

USA Swimming Diversity, Equity & Inclusion Committee Minutes

September 18, 2024, Virtual Meeting

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

Absent: Emily Altier, Michael Fuji, Tommie Jackson,

Guests: None.

Call to Order: Annie Norris called the September 18, 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. Committee Projects
 - a. Disability Subcommittee & Website Updates – Susan
 - b. Outreach Revamp - Annie
5. Other Business

Discussion:

- Annie led a discussion about the upcoming USA Swimming Workshop and Annual Business Meeting, focusing on the importance of DEI discussions and fostering personal connections.
- Susan discussed the rollout of disability resources on the USA Swimming website and the potential for future projects.
- The committee discussed the potential utilization of the pilot 'Block Party' program in the context of accessible swim meets, its potential to promote inclusivity, and the complexities of a new program designed to host meets.
- Annie discussed the Outreach Membership program and the need for a task force. The task force's roles would include data gathering, connecting with LSCs and clubs, and brainstorming solutions. Pamela emphasized starting condensed, connecting with other committees, avoiding duplicate efforts, and gathering data from past projects. Annie outlined current resources and the need to expand research to include external perspectives.

Adjournment: Annie Norris adjourned the September 18, 2024, meeting of the DEI Committee at 7:14pm MDT.