

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

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

**Call-in Info:**

**Monday, March 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=YUJ3VTdPZH1M1hNRDR2cGd3RTEydz09>

Meeting ID: 986 6053 7099

Passcode: 195539

1. Call to Order: Kent Yoshiwara called the meeting to order at 7 PM PDT. Susan Huckleby was traveling and unable to attend.
2. Attendance: Kent Yoshiwara (PC); Veronica Hernandez (PC); Jill Robertson (WY) Rich LeDuc, (CO); Maria Davila (SI); Doug Forbes (NM); Simran Jayasinghe, (SI athlete); Kristeen Garcia (CA); Jamie Jovel Flores (PC athlete); and Ernest Leong (PC athlete).
3. Review minutes: Minutes were approved as presented. Kent and Veronica took notes for this meeting.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
5. Report from National DEI Committee – No report
6. LSC Round Robin:
  - a. AK – (Maggie)
  - b. AZ – (Courtney)
  - c. CA – (Kristeen/Virgil) Kristeen reported she is working on hosting a DDEI camp in October. Southern California had an athlete attend the Disability In Aquatics (DIA) conference.
  - d. CC – (Kacy)
  - e. CO – (Rich/Garvin) Rich reported Colorado Swimming approved an outreach program and allocated \$20,000 for the DEI budget.
  - f. HI -
  - g. IE – (Sara)
  - h. MT – (Susan) Montana Swimming spring Reach Out grant applications are due March 21.
  - i. NM – (Doug)
  - j. OR – (Emily)
  - k. PC - (Kent/Veronica/Ernest/Jamie) – Kent and veronica reported multiple translate athlete conversations have been held regarding how to interpret policy 19 and how to navigate the process of change competition category. Plan to create a document that is a clear abbreviated version of the current doc and then plan to work on the LSC's own policy to determine how to deal with champ meets and records for trans athletes. DDEI Award was presented to the winner along with a \$500 check, pictures were posted on social media and an announcement was posted on the website.

- l. PN – (Emily/Brendan)
  - m. SI- (Maria/Juli/Simran) Maria reported board is questioning how enforceable policy 19 is and are not going to do anything unless it comes directly from USAS. Received 15 applications for scholarship. They have \$20K to be distributed amongst at least 2 teams. Simran volunteered to serve on the WZ DEI camp committee.
  - n. SN – (Phuong)
  - o. SR – (Landon)
  - p. UT – (Heather)
  - q. WY – (Jill) Jill reported she is planning their first LSC camp and have determined the greatest need is for a Disability specific camp. She is seeking input for input on how to do a camp of this kind.
  - r. WZ – (Mike/Keith)
  - s. WZ Athlete Reps (Justin)
  - t. Nat Disability –
7. Unfinished Business:
- a. Succession Plan – no update.
  - b. Athlete representatives on committee needed.
  - c. 2023 WZ DEI Camp and Summit:
    - i. Camp/Summit Subcommittee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, and Susan Huckeby. SI athlete Simran Jayasinghe volunteered to serve on the committee.
    - ii. Fundraising for camp – need information from WZ – no report
  - d. LEAP - How can the WZ help LSC's complete – no report
    - i. [LEAP Overview](#)
    - ii. [LEAP Submission Due Date List](#)
    - iii. [LEAP Checklist](#) Click on the tabs along the bottom of the sheet
    - iv. [LSC Leadership Course Registration Page](#)
  - e. Western Zone DEI page update including a possible WZ DEI Facebook page or other social media as well as building an interactive internal DEI page on the WZ website. The WZ webpage has been changed to the new format and most of the previously posted DEI content was lost. Rich will help work on updates along with Susan and Phuong. Phuong will also work on a logo.
8. New Business:
- a. USA Swimming Zone Workshops April 21-24 in Denver. Registration closes April 7. Everyone was encouraged to sign up for the workshop even if only able to attend virtually to demonstrate to USA Swimming that there is a demand for DEI. <https://www.usaswimming.org/coaches-leaders/team-leaders/programs-services#usa-swimming-workshop-presented-by-livebarn>
9. Next meeting: Monday April 4, 2022, 7:00 PM Pacific Time
10. Adjournment: 7:56 PM PDT

Note: The zoom meeting call in information is the same each month.

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11. Attendance:
  
12. Review minutes:
  
13. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate.
  
14. Report from National DEI Committee –
  
15. LSC Round Robin:
  - a. AK – (Maggie)
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  - n. SN – (Phuong)
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  - q. WY – (Jill)
  - r. WZ – (Mike/Keith)
  - s. WZ Athlete Reps (Justin)
  - t. Nat Disability – (Paul)
  
16. Unfinished Business:
  - a. Succession Plan –
  - b. Athlete representatives on committee needed
  - c. 2023 WZ DEI Camp and Summit:
    - i. Camp/Summit Subcommittee members include Rich LeDuc, Virgil Chancy,

- ii. Phuong Nguyen, and Susan Huckeby. Athletes are needed.
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Items to remain on the agenda for future discussion:

Strategic Planning -

<https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit#gid=0>

Meets Subcommittee – Rich and Virgil