



## DEI Meeting Minutes – August 12, 2020

### Open:

-Attendance: G. Nadine J Jesionek, Carlton D Taylor, Rossi Madonnado, Rebecca Rice, Dennis Flores, Deuel Stephans, Mike Switalski, Dana Holder, Nikia Brown, Paul Stockett, Lamar DeCasseres, Tristan Formon, Wade Adkins, Peter Maloney, Jihan Minson, Miriam Lynch, Janice Osburn & Tim Husson

-Call to Order 9:07pm

-Welcomed new DEI chairs Allegheny Mt (Rebecca Rice) and Maryland (Janice Osburn)  
-Minutes taken by Carlton Taylor (Middle Atlantic)

### Updates:

-EZ still looking for LSC to host DEI Camp 2021. Please discuss with LSC boards.

-EZ Update: Lamar DeCasseres (Metro) Journey Pursuit of DEI Chairs Vote & Elected Delegate of the Board.

LSC and Development Committee expressed reservations about sponsoring legislation change since getting the 90% passing was too steep a hurdle. Decision was made not to present legislation change at this year's HOD and to table it for next year. In the absence of a national mandate, efforts will focus on the local level, getting LSCs to add their DEI chairs as voting board members and an elected position. Next steps will be within the EZ first, to get remaining LSCs that **do not** have DEI as voting member

- Metro
- Middle Atlantic
- Virginia
- New Jersey (vote At large)
- Niagara (vote At large)

Lamar reiterated the need for DEI chairs to attend LSC Board meetings even in absence of a vote in order to make a compelling case for the legislative change. If we can get LSCs to act ahead of next year's proposal at national HOD the DEI committee will have numbers on their side and should be able to achieve a 90% threshold.

Discussion

- ❖ Wade Adkins: Thanked Lamar for his efforts. Recommend forming alliances within LSC Governance Committee, and athletes committee. National DEI is on board and will support anybody working on making legislation change in their LSC.
- ❖ Question about why there were reservations: Two main concerns 1) 90% is a high bar for any legislation change and concerned about optics if proposal fails 2) Some LSC's feel it may not be their place to dictate to other LSC's regarding DEI legislation change. Would like to see LSC's do it on their own.
- ❖ Mike Switalski: By-laws task force committee was focused on limiting the amount of board members in order to keep boards "mobile." Challenges may come in the form of, "does adding DEI become a 'gateway' to bloated boards like what has happened in the past. May be worthwhile to come up with strategy to combat presumed arguments (ie. remove at large board member to make room for DEI and keep boards the same size).
- ❖ Wade: Continue to push the "business side" link between DEI and retention rates. Inclusion is just that and DEI is the gateway to increase retention and growth of the sport.
- ❖ Lamar: Spoke with Kenneth Chung, USA Swimming board member, we have his support. He reinforced the idea of having DEI act as a catalyst to increase membership because DEI understands what areas are underrepresented.

Next steps: Get Virginia and Middle Atlantic conversations started to get the DEI Chair on the board. Use the fact that only 2 LSCs in EZ don't have a DEI chair on board. Onec EZ is at 100% use that story to convince other Zones/LSCs.

### **Other Business:**

-Miriam Lynch: Diversity in Aquatics holding ZOOM call "We are Water: Textured Waves" Discussion. Also, an "All Members Meeting." If chairs have information/events they'd like to share among the DIA membership, please reach out to and think of DIA as a resource. (links to be emailed)

-Dennis Flores: Connecticut passed a budget item of \$25k for Outreach athletes meet fees. Thanked DEI, Tristan and Mike, and credited DEI virtual social.

-Wade Adkins: Maryland elected new DEI chair (Janice Osburn) and add 7 athletes to DEI committee.

Dismissed: 10:05pm

Minutes by Carlton Taylor