

USA Swimming Diversity, Equity & Inclusion Committee Minutes

October 30, 2024, Virtual Meeting

Present: Annie Norris, Alaina Simmons, Virgil Chancy, Susan Mechler, Richanta Pollard, Pam Lowenthal, Wade Atkins, Emily Altier, Brady Hale. USA-S Staff: Leland Brown III, Hilary Perez.

Absent: Katelin Harmon, Tommie Jackson,

Guests: Tharon Drake

Call to Order: Annie Norris called the October 30, 2024, meeting of the DEI Committee to order at 6:02pm MDT.

Conflict of Interest Disclosure: None.

Agenda:

1. Approve Agenda
2. Approve Meeting Notes
3. Opening Remarks
4. September/Workshop Committee Meeting
5. Workshop DEI Awards – Hilary/Leland
6. Committee Projects
 - a. Disability Subcommittee
 - b. Outreach Revamp
 - c. Passion Projects
7. Other Business

Discussion:

- The Committee voted and selected the recipients for the 3 DEI awards being presented at this year's USA Swimming Workshop/ABM. Awards are the Diversity & Inclusion Award, Jimi Flowers Award, and Trischa L Zorn Award.
- The disability resources developed by the Disability sub-committee to be reviewed and finalized one last time by USA Swimming staff members. Staff member, Hilary Perez, has a meeting scheduled to update the website.
- The committee will move forward with collecting data regarding outreach memberships in relation to where members live and continuing the outreach revamp discussion. Annie Norris will formalize a sub-committee who then connects with the Registration/Membership/Times National committee to understand outreach concerns, registration processes, and educational needs.

Adjournment: Annie Norris adjourned the October 30, 2024, meeting of the DEI Committee at 7:23pm MDT.