

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

Meeting Minutes
August 2, 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: 7:03 PM PDT
2. Attendance: Ernest Leong, Maria Davila, Emily Murray, Jamie Jovel Flores, Janet Green, Dane Wolfram, Kent Yoshiwara, Dale Ammon, Virgil Chancy,
3. Review minutes:
4. Report from National DEI Committee - Discussions on SoulCap, Team BLAC, DEI Counsel and Nat DEI were not approached about making a statement, so the 3 groups met to discuss the process for making statements on issues.
 - a. Zone DEI Coordinators Report - Met on July 20, 2 of 4 members were present. Leland Brown announces that Ashanee Player has left USAS for a new position. Leland is now being asked to take on her duties. Discussion on Outreach Registration held to determine if it was possible and/or beneficial for USAS to handle Outreach registrations. Asked Leland to push for the Non-Athlete Outreach program to be picked up by USAS.
5. LSC Round Robin: (Include Athlete DEI Projects)
 - a. AK -
 - b. AZ -
 - c. CA -
 - d. CC -
 - e. CO -
 - f. HI -
 - g. IE -
 - h. MT -
 - i. NM -
 - j. OR -
 - k. PC - Drafting statement about the SoulCap to make clear that the use of the cap is not against the rules and will be allowed in all competition. Translation of Meet Entry Fee Assistance Program
 - l. PN -
 - m. SI - Maria will be on the ballot for the National Board at USAS HOD.
 - n. SN -

- o. SR -
- p. UT -
- q. WY -
- r. WZ - 1300 athletes at Senior Zones, WZ Business meeting Monday
- s. Nat Disability -

6. Unfinished Business:

- a. USA Swimming online registration - Need to consider how to include Indigenous peoples who don't have the same programs available, needs to include income as a way to prove need. Each LSC should be able to submit a list of qualifications, but USAS needs to set a minimum. Bring up DEI within Club Excellence and Club Recognition. Outreach manual has not been updated since 1999. Update has been assigned to Kent and a new subcommittee.
- b. Succession Plan - Susan Huckleby has volunteered and been recommended to the Western Zone Directors and to the National DEI Committee Chair.
- c. Meets Subcommittee - Bring to WZ meeting Monday
- d. Camp/Summit Subcommittee -
 - i. <http://www.truclusion.com/WZSUMMIT> for anyone wanting to register on their own or for those from outside the Zone.
 - ii. Finalizing [list of participants](#)
 - iii. Sending payment to the WZ
- e. Fundraising for future in-person camp - possible ideas
 - i. Could try an auction
 - ii. Mini clinic from an Olympian or college athlete
 - iii. Sponsorship of the camp by vendors (TYR, Speedo...
 - iv. ISL sponsorship, tickets, or athletes
 - v. Foundations partnerships
 - vi. Golden Goggles tickets for auction
 - vii. USA Swimming - swag or contacts or camp grant
 - viii. Local donors
 - 1. Next steps: defining goals for funding, who it benefits, so we have a message we can share with sponsors. Contact those people we already know to get interest.
- f. LEAP - How can the WZ help LSC's complete - Gulf, PNS,
 - i. [LEAP Overview](#)
 - ii. [LEAP DEI Checklist](#)
- g. Strategic Planning - <https://docs.google.com/spreadsheets/d/1yYjpBqV51uXs8GXnXEuSHwj1Kve8GovSB7O1tpAX5Yc/edit?usp=sharing>

7. New Business:

- a. SoulCap - Should the WZ have a response to FINA's reasoning for banning the cap at the Olympics. Send out info from DIA, PC, Mike Switalski
 - i. State why cap was denied by FINA
 - ii. There is no rule against any cap in USAS

8. Next meeting: Tuesday, Sept 7th, 7:00 PM PDT

9. Adjournment: 8:15 PM PDT