

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

Meeting Minutes
March 1, 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: Kent Yoshiwara, Mike Osborne, Brendan Kerns, Dane Wolfram, Janet Green, Juli Arzave, Maria Davila, Sarah Dawson, Susan Huckeby, Rich LeDuc, Virgil Chancy, Verónica Hernández
3. Review minutes: Approved
4. Report from National DEI Committee: Kent - volunteer job descriptions being updated, DEI support structure being set up, more discussion happening between DEI and Disability, No DEI Director hired by USAS yet.
 - a. Zone DEI Coordinators did not meet in Feb
5. LSC Round Robin:
 - a. AK -
 - b. AZ -
 - c. CA - N/R
 - d. CC -
 - e. CO - DEI Meet on the Calendar for Jan/Feb 2022
 - f. HI - Working on strategic planning
 - g. IE -
 - h. MT - Application for grants due this month
 - i. NM -
 - j. OR -
 - k. PC - 4 Covid Grants funded TOTAL \$16,000
 - l. PN - Next step after board training, planning training for coaches and athletes
 - m. SI- formally established mission/values (advocacy, retainment, education) and branding w/ an acronym (*We A.R.E. DEI*); DEI Award recipients being selected this weeked, will be notified March 15th; looking at targeting 10-12 major programs to complete by Sept 2022. Previous committee [meeting minutes](#).
 - i. Applications for WZ DEI Camp + Summit were published this morning to the LSC website. DEI Fact Sheet to be published this week.
 - ii. ACTION ITEM: looking for other LSCs who have successfully implemented a program to subsidize LSC meet fees for Outreach members (please contact maria.paulad99@gmail.com)
 - n. SN -
 - o. SR -

- p. UT -
- q. WY -
- r. WZ -

6. Unfinished Business:

- a. Meets Subcommittee - N/R
- b. Camp Subcommittee - Speakers confirmed, Russell Mark, Jamal Hill, Giles Smith, Budget agreed on, waiting to sign contract, schedule set
- c. Strategic Plan - SMART goals for each of the sections below. Breakout rooms of 3-4 people to work on each section. One person from each breakout room will retain the doc for their groups' goal until next meeting. Once all are completed they will be compiled and shared with everyone.

7. New Business: N/A

8. Date of next meeting: Mon, April 5, 2021, 7:00 PM PST

9. Adjournment: 8:04 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	Presenter series Guests during meetings	WZ athlete workshop to let LSC AR know what DEI is and how to share more info	
	Collect topic of interest to discuss at WZ meeting once a quarter		
	Educate LSC DEI chairs on how to present to/start conversations with board, how to use your voice at board meetings to share info		