

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

Meeting Minutes
April 4, 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: Susan Huckleby called the meeting to order at 7 PM PDT.
2. Attendance: Susan Huckleby (MT), Kent Yoshiwara (PC); Veronica Hernandez (PC); Jill Robertson (WY) Rich LeDuc, (CO); Sally Taggart (SI -GC); Juli Arzave (SI athlete, AEC); Simran Jayasinghe, (SI athlete); Virgil Chauncy (CA); Phuong Nguyen (SN); Kacy Ota (CC); David Cottam (PC – GC); Jamie Jovel Flores (PC athlete); and Ernest Leong (PC athlete).
3. Review minutes: The March minutes were approved as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate. The group reviewed inspire. This month nominations were received for the national DEI awards and at least two persons from the Western Zone were nominated. We would like to recognize the LSC DEI Chairs and other DEI heroes in the Western Zone on the website. Susan asked all the DEI chairs to submit a brief biography and summary of their involvement in DEI along with a photo.
5. Report from National DEI Committee – No report from the national committee. Susan reported on the DEI Alignment group consisting of Leland Brown III, the four Zone DEI Coordinators, and Maritza McClendon, chair of the DEI Council. The group will meet monthly on the second Monday of the month at 4:00 Mountain time. Leland will convey information from USA-S and the National DDEI Committee to this group to convey to the zone and LSC DEI Chairs. The goal is to improve communication, provide tools, and elevate diverse programs and participation. The zone DEI coordinator tasks include completing a monthly survey with the zone DEI updates, updating Leland on any LSC DEI chair changes, attending quarterly DEI trainings, coordinating at least one zone level DEI educational seminar annually beginning with DEI 101 training for the zone and LSC leadership (and others) to be followed by DEI 201 training, and sending out a membership experience survey from the national DDEI committee to the LSC DEI chairs.
6. LSC Round Robin:
 - a. AK – (Maggie)
 - b. AZ – (Courtney)
 - c. CA – (Kristeen/Virgil)
 - d. CC – (Kacy) Kacy reported is working on having a line item in the budget and organizing a DEI camp.
 - e. CO – (Rich/Garvin) Rich is encouraging Colorado athletes to attend the USA Swimming zone workshop at the end of the month along with some parents. Rich is

working on the policy and procedures. A Colorado Swimming DEI meet is up for bid at the scheduling meeting next month.

- f. HI – Susan will contact the general chair to see if someone has been appointed.
- g. IE – (Sara)
- h. MT – (Susan) Montana Swimming spring Reach Out grant applications are being reviewed this month.
- i. NM – (Doug) Doug was unable to attend due to illness.
- j. OR – (Emily)
- k. PC - (Kent/Veronica/David/Ernest/Jamie) – Kent reported they have a subcommittee working on deciphering the new Policy 19. The group is working on a one-page document answering questions asked by athletes who are transitioning. Some questions include transitioning for athletes 12&U and 13&O; which route to take if transitioning male to female or female to male; and elite or not elite athlete. They have a couple swimmers going through the process. They realize the policy will change once FINA issues their policy. There are links in Policy 19 that will direct persons to specific information such as how to initiate the self-identity verification, elite athlete/event fairness application, and who to contact for assistance with the process. The group sent some questions to Leland Brown who forwarded them to Abbi Howard who answered quickly, and the information will be used in the one-page document. The group is still seeking some input and will bring it to the PC DEI committee meeting to finalize. Kent also reported a Pacific Swimming club donated \$5000 to an underrepresented club. The club has generously done this in the past donating a complete set of lane lines and had a swimsuit and goggles collection to assist clubs and swimmers in need. David had no update. Ernest reported an expert came in and spoke about hair. The professor, a dermatologist from UCSF, spoke on different ways to care for textured hair. There has been much research on straight hair but little on curly/textured hair. The speaker would like to partner with clubs to get information to clubs. She also reached out to Black Kids Swim.
- l. PN – (Emily/Brendan)
- m. SI- (Maria/Juli/Simran) Juli is the chair of the AEC so athletes should contact her if they need anything. Kent asked if Juli would know of any athletes who may be interested in serving on the WZ DEI subcommittees. Sally reported SI is just completing some strategy sessions for the LSC and DEI is one of them. They are coming up with ideas to do DEI better. They hope to change the fee structure for outreach swimmers similar to that in Pacific Swimming (athletes pay the facility fee and not the splash fee, for example). There are also several coaches hoping to gain access to the San Diego city pools but are basically locked out. They are planning for a group of clubs to work with the city to gain pool access and increase diversity. About six years ago one of their coaches passed away and a scholarship was established in his name and is donation based. A charitable group is managing the scholarship now rather than the board so the fund can be managed more effectively. Simran reported the LSC is working on changing the fee structure to subsidize championship meet fees.
- n. SN – (Phuong) Phuong had no report at this time due to dealing with water damage sustained at his home.
- o. SR – (Landon)
- p. UT – (Heather)
- q. WY – (Jill) Jill's report was written as she had laryngitis. Swimming gets very quiet in Wyoming during the spring season. We just had a few swimmers travel to Austin, Phoenix, and Clovis for various meets, but for the most part soccer takes over our state until June. Our new Wyoming Swimming Board of Directors meets next Thursday. After our meeting at our Winter Championships one of the board members asked me a question that I am curious if anyone has had come up. What

is the recourse or penalty for a club or an LSC that doesn't comply with the new rules/regulations about transgender swimming? Wyoming has not had any swimmers yet that would fall into the new category, and we want to be prepared for what would happen if problems were to arise. Would there be fines from USA swimming? Loss of USA Swimming membership? Kent didn't find any penalties listed in the document if the LSC or club didn't comply with Policy 19, however if a club or LSC did violate the policy they could be taken to the USA-S Board of Review. Jill could reach out to Abbi Howard at USA Swimming. Sally felt USA Swimming may defer to local and state laws rather than policy similar to what they did with COVID. Jill read the agenda and saw that Wyoming Swimming has talked about hosting a camp in the past at the University of Wyoming. She will reach out to the coach there and see if they would be interested, or see if the local club in Laramie, Wyoming would be interested. It would be a great opportunity for swimmers to experience some great swimming at "altitude". Laramie is at 7,200 feet above sea level.

- r. WZ Directors – (Mike/Keith)
- s. WZ Athlete Reps (Justin/Joan)

7. Unfinished Business:

- a. USA Swimming Zone Workshops April 21-24 in Denver. Registration closes April 7. <https://www.usaswimming.org/coaches-leaders/team-leaders/programs-services#usa-swimming-workshop-presented-by-livebarn> Register for this event. You may attend in person or virtually.
- b. Succession Plan – Susan now the WZ DEI Coordinator.
- c. 2023 WZ DEI Camp and Summit:
 - i. Camp/Summit Subcommittee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, Simran Jayasinghe (athlete) and Susan Huckleby. Juli will help us find athletes to participate.
 - ii. Fundraising for camp – need information from WZ. How much does the WZ DEI committee have in the WZ account? Susan spoke with the WZ treasurer. LSCs were not billed for 2020 or 2021. The treasurer will do that billing and Susan will follow up with slow paying LSCs. Currently the WZ DEI committee has no funds in the WZ treasury. Susan will follow up with the WZ and talk with Kent and Veronica.
 - iii. 2020 Host was Snake River Swimming at Boise State University. Wyoming Swimming also submitted a bid to hold the camp at the University of Wyoming at Laramie. Is either group still interested in hosting the camp? Jill will contact Wyoming Swimming and Susan will contact Snake River Swimming.
- d. Multi-cultural meets sub-committee. Rich and Virgil. Athletes are needed on this committee. Juli will help us find athletes to participate. Rich reported the group previously developed a plan for LSCs to join to host a regional multicultural meet culminating in a zone multicultural meet. The Western Zone seemed receptive but then covid happened so no meets were held. Virgil reported they wanted the meets to be fun and motivate swimmers to keep swimming while keeping the meets affordable by having six locations, so people didn't have to travel long distances to compete.
- e. LEAP - How can the WZ help LSC's complete this information? What LSCs represented on the call have already completed their LEAP application? Do you have suggestions for others on how to incorporate DEI into the everyday governance of an LSC? LEAP documents are listed below. David Cottam reported the pacific Swimming LEAP report was accepted and would let other LSCs review

the PC LEAP report. Also, contact Jane Grosser and ask for assistance and to review submissions by other LSC. Sally Taggart reported there are several documents on the USA-S website including good ideas that have been submitted from various LSCs. LSCs must complete the required sections and then may choose optional sections to complete. The optional sections are different from what has been listed in the past.

- 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](#)
- f. Western Zone DEI page update – Rich, Susan, and Phuong will be updating the WZ website over the next month or so.

8. New Business:

- a. WZ DEI and Disability Calendar for the WZ webpage. Send submissions to Susan.
- b. 2022 Regional Diversity Select Camp June 2-5, location TBD. Athlete applications due **April 3**. Applications can be accessed out here: [RDSC Athlete Application \(usaswimming.org\)](#)
- c. LSC Select Camps - these camps are run and hosted by the LSC. If your LSC or team would be interested in hosting or participating in an LSC Select camp, here is the link for more information: <https://www.usaswimming.org/swimmers-parents/swimmers/swim-camps/lsc-select-camps> This could be a great way to host a DEI or disability camp this year in your LSC.
- d. 2022 National DEI and Disability work recognition award nominations are open through **March 31**. There are many deserving volunteers, coaches, and athletes. Please nominate a deserving person!!
DEI Award Nomination
Form: https://usaswimming.az1.qualtrics.com/jfe/form/SV_2tPM3H3mUW5DbjT
Disability Award Nomination
Form: https://usaswimming.az1.qualtrics.com/jfe/form/SV_emMmoHeHCKo7lxY

9. Next meeting: Monday May 2, 2022, 7:00 PM Pacific Time

10. Adjournment: 8:00 PM PDT

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

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

Meeting Agenda
April 4, 2022
7:00 – 8:00 PM (Pacific Time)

Call-in Info:

Monday, April 4 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

2. Call to Order: 7 PM PDT

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)
 - 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/Simran)
 - n. SN – (Phuong)
 - o. SR – (Landon)
 - p. UT – (Heather)
 - q. WY – (Jill)
 - r. WZ – (Mike/Keith)
 - s. WZ Athlete Reps (Justin)

16. Unfinished Business:
 - a. USA Swimming Zone Workshops April 21-24 in Denver. Registration closes April 7.
<https://www.usaswimming.org/coaches-leaders/team-leaders/programs-services#usa-swimming-workshop-presented-by-livebarn> Register for this event.
You may attend in person or virtually.
 - b. Succession Plan – Susan now the WZ DEI Coordinator.

- c. 2023 WZ DEI Camp and Summit:
 - i. Camp/Summit Subcommittee members include Rich LeDuc, Virgil Chancy, Phuong Nguyen, Simran Jayasinghe (athlete) and Susan Huckleby. More athletes are needed.
 - ii. Fundraising for camp – need information from WZ. How much does the WZ DEI committee have in the WZ account? Susan will contact the treasurer.
 - iii. 2020 Host was Snake River Swimming at Boise State University. Wyoming Swimming also submitted a bid to hold the camp at the University of Wyoming at Laramie. Is either group still interested in hosting the camp?
- d. Multi-cultural meets sub-committee. Rich and Virgil. Athletes needed on this committee.
- e. LEAP - How can the WZ help LSC's complete this information? What LSCs represented on the call have already completed their LEAP application? Do you have suggestions for others on how to incorporate DEI into the every day governance of an LSC? LEAP documents are listed below.
 - 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](#)
- f. Western Zone DEI page update – Rich, Susan, and Phuong.

17. New Business:

- a. WZ DEI and Disability Calendar for the WZ webpage.
- b. 2022 Regional Diversity Select Camp June 2-5, location TBD. Athlete applications due **April 3**. Applications can be accessed out here: [RDSC Athlete Application \(usaswimming.org\)](#)
- c. LSC Select Camps - these camps are run and hosted by the LSC. If your LSC or team would be interested in hosting or participating in an LSC Select camp, here is the link for more information: <https://www.usaswimming.org/swimmers-parents/swimmers/swim-camps/lsc-select-camps> This could be a great way to host a DEI or disability camp this year in your LSC.
- d. 2022 National DEI and Disability work recognition award nominations are open through **March 31**. There are many deserving volunteers, coaches, and athletes. Please nominate a deserving person!!
 DEI Award Nomination
 Form: https://usaswimming.az1.qualtrics.com/jfe/form/SV_2tPM3H3mUW5DbjT
 Disability Award Nomination
 Form: https://usaswimming.az1.qualtrics.com/jfe/form/SV_emMmoHeHCKo7lxY

18. Next meeting: Monday May 2, 2022, 7:00 PM Pacific Time

19. Adjournment: PM PDT

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

Items to remain on the agenda for future discussion:

Strategic Planning -

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