

USA Swimming Diversity, Equity & Inclusion Committee Minutes

July 24, 2024, Virtual Meeting

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

Absent: Michael Fuji, Katelin Harmon, Tommie Jackson, Pam Lowenthal.

Guests: None.

Call to Order: Annie Norris called the July 24, 2024, meeting of the DEI Committee to order at 6:02pm MDT.

Conflict of Interest Disclosure: None.

Agenda:

1. Opening Remarks – Annie
2. Committee Projects – Annie
 - a. Disability Subcommittee
 - b. Outreach Revamp
 - c. Passion Projects
 - i. Project Submission Form
 1. What is the proposed project?
 2. How many members does this project affect?
 3. How does this project help growth, retention, and/or performance of our current members?
 4. How are you looking for USA Swimming Staff to support you?
 5. Who will be responsible for seeing this project through?
 - d. DEI Chair Tracking
3. ABM – Annie and Leland
4. Other Business – All
5. Adjournment – Annie

Discussion:

- The Disability sub-committee is preparing disability resources, which are to be reviewed by the larger committee in August.
- The Disability sub-committee to explore additional website locations to add disability information for membership visibility.
- The Committee will create a working taskforce whose goal is to further understand outreach membership programs amongst each of the LSCs, to then address issues surrounding the registration requirements and improve Outreach.
- The DEI Chair Tracking project will be transitioned to the internal USA Swimming DEI staff.

Adjournment: Annie Norris adjourned the July 24, 2024, meeting of the DEI Committee at 7:04pm MDT.