



2022 Fall Meeting – Teleconference
12:00 pm EST – September 18, 2022

The mission of the Eastern Zone is to develop a unified organization designed to work in cooperation with the LSCs to support and promote the Eastern Zone Swimming Membership

Agenda and Minutes

1. Call to order

Meeting was called to order by Tim Husson at 12:07 pm

Roll was called to determine athlete representation for voting purposes. All LSC's had an athlete except CT.

Beth Wintkowski was introduced as Eastern Zone representative from USA Swimming

2. Approval of minutes from 2022 Spring meeting (posted online)

A motion was made to accept the minutes of Spring meeting, was seconded and motion carried.

3. Financial Report

A motion was made to accept the Financial Report as posted – motion was seconded and motion carried. Report is attached.

4. Approval of Agenda

Tim Husson moved the DEI report to B on agenda. Motion to approve agenda as amended was made, seconded and carried.

5. Report of Officers

- a. Zone Directors Report – Tim Husson & Jerry Adams
Zone Directors report is attached. Tim reported the big issue for all is SWIMS 3.0. They continue to meet with Zone Director Council.
- b. Technical Planning Report – Tristan Formon
 - i. Review of 2022 meets
Technical Committee report is attached. Meeting held September 18, 2022 at 9:00 am – Motion from Committee to keep same standards for 2023 as was in 2022 was seconded and approved.
- c. Report of Zone Championship Coordinator – Bud Rimbault
 - i. Bids for 2024 meets
Bids received for 2024 meets are attached. Each bid host was given the opportunity to present on behalf of their bid. LSC's went to break out rooms to discuss votes. **Final Schedule Attached.**
- d. Athlete Representatives Report – Aaron Zhu and Gavin Formon
Athlete Report is attached – Athletes were asked for their feelings on the 120-rule pending the USA Meeting – they were told the AEC will have a fact sheet released. Tim thanked Aaron for his service to the Zone.
- e. Age Group Chair Report – John Yearwood
There is nothing new to report at this time
- f. Diversity Equity and Inclusion Chair – Nadine Johnson-Jesionek
DEI report is attached.
Nadine reported that meetings are still being held, Zone Directors are attending.

LSC encourage chairs to attend monthly meetings. Focus on Accept, Connect and Provide, and the 4 E's – Engage, Educate, Empower, Elevate. DEI camp possibly in 2023. Meetings times may change to be more accommodating to athletes and members to attend. October 5 – next meeting. Usually 1st Wednesday of the month. Will be cognizant of Holidays.

- a. Officials Chair – Genny Kimbel
Genny reported that 2022 meets went well and they are gearing up for 2023
- b. Safe Sport Chair – Anne Kaufman
Safe Sport report is attached. Teams can't submit Safe Sport Recognition until October 1, 2022. Encourages all to register for seminar on October 15, 2022.
- c. Disability Swimming Coordinator – Elizabeth Jester
Tim introduced Elizabeth Jester from an official from PV. New proposals for USAS which will be good for the athletes. USAS will be holding meetings in the future.

2. Old Business

- a. Policies & Procedures Manual – Tim reported this is an ongoing process that is being worked on.

3. New Business

- a. 2023 Athlete Retreat – Maine Swimming Athlete Representatives
Ethan Schulz, senior Maine athlete representative, reported on updates for the athlete retreat. Dates have been set for June 22-25, 2023, at Colby College in Maine. An overview, schedule and cost breakdown are attached. It is designed for 8 male athletes, 8 female athletes and 1 coach per LSC who show leadership potential and interest in becoming more involved in governance in their LSC and beyond. Retreat will include practice, meet and workshops.
- b. Legislation for USA-S HOD
Wade – watch for legislation on air quality control
Anne – Safe Sport Webinars are available

4. Elections

- a. Director – Coach – Jerry Adams nominated and seconded – no nominations from the floor, nominations closed
- b. Secretary/Treasurer – Mary Fleckenstein – nominated and seconded – no nominations from the floor, nominations closed
- c. Technical Chair – Triston Formon – nominated and seconded – no nominations from the floor, nominations closed
Nominations were closed and all were elected by acclamation – motion carried.

5. Reports of National Committees

- a. Taylor Rogers – Rules and Regs will be running an open meeting before Annual Meeting
- b. Wade Atkins – DEI – report attached. DEI Committee is Reformed and Refocused – 5 marginalized communities that represent diversity – race, gender, financial challenges, lgbq and disability. 5 projects coming up.
- c. Mike Switalski – Club Development – focus on club recognition – Levels 1 & 2 coming soon – Level 3 and 4 are in development.
- d. Marci Callan – Coaches Advisory Council – Her project, with Tim Bower, is to redesign Jr. Coach – proposes apprentice Coach for 3 year consecutive period, recommend removing for the first 3 years – age restriction and open membership category to those 16 and above – remove CPR, USADA, and Safety Training in water requirement – as they must be under direct supervision of a certified coach.

- 1st year requirements – Safety Training for Swim Coaches online, Athlete Protection Training, Concussion Protocol Training, background for those 18 and over and complete starting block coaches training designed by USA Swimming. 2nd and 3rd year would be to continue with USA Swimming coaches training program. Helpful to clubs to get coaches started. Has been submitted to Clark Hammond for review.
- e. Mary Ellen Tynan – LSC Development – hosting the mighty 2500 Nov. 4-6 in Colorado Springs. Some LSC's have not signed up – contact Mary Ellen – meswim@gmail.com. Also revamping LEAP program – will be available soon within 3.0. More Streamline and effective.
 - f. Mike Seip – Operational Risk – report attached. Vote for R2 and R3 – meet marshall clarifications. R16 – meet announcement addition. Meet Marshall training program was launched and a test – encourage clubs to have the meet marshalls take the course.
 - g. Anne Kaufman – Safe Sport – Hoping for Quality Control legislation. There are many webinars available for Safe Sport. New landing page for LSC safe sport chairs. Project to reconvince clubs the value of the Safe Sport Recognition program.
 - h. Tim Husson – Times and Recognition – Scholastic All American announced 1270 achieved the status. Discussion on 3.0 times part – emphasis was on registration but working hard on the times side.

6. **Scheduling of Spring Meeting**

USA Swimming Spring Workshops will be April 20-23, 2023 –

Motion to hold Spring Eastern Zone meeting in the Spring via Zoom – motion was seconded and carried. Zone Directors will pick a date noting athletes AP and meets schedules.

Meeting was adjourned at 2:19 pm.

Respectfully submitted

Mary Fleckenstein



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Agenda

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4. Approval of Agenda
5. Report of Officers
 - a. Zone Directors Report – Tim Husson & Jerry Adams
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 - d. Athlete Representatives Report – Aaron Zhu and Gavin Formon
 - e. Age Group Chair Report – John Yearwood
 - f. Diversity Equity and Inclusion Chair – Nadine Johnson-Jesionek
 - g. Officials Chair – Genny Kimbel
 - h. Safe Sport Chair – Anne Kaufman
 - i. Disability Swimming Coordinator – Elizabeth Jester
6. Old Business
 - a. Policies & Procedures Manual
7. New Business
 - a. Legislation for USA-S HOD
8. Elections
 - a. Director – Coach
 - b. Secretary/Treasurer
 - c. Technical Chair
9. Reports of National Committees
10. Scheduling of Spring Meeting

**Eastern Zone Swimming
Treasurer Report
September 2022 – Fall Meeting**

Balance – January 1, 2022 **\$ 65,494.20**

Transactions:

5/3/22 Aaron Zhu – Workshop in Denver – travel expenses **(\$922.20)**

6/1/22 Jerry Adams – Director Travel – workshop in Denver **(\$861.20)**

Ending Balance 9/12/22 **\$63,710.80**

There are no known outstanding balances due at this time.

Respectfully submitted,

Mary Fleckenstein

Eastern Zone Treasurer/Secretary

September 13, 2022



2022 Fall Meeting
September 18, 2022

Zone Directors' Report

The mission of the Eastern Zone is to develop a unified organization designed to work in cooperation with the LSCs to support and promote the Eastern Zone Swimming Membership.

Zone Directors Council (ZDC)

The ZDC consists of the Coach, Non-Coach, and Athlete Directors of each of the four Zones. The Junior Athlete Representatives are also invited to participate. The ZDC meets regularly with USA Swimming staff to share information and provide feedback from the LSCs. No significant actions have occurred in the ZDC since the spring zone meeting.

SWIMS 3.0

All clubs were given access on August 15, and the system was launched on September 1. Our LSC registrars and clubs are working hard to make it all work as we begin the new swim year. There are still features that are not fully working or not yet available.

USA Swimming Annual Business Meeting

This year, LSC General Chairs, along with USA Swimming Board and Committee Chairs were invited to attend the 2022 Annual Business Meeting. Others will be able to attend virtually. In order to attend, you must register by Monday, September 19 at:

<https://fs22.formsite.com/usaswimming/zjccf7feeb/index.html>

The HOD will be held at 12:00 pm EDT on Saturday, September 24. The legislation package is available at: Board candidate information is available at: <https://www.usaswimming.org/about-usas/governance/annual-business-meeting/board-of-directors-nominees>. The proposed legislation package is available at: <https://www.usaswimming.org/docs/default-source/rules-regulations/2022-proposed-legislation.pdf>

Respectfully submitted by,

Tim Husson	Jerry Adams
Non-Coach Director	Coach Director



EZ DEI Chairs Committee Report – September, 2022

The DE&I Chairs committee continues to meet via Zoom, we dialed back the frequency over the summer months, included in attendance Zone Director, Tim Husson, along with Tristan Formon who we appreciate joining us. We have noticed that regular LSC representation in attendance has waned, we are currently at 100% DEI Chairs for the Eastern Zone LSC's. Including some of our alumni members as Advisory/At-Large Members and not to forget our outstanding athletes. We will be exploring a meeting time that will accommodate the greatest attendance of LSC chairs, without compromising athlete attendance.

Meetings have focused on topics related to the Strategic Plan from USA Swimming:

Encouraged DEI Chairs to focus on: **Accept, Connect & Provide**

DEI Strategy - 4E: **Engage; Educate; Empower; Elevate**

Create a feeling of community/family and remember we cannot spell Success with our "US"!

- USA Swimming Zone Workshops what was your highlight and take away
- What has happened or changed in your LSC's since BLM & AAPI Statement
- Focus on how we can be better stewards and more inclusive
- This year tabled having a Camp and will explore planning an event in 2023 or partnering with athletes.
- Encouraged to focus on resources & education being shared at the LSC level for
 - a. Aug.: Women's Leadership Month
 - b. Sept.: Hispanic Heritage Month/
 - c. Oct.: LGBTQ
 - d. Nov.: Native American/Ingenious People Heritage. . . .

Conclusion:

Please let us know if there has been a change in your LSC to the DEI Chair. If DEI Chairs are unable to attend meetings, we ask that they send a representative from their committees. We look forward to continuing to work with all LSC DEI Chairs as we move forward, to increase diversity in the sport of swimming. We remain committed to working for and with our Athletes and boards to enact creating a welcoming, inclusive environment for all.

Up Coming Next Meeting: Oct. 5, 2022

Respectfully submitted,

G. Nadine Johnson-Jesionek,
EZ DEI Coordinator

Eastern Zone Technical Fall Meeting – September 18th, 2022
Respectfully submitted by Tristan Formon, EZ Technical Chair
tristan@berkeleyaquatic.com
www.easternzoneswimming.org

2022 EZ SUMMER SUPER SECTIONALS CHAMPIONSHIPS

1908 Splashes - 452 Athletes – 41 Teams (plus unattached)

Host: SwimRVA, VSI

Adam Kennedy, EZ Super Sectionals was a huge success with the new date and 3.5-day format. Thank you to the zone for supporting the change and we hope it will be a great opportunity for future years!

2022 EZ SUMMER AG ZONE CHAMPIONSHIPS

3433 Splashes - 765 Athletes – 11 LSCs

Host: Syracuse Chargers, NI

Matt Soska (Meet Referee) - Thank you to Genny Kimbel and the Eastern Zone for inviting me to be Meet Referee. This was my first time at this meet and the first time as a Meet Referee at this level. The entire meet team did a fantastic job, which made it a genuine pleasure to work this meet. Special thanks to Will Chidsey and Courtney Christ and to their entire staff for creating a warm, welcoming environment with strong attention to detail. The meet ran incredibly smoothly. The athletes appeared to have a great time. The coaches appeared pleased with how the meet ran with several stopping by to thank the team for a great meet. I had no complaints brought to my attention during the meet.

The timing of breaks was discussed at length with the coaches in the Technical Meeting the Monday night before the meet to ensure the swimmers in all sessions had sufficient time between events. Upon reflection, the swimmers appeared to have enough time between sessions. Finals and Timed Finals for the 10&U (held daily after Prelims) went very well with medals awarded after each event pair.

There was more work than anticipated required to authenticate times in the days leading up to the meet. The primary impact of this was identifying erroneous entries late in the process. The most significant concerns were 1) entering short course yard times as long course meter times and 2) administrators not realizing short course yard times were included in the qualifying standards. A protest was filed by Virginia Swimming related to the latter concern. A Pre-Meet Jury was convened, and the matter was resolved in accordance with the Meet Announcement.

Overall, the venue was excellent. All equipment worked well. Air quality was fine.

We had a wonderful group of officials, many of whom came without athletes to work the meet, and many received evaluations. The Assigned Team served with distinction. It was a pleasure to see the entire officiating team adapt, learn and develop during the course of the weekend. To their credit, the officials helped to create a calm, professional and competent presence.

2022 EZ SENIOR ZONE CHAMPIONSHIPS

2209 Splashes - 546 AMS

Host: Team Pittsburgh Elite Aquatics, AMS

Marion Clark, We were very glad to have the opportunity host the 2022 EZ Senior Zone Championships. We very much appreciate all the help from our outstanding Official Team led by Jessica Workman. With a short amount of planning time, we believe the meet ran very well. We are looking forward to perhaps hosting an Eastern Zone meet in the future with more time to prepare.

Jessica Workman, I'd like to thank both the Eastern Zone and Pittsburgh Elite Aquatics for inviting me to serve as Meet Referee at the 2022 Long Course Senior Zone Championship Meet. Pre-meet planning was somewhat wobbly due to unexpected circumstances (mostly related to computer problems) but as soon as the meet started things ran well. The crew from the host team, including but not limited to the Meet Director Marian Clark, were easy to work with and extremely competent. The facility has two pools, the competition pool as well as a second 25 yard pool, allowing for ample warm-up/cool-down space. With 546 entries and 2209 splashes, the meet seems to have returned to pre-pandemic levels of participation. Still, the sessions were very manageable and there was ample time for the athletes to rest prior to finals. We suggested, at the coaches meeting, moving the Time Trials from 30 minutes post session to 15 minutes post session – this was overwhelmingly approved. I'd suggest considering making that change, moving forward. The officials who worked the sessions stayed in position, for the most part, and the athletes were all ready to swim. During finals, after the first night, we adjusted the schedule to move awards so that they were after

each event. Originally, all awards were given at the end of the session but it seemed that energy was low and swimmers had already left. This change brought up the level of excitement at the meet, as the athletes had just swam. Thankfully, there were no major entry issues and with no eligibility or technical issues, the meet jury never had to be called. We did have a swimmer who cut his foot on the floor grate between the natatorium and the patio just outside – an incident report was filed with USA Swimming. We were very light on officials, even with the meet being at OQM. From what I understand, the local area doesn't have a great deal of working officials. We had 18 officials (including the assigned team and the evaluator, Paul Memont) who worked at least one session; 8 of these officials received evaluations. We did the best that we could with the numbers that we had but it was definitely challenging at times. The officials that did attend were a pleasure to work with; they stepped up and filled holes where needed, often working sessions that their athletes weren't swimming in. All said, the coaches and swimmers seemed very happy with how the meet ran.

Jerry Adams, At the Eastern zone senior meet the 800 and the mile should not be back-to-back at the end of finals on the last day.

2023 EZ WINTER AG ZONES STANDARDS

Standards are posted.

2023 SECTIONAL STANDARDS

Recommendation that standards remain unchanged.

2023 SENIOR ZONE CHAMPS STANDARDS

Recommendation that standards remain unchanged.

2023 SUMMER AG ZONE CHAMPS STANDARDS

Recommendation that standards remain unchanged.

On behalf of the athletes, non-athletes and member clubs of the EZ, thank you to all committee members.

LSCs are asked to forward the name, email and mobile number for the EZ Technical Committee appointees for 2021-22.

MISCELLANEOUS: 9.1 Amendments: Any provision of the EZ Policy Manual (Sections 1 to 9) not prescribed by USA Swimming Bylaws may be amended at any meeting of the EZ by two-thirds (2/3) vote. At least thirty (30) days written notice must be given to the General Chair of each LSC of any proposed amendment. Any provision of the EZ Regulations (Sections 10 and 11) and the Appendices may be amended at any meeting of the EZ by simple majority of the votes cast.

Bids

2024 Bids for EZ Championship Meets

March Sectional Meets

- SC Virginia @ Christiansburg Aquatic Center
- SC Niagara @ Ithaca College
- LC Niagara @ Buffalo-ECC
- LC Niagara @ Ithaca College (contingent on not receiving the SC meet.)
- There was no bid for the second LC meet which is held in the southern part of the Zone during Olympic years.

March Age Group Meet

- SC Niagara @ Fairport Swimming

May LC Super Sectional

- LC Virginia @ Collegiate School, Richmond

June Open Water Meet

- Middle Atlantic @ Beesley's Point Sea Doo, North Mamora, NJ 15 June 2024
- Connecticut @ Lake Quassaug 29 June 2024

August Zone Meets

- LC Niagara @ Buffalo-ECC
- LC Maine @ Colby College (new pool)

August LC Age Group Meet

- Niagara @ Ithaca College
- Virginia @ Collegiate School, Richmond
- Virginia @ Hampton Aquatics, Hampton (new facility)

Approved

2024 Eastern Zone Championship Meets

March Sectional Meets – 21-24 March 2024

- SC Super Sectional Virginia – Christiansburg Aquatic Center
- LC North Sectional Niagara – Buffalo ECC
- LC South Sectional no bid received

March Age Group Zones – 27-30 March 2024

- SC Niagara Age Group Zones – Fairport Swimming

May LC Super Sectional – 16-19 May 2024

- Virginia – Collegiate School, Richmond, Virginia

June Open Water - 15-16 June 2024

- Middle Atlantic – Beesley's Point Sea Doo, North Mamora, NJ

August Senior Zone Meet – 3-6 August 2024

- Niagara – Buffalo, ECC

August Age Group Zone Meet – 7-10 August 2024

- Virginia – Hampton Aquatics

Eastern Zone Athlete Report
Submitted by Gavin Formon (NJ) and Aaron Zhu (NE)

For the past two years (and specifically this last year), our athlete leadership in the Eastern Zone has become one of the most strong and effective groups throughout USA Swimming. Despite changes to the governance system brought upon us by the USOPC changes nearly a year ago, the collaborative voices of our athletes have become even stronger. We are excited to see the work the up and coming athlete reps in our zone will continue to do in making the sport better for the athletes for the future.

We have not had any major events to bring up since the Workshops and our Spring Zone Meeting, but we will briefly describe some of our visions for the future on the athlete governance front especially as we prepare for the Annual Business Meeting later this month.

Athlete Elections

We recently held an athlete's meeting on September 10 to elect a new Athlete Director (2 year term) and Junior Athlete Rep (1 year term). Congratulations to Gavin Formon (NJ) and TJ Walsh (NJ) who are the new Eastern Zone Athlete Director and Junior Athlete Rep, respectively.

Mentoring LSC Projects

An increased focus coming out of Workshops this past spring was to utilize the Zone Reps to mentor and assist LSC Athlete Reps with various projects to improve an aspect of their LSC. Moving forward, the Zone Reps will be consistently checking in on the progress of LSC Reps' projects. Examples of ongoing projects so far are constructing athletes committees, planning LSC athlete leadership summits, and open water initiatives.

Election Cycles

A topic of discussion that came out of Workshops last spring was perhaps adapting the election cycles on the athlete front. Workshops, being in-person, seem like an excellent opportunity for new athlete reps to be on-boarded to the roles of athlete governance; however, many of our athlete reps termed out just prior to ABM this month. Perhaps adapting the election cycles may be a continuing discussion down the line of how to most effectively utilize our athlete reps.

Zone Athlete Workshop

Other Zones in USA Swimming have typically held a workshop for their LSC Reps to build on their leadership and professional skills as athlete leaders. While it is something we have discussed in the past, we have been unable to successfully plan for due to time and budget constraints. If seen as a valuable resource and if seen as feasible, this perhaps could be a potential idea for the future.

We'd like to thank all our LSC Athlete Reps, ZARC/AEC, and our Zone Directors, Tim and Jerry, for all their support!

* On a more personal note (Aaron), as I transition out of my term as serving as the Eastern Zone Athlete Director for the past two years, I'd like to especially thank Tim, Jerry, Tristan, Gavin, the members of ZDC and the AEC, and especially all the athletes for all the assistance and support they have given me. It has been a pleasure serving the Eastern Zone and USA Swimming.

Safe Sport: submitted by Anne Kaufman

9/17/22

If legislation passes at upcoming business meeting, Meet 360 will become the standard all must use. Webinar from 8/31 is available on the USA Swimming website. Once there's been a vote on this proposal, I will schedule a call with LSC chairs.

Upcoming online LSC chairs conference/workshop on October 15, 2022. This workshop will only be for LSC SSC's and a registration link will be sent to them directly.



Maine Swimming 2023 Eastern Zone Leadership Retreat

Colby College
June 22-25 2023

Overview:

Maine Swimming is hosting the first Eastern Zone Leadership Retreat! This retreat is geared to swimmers who are interested in becoming more involved in governance in their LSC and beyond. Activities will include both long course and short course swimming (including a meet), informational workshops, speakers, and activities to engage athletes in what it means to get involved in their LSC. Each LSC is invited to send sixteen (16) athletes they have selected through a process of their choosing. All athletes should be sixteen (16) or entering their sophomore year of high school. Here are some things to consider when selecting your athletes.

- What role do you play in your LSC's governance?
- Are you interested in being a part of the Board of Directors or a committee in the LSC and if so why?
- What leadership roles are you involved in outside of swimming?
- Do you feel the athletes in the LSC have a voice?
- Are you involved with your community?
- Are you involved with the Eastern Zone?
- Do you sit on national committees?
- Why do you want to go to the 2023 Eastern Zone Leadership Retreat?

These are just recommendations so feel free to add onto these or to take some out. The most important part is to make sure that the athletes attending this event want to be active and engaged leaders in the LSC and Zone



Maine Swimming 2023 Eastern Zone Leadership Retreat

Colby College
June 22-25 2023

Schedule

Thursday June 22nd:

Arrival
Check-in/Team assignment
Welcome Dinner (With Games or Keynotes Speaker)

Friday June 23rd:

Breakfast
Meet warmup
Beginning of prelims
Team Activities/Lunch
Finals warmup
Beginning of finals
Dinner
Social time

Saturday June 24th:

LCM practice
Breakfast
Workshops
 LSC Governance
 DEI
 Safe Sport
 Goal Setting
 College Recruiting
Lunch

Workshops
Group bonding
Dinner
Social time

Sunday June 25:

Breakfast
Warmup
Sprint meet
Lunch(for those who are still around)
Check-out
Departure

Start and end times for each item will be added as we approach the final date



Maine Swimming 2023 Eastern Zone Leadership Retreat

Colby College
June 22-25 2023

Athlete: \$260

- Dorm/Food - \$240
 - \$80 per day
 - 3 nights in dorms
 - Includes 3 meals per day
- Entry Fee - \$20
 - Meet entries
 - Workshops
 - Activities
 - Shirts
 - Caps

Coaches: \$240

- Dorm/Food - \$240
 - \$80 per day
 - 3 nights in dorms
 - Includes 3 meals per day

****Note:** Cost of transportation is not covered in these costs. It is expected that LSCs will organize and fund transportation to and from Colby from their LSCs. **

If funding is a problem for your athletes or your LSC as a whole, please reach out and we will find a way to assist you.



**USA Swimming Diversity, Equity, and Inclusion
Committee Meeting
(08/22/2022)
10 am PT /11am MT / 12 pm CT / 1 pm ET**

USA Swimming Mission: USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

USA Swimming Priority Results:

1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the "Best in Class" National Governing Body.

5. ATTENDANCE

Name	Attended Mtg
Wade Atkins	x <input type="checkbox"/>
Leland Brown III	xError! Bookmark not defined.
Tina Dessart	xError! Bookmark not defined.
Jennie Shamburger	x <input type="checkbox"/>
Jim Peterfish	x <input type="checkbox"/>
Tommie Jackson	x <input type="checkbox"/>
Michael Fuji	x <input type="checkbox"/>
Ruth-Ann Bode	Error! Bookmark not defined.
Sophia Elliott	xError! Bookmark not defined.
Zoe Summar	<input type="checkbox"/>
Diya Ackerman-Vallala	x <input type="checkbox"/>
Emily Murray	x

AGENDA

1. Welcome - Wade
- ~~2. Check In exercise - Wade~~
3. Overview of USA Swimming Mission/Priority Results- Wade
4. Volunteer Meeting Minutes (Wade Atkins) – No volunteer
5. 120 Day Rule (Noah and guest Topher Bishop)

“The decision to decrease from 120 Days to 30 Days was made after we presented our rationale on amending the 120 Day Rule at the 2022 Zone Workshop. At the Legislative Review Session, we presented several ideas we had for amending. Based on verbal and Google Form feedback, 30 Days was the most favorable. I've attached a graphic from the form, exemplifying the different options we had presented. Here is also a recording of the Legislative Review (120 Day Rule 1:25.00-2:01.00).

The AEC is proposing this amendment because we acknowledge that the 120 Day rule has negative consequences to the athletes. It is currently causing more harm than good to the



athlete population, who is not usually at fault for the club move. Examples of these situations include club folding, moving due to military transfer, and discomfort due to team alienation. While the 120 Day Rule allows athletes to swim and compete, there is harm in being unattached. Athletes are being alienated as soon as they join a new club. With not being able to participate on relays or score points, they are not a true member of the team. This can lead to an unwelcoming environment for the athlete. Due to the 120 Day Rule preventing athletes from fully participating in the sport, we are proposing a decrease to 30 Days to minimize this penalty. Based on the discussion we had on Article 203.3, we decided to mirror that amendment to Article 203.9.2. Attached below are the official proposals submitted for both Article 203.3 and Article 203.9.2.” – Quote from AEC Chair Juli Arzave

Topher- Great summarization of the proposed change to the 120 Day Rule. The penalty is affecting athletes who have to move to their ideal club environment.

Wade- Thank you Topher. The 120 Day rule can be found in the legislation packet under R-17 and R-18.

Jennie- Was there a discussion on the limit of 30-day periods and athlete can have in a year or within a season? I ask this because there is a lot of club hopping that goes on within my LSC.

Topher- That is a very good question that we get a lot. When we [the AEC] crafted this legislation, one of the main committees that we worked with was the registration and membership committee. What they told the AEC when they initially presented this legislation with clauses and stipulations, the Registration and Membership Committee stated that the AEC should go simpler because there would be no oversight of waivers, clauses, of enacting a certain number of 30-day transfers. The Registration and Membership Committee said that it would be next to impossible to monitor those or sign to monitor those, it would be added stress to the LSC registrars. The AEC worked with the registration and membership committee to do a clear-cut policy at 30 days.

Wade- I believe that the LSC and registrar could pass a policy or procedure in the LSC on how frequently they would process the club transfers. Especially around championship time.

Topher- Yes, that is correct.

Wade- In the new SWIMS 3.0 the athlete or parent can submit this request online. The responsibility now falls on the member to initiate this request.

Topher- If an LSC wants to bear the load of adding stipulations they are allowed to do so. However, the AEC along with the Registration and Membership Committee did not want to mandate additional work for the registrars due to this rule.

Wade- It is not a Rules and Regulations requirement but could be a local policy and procedure.

Topher- Yes, that is correct.

6. Introductions of new committee members (Emily and Tommie) – Wade

Wade- Talk a little about your background, why you are passionate about DEI, and why you wanted to join our committee. Are there any topics you would like to work on?



Emily- Hi, I am Emily. I coach up in Pacific Northwest Swimming and I've been the Pacific Northwest Swimming DEI Chair for two years, and I wanted to be more involved on the USA Swimming level.

Wade- Welcome! We will be going over our five projects we have for this year, if one resonates with you let me know and we will get you added to that group. Thank you, next up we have Tommie.

Tommie- My name is Tommie Jackson. I am the DEI chair of Georgia swimming. I have been coaching for 40+ years and I have been the DEI Chair of Georgia Swimming for 15 years or more. We have a very new administration in Georgia Swimming and because of that we are able to do things now that we have not been able to in the past. I think that right now one of the main goals is to establish a Georgia Swimming diversity swim meet. The first one was in February of last year and we are getting ready to have another one this February. We had a swim camp in April of last year that was very successful, and we had another one this year. I just have a passion for working with young people and I wanted to be more involved on the national level a to try to see what impact I could have. I would also like to bring some of the things from the national level to Georgia Swimming.

Wade- As a side note, I have a very good friend who would love to come to your February meet and talk with your athletes. She happens to be the first African American female swimmer to win a medal for the U.S. She is in your area and anxious to come to your meet. Her name is Maritza Correia McClendon.

7. Updates from USA Swimming – Leland and Noah

a. Committee Openings – Non-Athlete – Noah

Noah- There were two positions that were open on the committee for non-athlete members. These positions have effectively been filled by Tommie and Emily. Thank you both very much.

b. Committee Opening – Athlete-Noah

Noah- We are currently in the process of adding another athlete onto the committee, at this time they will remain unnamed. Hopefully they will be able to attend the next committee meeting.

c. DEI Educational Programs (required) – Leland

Leland- We are going to start education once a month that will be on the second Thursday of every month starting on October 13. This will be DEI education and we will have our communications team help send that out. When we are at DEI Committee meetings you all will know what is coming up in that month regarding the education. This is open to all membership as well as those in the DEI Community.

Sophie- What time will these be held?

Leland- Currently they are scheduled for 5pm Mountain Time.

Sophie- If we are not available will the session be recorded and distributed?

Leland- Yes, they will be made available.

Noah- The recordings will be posted on the USA Swimming webpage. We are working on getting an events calendar made and this will be where the recordings live.



Wade- Will our committee meeting be on there as well?

Noah- Yes, they will be.

Jennie- Just to clarify, these (the educational sessions) will be on the second Thursday of every month?

Leland- Yes, at 5pm Mountain Time. The next thing is that we are going under some renovations on the DEI Webpage. If you go to it right now, you will see that the webpage has undergone a huge renovation to make it more user friendly. Starting with the values, then moving to the committee and seeing where the minutes and information is, programming, partnerships, and then the resources that we created or collected over time. Then there are DEI articles and FAQs. If you have ever been to the website before you will be able to see the changes, but more are to come. Please let us know if you have any questions or suggestions.

d. Athlete Mentoring Program (APM) – Noah

Noah- The athlete mentorship program is a program that we are hoping to roll out in 2023. The update for this is fairly short. There are going to be four sub-sections that athletes can choose to be mentored in; they are officials, coaches, LSC General Chairs, and Athlete Advocates. We are currently working with the officials' and coaches' committees to garner their support for this program. Rollout of this program has been delayed slightly however progress is being made.

Wade- When you say you are trying to reach out to coaches and officials, are you asking them to sign up to be mentors, will it be like an application to be a mentor and then be matched with a mentee? Can we get some more information on that?

Noah- Yes, I will be on the officials and coaches committee call to garner support and gauge participation for this program. I also want to use these entities as tools to get the program in front of athletes and potential mentors. For this program the mentor application will open first to give us an idea about participation, then based on that we will open the application up to athletes.

Wade- Tina do you have any updates for us since we are rounding out the USA Swimming updates.

Tina- The only update that I have at this point, and I have talked to Jim about this, is that the webpage within the new SWIMS registration is currently under the advisement of an ADA lawyer. We are working with them to make sure that the language is appropriate before that gets launched in the new SWIMS platform.

8. Review of Legislation for ABM – focus on DEI related issues and Q&A about other items

Wade- For the proposed legislation, I will go over the topic, introduce it, and then pause for a moment to see if anyone has questions or concerns about that or why we are supporting it. The first is R-5, which is to require a starting light for swimmers who are deaf or hard of hearing to be positioned so that the swimmer can see the starting light while in the competitive starting position. This addresses rule 103.23 and the recommendation from rules and regs is to reject that. Now just a little bit about that is that we are not opposed to that but better proposed in another section. That would be R-7 and 8. As background for this, there is already some



requirements that you make a visible strobe with a sound but not at every lane. That could be very cost prohibitive to LSC type meetings. There was a lot of conversation on how this came up. There was a national level event where some deaf and/or hard of hearing swimmers were videoed as not having an equitable start. This led to a lot of conversation but the outcome of it is that every LSC officials committee work to develop better training and repetition so that all starters are competent in making sure the equipment works and that the hand signals are accurate and adequate.

Alex- So what you are saying is that the suggestion is to have a light below every block?

Wade- Yes, it was to have them at every block, not positioned on the side at the start.

Alex- If this was adapted into rules and regs, what would LSCs do in the case of not having the money to provide that?

Wade- Their meets might not get sanctioned.

Alex- So they would have to figure it out. Essentially, they would have to budget for this no matter what.

Wade- Yes. Are there any more questions on this legislation. Next is R-7 which was also withdrawal because it has better language in R-8. To modify Figure 1 in rule 105. It is missing the second picture for the command "stand". R-7 was to modify the figure to signal "standup" and there is no command to "stand up", it is "stand" or "relax". Moving down to R-8 which is in companion with R-7. R-8 is to modify Figure 1 to add an additional hand signal for swimmers who are deaf or hard of hearing to indicate the "stand" command from the starter. It would be a picture of the second "stand". For R-7 and R-8 are there any questions or concerns? Moving on to R-9, it is similar to R-7 and R-8, R-9 has been withdrawn due to better articulation in R-10. R-9 is to modify the Figure to indicate the signal to "relax". R-10 replaced R-9 to modify Figure 2 to add an additional hand signal for swimmers who are deaf and hard of hearing to indicate the "stand" command from the starter, a command commonly verbalized during the starting sequence. There would now be a hand signal to "relax". Any questions about R-10? Moving to R-11, to require the use of both a strobe light and the starter arm signals, there is no recommendation for Rules and Regulations about this. Any questions on R-11? Moving to R-12, to specify the use of arm signals throughout the entire event in which the swimmer who is deaf or hard of hearing is entered. The Rules and Regulations do not have any recommendations for this.

Alex- When you say during the entire event, the starter would use hand signals the entire session for every single heat?

Wade- I believe we defined the event as the event number, so if it was number 18, the 50 free, it would be every heat of the 50 free. It's ambivalent enough there, would it be for both genders?

Alex- So this would the starter?

Wade- yes, having to do the hand signals for every heat in those events. Jim or Tina, any comments or anything from the community that you have heard so far



Jim- On this particular thing, there was a major proposal that was made that encompassed many different things for the hearing impaired. As we whittled it down, it came down to the education for officials. That is what we are truly advocating, that there is more education at the LSC level. To go to the extreme, other than the additional hand signal to “stand” or “relax” that is as far as we are going with that. The emphasis not being that it is not important, but it seems slightly overkill to require the starter to do hand signals for every heat at a meet in which there are no deaf or hard of hearing athletes present. I think it makes sense that within that heat or event that a swimmer who is deaf or hard of hearing that needs hand signals, that everybody in that event gets the hand signals. On those that are not, they are focused on the verbal signals, so I don’t think it makes too much difference there. On this disability side we are in favor of the intent but practically it seems like a bit much.

Wade- Thanks Jim. Moving to R-12. There is concern that if you start putting that kind of rule in and someone breeches it, what is the penalty? Do we have to swim everything over because there was a heat or event that missed the hand signals? Right now, to echo Jim’s sentiment, what we are trying to focus on is that the rulebook describes what you are supposed to do in these situations and what to offer to those athletes and have education and training of officials to consistently do it when it is needed. Moving to R-13. To allow a personal assistant to be on the pool deck for the purpose of conveying all or part of the start commands or any other directions to a swimmer who is deaf or hard of hearing. The recommendation from Rules and Regulations is to reject and not support this legislation. This is because we don’t want any distraction from the official starter who is doing that same motion. Any questions or concerns? Moving to R-14. To eliminate the ambiguity of the phrase in rule 105.2 that it is not “judged” and replace with the proactive direction that is a necessary accommodation to be applied by a meet referee for a part of the body that is absent or cannot be used by a swimmer with a physical disability to assure that all of the body parts are judged accordingly to the rule. Right now, the way that it is worded is ambiguous about if you have a differently abled swimmer, do you ever judge their swim technique or their stroke. It has always been intended that if there is a disability and cannot perform the function described in the rulebook, that it is not held against them. This is a way to allow differently abled swimmers to declare to the meet officials what their disability is, and for the meet director to know this information. Anytime there would then be an infraction for that swimmer, it would be noted and if it pertains to what was disclosed about their disability then the disqualification would be returned. The Rules and Regulations committee is recommending approval. Any questions or concerns? That covers all of the legislation pertaining to DEI.

9. Project Assignment Review - Wade

a. Overarching Goals:

i. Develop (3) Resources for Coaches, Athletes, and LSC Boards – Alex

Alex- The guide that is being developed for creating a DEI Task Force on your team is nearly finalized. I am working on finalizing it now and adding language that pushes this to be able to be used by athletes. There are a couple of items that I do need help figuring out. The first is putting a glossary in this resource. I know that one of the other projects is to create a glossary to put on the website. I would like to develop the glossary and then link that with some additional resources in this resource. Does anyone have any feedback?

Jennie- I think that is a great idea to create a separate document and link it because then the glossary can serve more people.



Alex- That is what I was thinking. The glossary is lengthy and would most likely serve better as its own resource. The second is getting a representative from the Southern and Eastern zone to put as examples within this guide. Mainly looking for team guidelines and vision/mission statement to utilize as examples. Tommie would your team be open to this?

Tommie- If you go to the Georgia Swimming website in the DEI tab, you will find what you are looking for.

Alex- Thank you! Jim, do you have an update on the ASL Signs?

Jim- Yes, we now have the graphics for each of the signs and I have spoken with Tina about this, there are also some things on Teams under disability on this as well. The challenge that we now have is that we need USA Swimming create the graphics because I have been photocopying things that are already copyrighted. I have it all worked out as far as the different signs, now it is a matter of getting past legal and putting it into a form. This could also be something that we look at as a video rather than graphics so that we avoid the copyright.

Alex- Thank you! I think that is everything that I have been working on, does anyone have anything to add that I have forgotten?

ii. Hold (1) Webinar – Educational Event – Jennie

Wade- Ruth-Ann is currently traveling so Jennie will be delivering the report.

Jennie- I want to thank Ruth-Ann for stepping up and I want to thank all of you all for your patience. There have been many emails back and forth regarding questions for our first Round Table Discussion. We do have the topic and the questions formulated, so the next steps would be to give them to our speakers for feedback and find out if there is anything specific, they would like to talk about in the discussion. Is there anything that we need to do regarding rescheduling the Webinar?

Wade- We need to do it September 15 or we need to push it into October.

Jennie – Okay, I will get an email to the participants to see if September 15th still works for them, if it does not then we will push this to October.

Wade- I have a question for Leland and Noah. Since it is the 23rd of August, if we stick with the 15th of September, is that enough marketing time?

Noah- Yes.

iii. Create (1) Athlete Influencer Toolkit - Diya, Sophie and Zoe

Diya- We are currently off in two different directions; both are very good directions. We had a meeting with Noah and Leland where they introduced us to the #Swimclusion Campaign. That will now be the stem of the influencer toolkit. The campaign is a week in October. We are currently working on how we can blend what we have with the toolkit into the #Swimclusion Campaign. Right now, we are holding back on the applications, but we will be using the #Swmclusion Campaign to get traction for the toolkit so that we can then advertise the trainings. When we start to do the trainings, they will be quarterly DEI trainings like DEI 101. The purpose



of these trainings is to train the athletes and give them our knowledge of DEI and be successful with the toolkit. The hope is that they would then take this back to their teams and LSCs.

iv. **Develop and Disseminate (1) Membership Experience Survey – Wade**
Wade- We have been working with Noah and Leland and currently have a draft of nine questions that will be focused to the DEI Chairs this round, narrowing our audience to what their experience has been, what their relationship with their LSC is like, and what resources do they need to complete their objectives. We have some draft questions and finalize them by the next meeting. We will then circulate them through the group to look over. We will then be using Qualtrics to formulate the survey and send it out. The survey will then give us future goals and objectives for the committee.

v. **Ad Hoc Assignments:**

1. **Reviews:**

a. **Children w/Challenges – Jim**

Jim- This has been put on hold by USA Swimming.

b. **Adaptive Coaching Guide resource-Jim**

Jim- This is currently being developed but I would also like to get the opinion of athletes in the disability committee. This could possibly be another webinar for the committee.

vi. **Next Quarterly DEI Trainings- Leland or Noah**

Noah- We will be talking about this more later on when we meet again. We will be starting quarterly DEI trainings for the DEI Committee and DEI Chairs. These will be separate from the National Trainings happening once a month.

10. **Other Business – ALL**

Wade- Any other business that anyone would like to discuss?

Alex- The LSC Chairs will be voting on the rules and regulations, what is the date of that??

Wade- the ABM week is the 22-24th of September.

11. **Next meetings - Wade**

a. **DEI Program September 15, 2022 8 PM EST**

b. **ABM September 23, 24, 2022**

c. **NDEI October 24, 2022 1 PM EST**

12. **Closing – ALL 2:10 pm EST**



USA SWIMMING NATIONAL OPERATIONAL RISK COMMITTEE REPORT TO EASTERN ZONE 9/18/22 SUBMITTED BY COMMITTEE CHAIR MIKE SEIP – MIDDLE ATLANTIC

- The committee asks for Eastern Zone support for its proposed legislation next week at the USA Swimming Annual House of Delegates Meeting. The items are, R-2, R-3 and R16.
- The Meet Marshal Training program along with the Meet Marshal Certification Test were launched and posted beginning in March. The test presently is not available with the launch of SWIMS 3.0 but will return shortly.
- The Committee continues to keep contact with each LSC's Operational Risk Chair. Please notify a committee member when the LSC's Op Risk Chair changes.
- The Committee held its Annual Business Meeting on September 15th, 2022 at 4:00 PM EST. The Meeting was attended by 46 people.
- **The committee's goals for the past year were:**
 1. **Development of a Meet Marshal Training Program for LSC's**
 2. **Create guidelines for training water temperatures for coaches**
 3. **Update Hypoxic Blackout guidelines**
 4. **Increase awareness of Racing Start Certification requirements**
 5. **Expand on Air Quality Issues**

2022-23 Goals will be established at the next monthly meeting.
- **The committee has been responsible for the safety related certification and requests. Marco Greico has been chairing the project. Marco has been communicating directly with many registrars concerning certifications and the extensions. Thank you, Marco, for all the hard work.**

Technical Planning
September 18, 2022
9:00 AM via Zoom

LSC	Name	LSC	Name
Chair	Tristan Formon	NE	Betsy Russell
EZ	Tim Husson	NE	Carol Healey
EZ	Jerry Adams	NE	Jenelle Dolan
AD	Jennifer Dixon	NE	G. Nadine Johnson-Jesioneck
AM	Donna Beyerl	NI	Bob Nicita
AM	Georgiann Barry	NI	Courtney Christ
CT	Jen Lyman	NI	Charles Schutt
CT	Richard Lewis	NI	Will Chidsey
MA	Michael Seip	NI	Marci Callan
MA	Mike Rinde	NI	Michael Switalski
MA	Kathryn Scheuer	NJ	Gavin Formon
ME	Taylor Rogers	NJ	Marlene Curtis
ME	Audrey Cohen	NJ	NJ-Stephanie
ME	Aaron Zhu	NJ	Bud Rimbault
ME	Mary Ellen Tynan	PV	Samantha Gilbert
ME	Brady Hale	PV	Erik Collins
ME	Sponge Savage	PV	Elizabeth Jester
MR	Mary Fleckenstein	VA	Mary Turner
MR	John Yearwood	VA	Anthony Pedersen
MR	Jeff Chu	VA	John Stanley
MR	Dominick Boccio	USA-S	Beth Winkowski

Eastern Zone Fall 2023 Meeting - Attendance

EZ - Tim Husson - Non-Coach Director
EZ - Jerry Adams - Coach Director
EZ - Aaron Zhu - Athlete Director
EZ - Mary Fleckenstein - Secretary/Treasurer
AD - Abigail Sellnow
AD - Caitlin Cho (athlete)
AD - Jennifer Dixon
AD - Katie Ferreira (athlete)
AD - Jenna Hart (athlete)
AM - Claudia Smith (athlete)
AM - Donna Beyerl
AM - Matthew Purcell (athlete)
AM - Peter Barry
AM - William Gao (athlete)
CT - Ellen Johnston
CT - Henk Jansen
CT - Jen Lyman
CT - Rick Lewis
MA - Jamie Platt
MA - Kate Levensten (athlete)
MA - Kathryn Scheuer
MA - Larry Schwarz
MA - Michael Seip
MA - Mike Rinde
MA - Taiylor Tegler (athlete)
MD - Andrea Busch
MD - J. Wade Atkins
MD - Jeffrey Scrivener
MD - Mary Feiz (athlete)
MD - Rebecca Radonovich (athlete)
ME - Audrey Cohen (athlete)
ME - Brady Hale (athlete)
ME - Ethan Schulz (athlete)
ME - Mary Ellen Tynan
ME - Sponge Savage
ME - Taylor Rogers
MR - Francis Andersen (athlete)
MR - Jeff Chu
MR - Joseph Apat (athlete)
MR - Lamar DeCasseres
MR - John Yearwood
NE - Anne Kaufman
NE - Betsy Russell
NE - Carol Healey
NE - Elizabeth Antenucci (athlete)
NE - G. Nadine Johnson-Jesionek
NE - Jenelle Dolan
NE - Kenzie Driscoll (athlete)
NE - Moriah Tyrrell
NE - Noa Chambers (athlete)
NE - Patrick Hunter
NI - Michael Switalski
NI - Bob Nicita
NI - Charles Schutt
NI - Courtney Christ
NI - Dani Richards
NI - Elle Noecker (athlete)
NI - Eric Stimson
NI - Marci Callan
NI - Nicholas Weiner
NI - TJ Day
NI - Will Chidsey
NJ - Derek Cheng (athlete)
NJ - Alessandra Abeijon (athlete)
NJ - Bud Rimbault
NJ - Gavin Formon (athlete)
NJ - Stephanie Crofton
NJ - TJ Walsh (athlete)
NJ - Tristan Formon
PV - Elizabeth Jester
PV - Andrew Char (athlete)
PV - Erik Collins
PV - JP Vanderloo (athlete)
PV - Samantha Gilbert (athlete)
VA - Elias Babcock (athlete)
VA - Genny Kimbel
VA - John Stanley
VA - Rad Couture
USA Swimming - Beth Winkowski