

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

Meeting Minutes
May 3, 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 PDT
2. Attendance: Brendan Kerns, Kent Yoshiwara, Mike Osborne, Tyryn Empremsilapa, Mike Switalski, Dale Ammon, Janet Green, Rich LeDuc, Dane Wolfrom, Maria Davila, Virgil Chancy, Verónica Hernández
3. Review minutes: Approved
4. Report from National DEI Committee - Kent - Last meeting was joint meeting with Nat Disability
 - a. Zone DEI Coordinators - N/R
5. LSC Round Robin:
 - a. CA - Selection committee formed for Inclusion Summit
 - b. CO - N/R
 - c. HI - Summer state champs cancelled, still have teams out of the water or limited water access
 - d. PC - Made connection with USAS DEI Program Director to see if there is a way to get assistance/backing for a team that is having trouble getting water from their city.
 - e. PN - N/R
 - f. SI- Google Earth map integrated with LSC website to pinpoint where each club is located along w/ contact info for recruitment/retention, in the process of adding DEI stats to this information; Summit flyer shared, marketing in progress; funding approved for LSC swimmers traveling to Paralympic Trials (\$1350)
 - g. UT - Inclusion Summit application and flyer shared on LSC website
 - h. WZ - Champ meets are happening and new hosts have been found
6. Unfinished Business:
 - a. Meets Subcommittee - Working on meeting date
 - b. Camp/Summit Subcommittee - Contract with TruClusion is signed, registration is now open to all.
 - i. <http://www.truclusion.com/WZSUMMIT> for anyone wanting to register on their own or for those from outside the Zone.
 - c. Graduating Athlete Reps - Thank you Tyryn Empremsilapa, Saya Ryan, O'Shay Birdinground for your service and good luck in the future!

- d. Strategic Planning -
<https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit?usp=sharing>

7. New Business:

- a. LEAP - How can the WZ help LSC's complete - Mike Switalski,
coachmike@cityswimproject.org, 716-359-4729
 - i. [LEAP Overview](#)
 - ii. [LEAP DEI Checklist](#)
 - iii. LSC assessment tool being developed to measure where an LSC's strengths and weaknesses are so that LSC's can create more effective strategic plans
 - iv. Discussion held on the challenges of getting those LSC's who don't prioritize this work to become motivated to participate. What incentives are there for LSC's to get this done?
 - 1. Vern to take the question to Leland
- b. [Disability Sectional Time Standards](#), [Disability Entry Information](#), [Example Wording for Meet Info](#)
 - i. Connect with your LSC Registrar to find out how many athletes have registered as having a disability
 - ii. Discuss how your LSC can use the Sectional time standards to encourage more participation in LSC Champ meets
 - iii. Free Virtual Para Clinic - A Foundations 1 Introduction, U.S. Paralympics Swimming is scheduled on Sunday, June 27, 2021 at 8:00pm EDT, Coaching a Para-Swimmer is scheduled on Tuesday, June 29, 2021 at 11:30am EDT
- c. Fundraising for future in-person camp/summit - tabled to July, please think on how we can generate funding for our future camps and meets
- d. Succession Plan - Need to recommend DEI Coordinator for new term starting in September

8. Next meeting: Mon, July 5, 2021, 7:00 PM PDT

9. Adjournment: 8:10 PM PDT