

USA Swimming Diversity, Equity & Inclusion Committee Minutes

January 27, 2025, Virtual Meeting

Present Committee Members: Annie Noris, Virgil Chancy, Pam Lowenthal, Wade Atkins, Susan Mechler, Emily Altier, Dave Modzelewski, Karen Wilborn, Liam Davies, Brady Hale, Richanta Pollard, Ellie Wang, Makayla Noe, Leland Brown III, and Hilary Perez

Absent:

Present DEI Zone Coordinators: Nadine Jesionek, Susan Huckleby, Martha Chiwanza, Anne Knapp

Absent DEI Zone Coordinators:

Guests: None

Call to Order: Annie Norris called December 27, 2025, meeting of the DEI Committee to order at 6:00pm MT.

Conflict of Interest Disclosure: None.

Agenda:

1. Approve Agenda
2. Approve Meeting Minutes Update
3. Introductions
4. Onboarding
5. Check-In Survey
6. Questions

Discussion:

- The committee meeting began with introductions of new members: Athlete Representatives - Ellie Wang and Makayla Noe; Non-Athlete Committee Members - Dave Modzelewski, Karen Wilborn, and Liam Davies; and returning Committee Member - Emily Altier, who is starting her first official term after completing a previous term held by another member.
- Staff Liaison Hilary Perez proposed shifting the approval of meeting minutes from the following month's meeting to the following week. This change aims to provide committee members who missed a meeting with the notes in a timely manner, rather than having to wait a month.
- Committee Chair Annie Noris reviewed the Committee's Mission and Vision, outlined rules of engagement and expectations, and established procedures, all aimed at ensuring the meeting runs efficiently within the allotted time.
- Annie outlined Goals for 2025 which include educating members on current outreach initiatives; continue with disability advocacy; anticipating needs of membership; and establishing a pipeline of communication with our LSC DEI & Disability Chairs to create stronger bonds with grassroots.

- Hilary announced that the DEI Teams group would be accessible to committee members within the week, serving as a hub for centralizing all working groups, resources, and documents. As access to the Teams group is established, it will be extended to Sub-Committees.

Adjournment: Annie Norris adjourned the January 27, 2025, meeting of the DEI Committee at 7:03pm MDT.