

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

**Meeting Minutes**  
**May 2, 2022**  
**7:00 – 8:00 PM (Pacific Time)**

**Call-in Info:**

**Monday, May 2 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); Simran Jayasinghe, (SI athlete); Virgil Chauncy (CA); David Cottam (PC – GC); Jamie Jovel Flores (PC athlete); Leala Lara (CO athlete), Diego Lara (CO athlete), Emily Murray (PN), Kristeen Garcia (CA), Ernest Leong (PC athlete), and Nadine Johnson (EZ DEI Coordinator).
3. Review minutes: The April minutes were approved as presented.
4. Brief review of mission statement – RAISE – Represent; Advocate; Inspire; Serve; and Educate. Congratulations to the athletes and coaches selected for the National Diversity Select Camp and the Regional Diversity Select Camps.
5. Report from National DEI Committee – No report from the national committee. Susan reported the DEI Alignment group met April 11. The USA Swimming community impact grant information is posted on the national website. There will be several DEI sessions offered at the spring workshop in Denver. The NDEI committee will meet during the spring workshop. A new USA Swimming DEI coordinator will be named May 16 who will assist Leland.
6. LSC Round Robin and the recap of the USA Swimming spring workshop:
  - a. AK – (Maggie)
  - b. AZ – (Courtney)
  - c. CA – (Kristeen/Virgil) Kristeen reported Southern California has a page on the website for DEI under the news tab. May is Jewish American Heritage Month and Asian American and Pacific Islander Heritage Month. They had four athletes and one coach selected for the national diversity select camp. They will host a DEI camp in October. Clubs are beginning to draft transgender policies and some coaches are discussing transgender issues with senior athletes. An official sent out a note suggestion using the term swimmer rather than boy/girl or ladies/gentlemen.
  - d. CC – (Kacy)
  - e. CO – (Rich/Garvin/Leala/Diego) Rich reported Colorado Swimming will host a DEI meet on either January 23 or January 28. Mike Dilli will be the meet referee. Rich took part in the spring workshop and the DEI sessions were very good. Rich also attended the Pacific Swimming DEI committee meeting the past week. He was impressed at the amount of work they covered during the meeting. Athletes Leala and Diego Lara joined the meeting tonight.

- f. HI – This position is currently vacant.
- g. IE – (Sara)
- h. MT – (Susan) Montana Swimming spring Reach Out grant applications are still being reviewed this month. More teams are interested in discussing DEI and learning how they can promote DEI in the LSC.
- i. NM – (Doug)
- j. OR – (Emily)
- k. PC - (Kent/Veronica/David/Ernest/Jamie) – Kent reported they have been working on a one-page document regarding Policy 19 and hope they have it finished soon. They are still working on simplifying their online meet entry process to make the process easier to use for outreach athletes. A dermatologist from UCSF, spoke on different ways to care for textured and curly hair and would like to partner with clubs to get information to clubs. During their committee meeting they ran out of time to discuss their DDEI camp slated for November or December and the grant program. Ernest and Jamie had no report. David reported he was proud of the DDEI committee. Kent and Veronica are very experienced. He participates in the DDEI meetings and has learned a great deal. Kent will send Susan the link to the next Pacific Swimming DEI committee meeting to send out. Everyone is invited to attend.
- l. PN – (Emily/Brendan/Grace) Emily reported they are working on simplifying the team training support program for outreach athletes. It was great to meet with people in person at the spring workshop.
- m. SI- (Maria/Juli/Simran) Simran reported the LSC is updating the sanction form to require teams to be more explicit on what is expected from the host team regarding accommodations for disability swimmers. Coaches are learning how to ask for accommodations in advance of the meet. At a swim meet yesterday a deaf/heard of hearing athlete asked for and received better accommodations than in the past. The LSC will award scholarships in May. They will discuss the outreach splash fee subsidies next month. They will hold a swimposium in October and Leland Brown III will be one of the speakers. Simran enjoyed the spring workshop. It was lots of fun and she connected with many athletes. The DEI and athlete sessions were great.
- n. SN – (Phuong)
- o. SR –
- p. UT – (Heather)
- q. WY – (Jill) Jill reported Wyoming Swimming is very interested in hosting the 2023 WZ DEI Camp. The Laramie Swim Club and University of Wyoming head coach Dave Dennison are excited to host. They need to know what they need to submit to host the camp. The Wyoming Swimming treasurer asked Jill what DEI needed for a line-item budget for DEI. Pacific Swimming has several lines in their budget for DEI – meet reimbursements, DEI grant program, WZ 10 cent surcharge, marketing, camp, all star travel for outreach athletes, and donations. Ask for specific budget items such as camp. Montana Swimming budgets funds for athletes and non-athletes to attend the WZ DEI camp and for the WZ all star travel team. Know what you will use the funds for rather than just asking for money without a specific purpose. Southern California has budget items for the LSC DEI camp, guest speakers for camp, and athlete reimbursements for DEI clinics. Colorado Swimming has a \$20,000 DEI budget. It is used for outreach, grants, and the WZ 10 cent surcharge. Jill asked if any clubs offered scholarships for outreach. Many clubs do have outreach scholarships, but most don't publicize it. There is a difference between a scholarship with no strings attached and a scholarship that requires parents to do additional volunteer activities as a part of the scholarship.
- r. WZ Directors – (Mike/Keith)
- s. WZ Athlete Reps (Justin/Joan)
- t. EZ DEI Coordinator – Nadine said it was great to see people in person at the

workshop. The Eastern Zone was hoping to hold a camp this summer but is unable to do so. They are discussing shared services with LSCs. She is checking on how many LSCs issued Black Lives Matter statements and what were the promises made or results of those statements. She is excited to have athletes recognized by the AEC and the Zones. Mike Switalski has an online DEI happy hour on Sunday nights to discuss current topics. In Massachusetts free learn to swim lessons are being offered as part of an environmental justice program and in conjunction with water safety days.

7. Unfinished Business:

- a. Recap from the USA Swimming Zone Workshops April 21-24 in Denver. Many mentioned how great it was to see each other in person. Several persons mentioned it was difficult to attend the workshop sessions virtually. There were no virtual DEI sessions offered on Friday. In sessions that were offered virtually when the speaker used a microphone rather than speaking into the computer, the speaker couldn't be heard. It was a very frustrating experience to listen in virtually. USA Swimming hasn't determined yet if the spring workshop will replace the convention workshops. They also haven't decided what groups to come next year. This year there were no sessions for officials or safe sport. The new Online Membership Registration (OMR) and SWIMS 3.0 will roll out on September 1. It will be a major change in how clubs and individuals register with USA Swimming. There will be webinars available to explain how to use all the new functions. Deck Pass accounts will end in August, and everyone will need to set up a new USA Swimming account. Susan has a detailed report about the meetings she attended posted on the MT Swimming website under the LSC Info tab – current HOD meeting minutes.
- b. 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 – WZ Director Mike Dilli sent out bills to all the LSCs for the 2021 10 cent surcharge. The 2020 fees were previously billed. At least one LSC said their check for the 2020 fee was not cashed. Susan reviewed the membership statistics posted on the USA Swimming website and the numbers listed there do not match the numbers that were given to the WZ for billing purposes. Montana Swimming was billed for 677 swimmers when they had more swimmers registered for 2021. Susan will check on it and asked other LSCs to double check their numbers. Rich asked Leland if the WZ could obtain items from the garage sale USA Swimming had at the spring workshop for the camp or fundraising activities for the camp. He also asked about having a national athlete for the camp.
  - iii. Wyoming Swimming is interested in hosting the 2023 camp at Laramie (see Jill's comments in the LSC roundup). Susan also spoke with people from Oregon Swimming at the spring workshop. Oregon is interested in possibly hosting the camp but needs the camp requirements first. Susan will send out the past camp information to the camp subcommittee so they can meet and determine the host requirements.
- c. Multi-cultural meets sub-committee. Rich and Virgil. No report. Athletes are needed for the committee.
- d. Western Zone DEI page update – Rich, Susan, and Phuong met at the spring workshop and will start updating the webpage.
- e. WZ DEI and Disability Calendar for the WZ webpage. Send information to Susan to post.

8. New Business:

- a. Starting deaf swimmers: Susan had sent out information about a start for a deaf swimmer at an upper level meet in late March. The starter made a mistake when starting the heat not giving the take your mark and go signals at the right time. A group in South Texas is working on a proposal to improve the start process. At the spring workshop Susan received considerable feedback about the proposal and passed it along to the group in South Texas. (The proposal hadn't been formally submitted to USA Swimming as of the spring workshop, so it wasn't discussed in the legislative review.) Some of the feedback included the proposal was dead as currently written, you can't legislate one bad start, and starters won't do arm signals for every heat especially if there are no deaf swimmers entered in the meet. A positive comment was made about possibly adding a stand command arm signal. People were also positive about having more education on how to start deaf/hard of hearing athletes and having deaf starts reviewed more often during the evaluation process. Jim Peterfish, chair of the disability subcommittee of the National DDEI committee, was asked at the spring workshop to look at possible improvements to the deaf athlete starting process. David mentioned that it does take practice to do deaf starts well especially if one rarely does them. The starter must juggle the microphone, arm signals, pushing the start button, and making sure all the athletes are ready to start. Simran said at a local meet held over the weekend the deaf swimmer asked for a specific lane to be seeded in and requested where to have the starter stand so the swimmer could see the starter more easily. Susan admitted she probably jumped into this topic too quickly and with both feet before discussing it with others first but hopes her involvement will bring improvements to the process.
- b. The National DEI committee currently has three openings. Susan encouraged anyone interested to apply. The WZ disability coordinator position is also open and interested people can contact WZ Director Mike Dilli. One person has already been suggested from New Mexico.

9. Next meeting: Monday June 6, 2022, 7:00 PM Pacific Time

10. Adjournment: 8:17 PM PDT

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