

EZ Minutes

April 18, 2020

Conference Call Host : Nadine Time : 7:00-8:00pm

Attendance

Name	Position	Absent Chair(s)
Rossi Madonnado	Adirondack	Sandy Avery - Maryland
Melina Suzensky	Allegheny Mountain	Malicia Policard – New England
Dennis Flores	Connecticut	Lamar DeCasseres - Metropolitan
John Smith	Maine	
Zachary Mullin	Maine	Absent Athlete(s)
Deuel Stephens	New Jersey	Kelsey Cashman -
Carlton Taylor	Middle Atlantic	Noah Wilson - MD
Mike Switalski	Niagara	
Rob Green	Potomac Valley	
Peter Maloney	Virginia	
Dana Holder	At Large	
Paul Stockett	Indiana Swimming	
Amanda Pope	At Large	
Tristin Forman	EZ Director	
Tim Husson	EZ Director	
Sarah Nelson	Athlete Representative	
Nadine Johnson	Eastern Zone DEI Coordinator	

Reminder on your Role as DEI Chair in your LSC, we are all aware it is time consuming and not easy, however we are all here for a reason; what's our passion – it requires regular participation on calls that are scheduled for the benefit of all. Not having a share; asking questions “how to”; problem solving; renders you ineffective to support and carry out the end goal of making this an inclusive sport for all children

Information was provided for the Eastern Zone Annual Meeting scheduled for Saturday, April 18, 2020, information was provided that the open meetings to call into would be the Technical Meeting - Saturday, April 18, 10:00 AM and the General Meeting - Sunday, April 19, 10:00am, we will send our Zoom meeting dial in information after this meeting.

Discussion on the change to the Flex Membership, tier structure

Information was provided as to the amount that was spent by USA Swimming took over a 6 million dollar hit was taken between 2019-2020 and documentation to prove the reasoning behind it. Additional discussion took place that most of this is due to the change in leadership. The situation becomes members vs. organization.

Question to each LSC Chair:

- 1) What was one of their Success/accomplishments or goals each LSC Chair feels they've achieved this year
- 2) what do we feel is one of our biggest challenge?

Virginia:

Success: More outreach swimmers register

Challenge: Greater numbers attended the MLK meet

Potomac Valley:

Success: Black History Meet changed format (Finals) was very successful

Challenge: Getting the gears going again, people to re-engage and numbers

Niagara:

Success: On pace for a record # of outreach membership

Challenge: Re-establishing Niagara's DEI Committee

Aspen Institute Project Play Calls – April 22nd Wednesday at 2pm “What kids need from Coaches after Covid”.

New Jersey:

Success: Added DEI Committee members

Challenge: Deuel's Time Management

Middle Atlantic:

Success: Getting started, most of time getting up to speed on what was done previously

Challenge: Ensuring that we are retaining athletes,

Needing a standardize definition – Procedure of changing

Metro – No Participation

Maine:

Success: Ran some cool equipment drives at swim meets

Challenge: Will be connecting with kids

Maryland:

Success: Athlete involvement

Challenge: Where to go from Covid-19, how to help, time achieving the same times

CT: - Voting member now

Success: Having a voice and representative in the DEI space on the board, & Committee together

Challenge: Will continue to be the education of the LSC and pushing outreach and take DEI serious

Allegany Mountain:

Success: Having access to previous DEI Chair extremely helpful. Attending the Black History meet in D.C. this year 5 attend when only 1 attending previous year

Challenge: Getting the LSC to make DEI a priority at the Board level

Adirondack:

Success: More support from Board for DEI and more athletes attending and involvement

Challenge: What will be happening in the future based on COVID-19, THE UNKNOWN.

Everyone on the call responded.

Discussion took place on what are your expectations of a DEI Chair, and how can you be supportive when a new Chair.

Ways to Be Supportive:

- Talk to the previous Chair for information regarding the expectations of the position.
- Previous Chair, offer assistance and pass on helpful information.
- Share contacts and information that can help keep collaborations intact.
- Have meetings regularly.
- Recruit and build a strong committee.
- Be a regular participant at a LSC meeting showing support and better understanding how to work with LSC/Board.
- Talk to other DEI Chairs within your zone for encouragement and ideas to implement in your LSC
- Have a plan or Goal in place. Mike/ Melinda/ Rosie/Peter/Amil gave additional input and shared personal experiences with this.

Motion was made to adjourn the meeting. Mike second the motion.

Next meeting scheduled for May 7th at 7:00pm unless there is a cancellation or change.

The request was made to look into using Zoom for our next call. Everyone was encouraged to stay Healthy and Safe!! Together we'll get through this!!

Respectfully submitted

Melinda with edits