



Minutes for EZ DEI Committee meeting September 9th

Attendance

LSC	DE& I Chairs		ABSENT	
Adirondack	Rossi Madonnado		Connecticut	Dennis Flores
Allegheny Mountain	Rebecca Rice (Becca)			Jen Lyman
Maryland	Janice Orsburn		Maine Co-Chairs	John Smith
Metropolitan Chairs	Lamar DeCasseres			Zachary Mullin
Middle Atlantic	Carlton Taylor		New England	Malicia Policard
New Jersey	Deuel Stephans		Maine Co-Chairs	John Smith
Niagara	Mike Switalski			Zachary Mullin
Potomac Valley	Rob Green		Committee Athletes	
Virginia	Peter Maloney			Kelsey Cashman
Committee Athletes				Noah Wilson
	Sarah Nelson			
	Noah Wilson			
	Nicholas Poulos			
Advisory & At-Large Members:				
Name	Volunteer			
Tristin Formon	EZ Co-Chair/Dir.			
Tim Husson	EZ Co-Chair/Dir			
Nikia Brown	At-Large Mem.			
Paul Stockett Indiana Swimming	Advisory Mem.			
EZ DE& I Coordinator	G. Nadine J.-Jesionek			
	Wade Atkins			
	Jessica Mack			

Minutes accepted by unanimous consent

Nadine reminded committee to register for USAS Convention asap & mentioned some of the meetings that maybe of interest including DEI meeting September 18th @ 6pm and EZ Business meeting September 19th @ 12:30pm

2021 Regional Diversity Select Camps & Selection Criteria

- Do not post camp info until it is finalized and posted on the USA website
- Tristan confirmed national pool for applicants
- Tristan suggested EZ have coach’s summit between LSC in closest proximity and create a different experience for our athletes just w/o national support
- Mike says it would be challenging to find \$\$\$ to cover cost of camp that includes \$15,000 + swag+ national athlete; Nadine & Rob believe national contribution is \$10k
- Mike explained previous camp format and the proposed regional camps
 - o EZ & Southern (odd) West & Central (even years)
 - o LSCs sent at 2 athletes and coaches w/ support from National
 - o Camp model is changing so there is reservation
 - o Janice asked about the diversity and if it included para; Mike said marginalized groups participated & para were not included b/c they have their own camps; Paul confirmed para does not have separate camps

- zones could establish their own standard's but regional time standards are set by national that will exclude a lot of athletes that previously would have qualified
- Janice questioned how inclusion did not include para; Paul is on National Disability committee & responded there are efforts to include disability w/ DEI
- Rebecca asked about camp dates and facility requirements; Nadine will send old template which she admits maybe out of date
- Dates for camps are TBA
- Rob Green – criteria is typically long course pool; dorm facilities, approx. 48 athletes; DEI chairs; + coach from each zone; dining area
- Rob likes that USA Swimming is helping to find sites to relieve DEI volunteers to get contracts but worries about the impact on small LSC that do not have fast athletes that will be represented and hurt diversity outcomes; hard to budget how much money to support athlete because of national possibility of location
- Age cut off is approx. 14yo
- Peter said USA Swimming used to hold disability and DEI camps together at the OTC but that has changed

WHERE DO WE GO FROM HERE?

After convention think about what we can do as a zone to support athletes to include disability

WHAT'S HAPPENING IN LSCs?

Rebecca – what do we do to move forward during these restricted times? Clubs offer dry land to interest kids that are idle in the community (water safety, water education, etc.)

- Rebecca planning program to address mental health of athletes & coaches; The Weight of Gold – have a summit w/ speakers and breathing techniques, meditation, yoga, give information to help remove the stigma of mental health – focus on things that we can do 13+; has support of age group chair and coaches, University of Pittsburg,
- Mike encouraged Rebecca to go to Niagara website for resources for athletes and adults

Peter states VA slowly working their way back into the water

Lamar (metro) hard times; swimming outdoors; have HOD coming up w/ no athlete participation because it is virtual; suggested athlete use draft letters to contact local official about getting back into the water since malls & casinos are opening; using social media to bring attention

- Nadine asked Lamar to share the letter previously distributed by Jane Grosser that can be sent to local clubs and officials

Nadine encouraged networking and sharing ideas among the group

Nadine said there were reservations about dealing with athletes and the level of disabilities; wants to connect Janice & Amanda to better understand parameters around being inclusive of athletes with disabilities

Nadine commented on USAS conferences and workshops; encouraged people to be curious and look into info out there

BURNING ISSUES

Mike commented on Regional camp – recommendation for EZ and LSC to plan financial support every year for kids that are attending; develop a pecking order among LSC supports

- Nadine said Zone budget maybe stretched
- Will be on agenda for next week
- Wade said that outreach athletes would qualify for financial support from National

Adjourned 10:06pm