n. SN – (Phuong)
  - o. SR – (Landon)
  - p. UT – (Heather)
  - q. WY – (Jill)
  - r. WZ – (Mike/Keith)
  - s. WZ Athlete Reps (Justin)
  - t. Nat Disability – (Paul)
7. Unfinished Business:
8. New Business:
  - a. Discussion of USA Swimming’s new policy regarding elite transgender participation

in meets. USA Swimming Policy 19, the Athlete Inclusion, Competitive Equity and Eligibility Policy released February 1, 2022. This policy, effective immediately, is applicable only to USA Swimming athlete members and approved elite events as defined in the policy and will remain in place until the release of an elite policy by FINA

- b. Discussion with Lisa Ann Schoeller Blackwell, MD from California. She is one of the medical advisors for the Aquatics Coalition launched in 2020 during the beginning of the COVID-19 pandemic. She studied medicine at Stanford and now work in Internal Medicine. Prior to medical school, Lisa worked in Dr. Tony Fauci's lab at the NIH during the AIDS/HIV epidemic. She is also a former competitive athlete and a parent of three daughters who are swimmers. Most recently, Lisa has been working to support Nancy Hogstead-Makar and the Women's Sports Policy Working Group to ensure inclusion and fair and meaningful competition for all women and girls.
9. Next meeting: Monday March 7, 2022, 7:00 PM Pacific Time
  10. Adjournment: PM PDT

Items to remain on the agenda for future discussion:

2. 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
- Camp/Summit Subcommittee – in person camp summer of 2023 – Committee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, and Susan Huckleby. 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>