



**Wednesday, January 6, 2021 – Conference Call
9:00pm – 10:00pm Eastern Zone DEI Committee**

Meeting Called to order at 9:02pm by Chair Nadine Johnson

Volunteer to take Minutes - Tristan Formon

Attended	Charlotte Chan Siow - Athlete
G. Nadine J.-Jesionek - Chair	Melanie Henson - Guest
Janice Orsburn – Maryland	
Eva Frazier – Athlete	
Katie Donaghue - Athlete	Absent
Lamar DeCasseres - Metropolitan	Emma Yang – Athlete
Samantha Brabeck - Athlete	Jon Siegel – New Jersey
Deuel Stephens – New Jersey	Alex Cramer - Athlete
Mike Switalski – Niagara	Bobby Diel – Athlete
Rob Green – Potomac Valley	Rhianna Gilberston - CT
Puranjot Kaur – Maine	Luc Francis – Athlete
Tristan Formon – At-Large Mem.	Rossi Madonnado – Adirondack
Tim Husson – EZ Co-Director	Dennis Flores - Connecticut
Gavin Formon – Athlete	Peter Maloney – Virginia
Jihan Minson - Virginia	Francesca Callejas – Athlete
Nikia Brown - At-Large Mem.	Paul Stocket – Advisory Mem.
Lauren Riedel – New England	Aaron Zhu – Athlete
Owen Geddes – Athlete	Sarah Nelson – Athlete
Thomas Cho – Athlete	Kelsey Cashman - Athlete
Carlton Taylor – Mid-Atlantic	
Rebecca Rice – Allegheny Mtn.	
Diya A-Y – Athlete	

November and December Minutes: **MSA**

WHAT’S YOUR WEB PRESENCES AT THE LSC LEVEL? Are you identifiable and can you be contacted? EZ DEI Chairs are encouraged to review that their contact information is updated and clearly posted on their respective LSC websites.

UPDATE ON LSC'S & ZONE CHALLENGE TO HAVE DE&I Lamar DeCasseres

An update was provided on the voting status of DEI Chairs. Wisconsin Swimming will include a proposal to include DEI as an elected member with vote at the upcoming HOD. Minnesota Swimming is holding a special HOD for this purpose. Legislation was presented to Florida Swimming. Charlie Rose, GC, invited Lamar to present to the BOD. Lamar encouraged everyone to review their respective LSC Bylaws to understand and confirm their specific role, appointed / elected / term limited / vote / voice. Lamar will share the final version of the proposed legislation that will be presented at USA Swimming's HOD at USAS this fall. Lamar is now a member of the LSC Development Committee and will continue to promote.

Congratulations to Lamar!!!

DEI CAMP & SUMMIT – Review list of HBCU's, Bid timeline & Process

Nadine had previously shared an excel spreadsheet with a detailed listing of HBCUs. She briefly outline the proposed bid package that was disseminated via email to the group for their review. There are two models for site selection:

- 1- The entire DEI Committee OR
- 2- A smaller subset / EZ Camp Committee to consider bids

Nadine asked to sense of what the group preferred. Rob Green spoke for a smaller working group to review pros and cons before sharing a recommendation with the larger EZ DEI Committee. This was supported by the group. Rebecca asked for clarification on the constitution of this potential smaller working group. Nadine clarified that it would NOT consist of folks representing bidding LSCs. Nadine briefly outlined the entire bid process and in more detail the "Required Items" and "Preferred Items".

TOP THREE 2021 GOALS FOR YOUR LSC with an Educational component for your Boards

AMS – Rebecca outlined the goal to re-run a well-received wellness clinic from the fall / run a lecture program with athletes speaking about their experiences

MA – Carlton outlined a college prep program lined up with the Black History Meet / an outreach program working with hearing impaired athletes / check the box campaign. Nothing specific as far as board education. Nadine reminded the group the DEI needs to engage with all aspects of the board to become fully integrated.

NJS – Deuel highlighted athlete Instagram takeovers with some national team athletes / educational component looking at Truclusion

and Flip Turn / looking to have coaches and officials gain DEI training / fundraising goals

MD – Janice to get the website to promote the local meets associated with Black History Month / promoting education re: athletes on the autism spectrum / creating standards for para athletes at the LSC level / mental health initiatives & offering assistance as needed.

MR – Lamar addressed education for the BOD: DEI training for the BOD (Truclusion) / collaborating with the athletes (athlete voice) / creating a DEI Grant to support Diversity within clubs & the broader community / have each DEI committee member to attend a board meeting during the year.

NE – Lauren is hoping to create a committee but presently running “solo”: education for the BOD / implementation of a plan for coaches (coached create the environment for athletes) / increased social media presence (started an Instagram account) / cultivate some athlete driven initiatives

NI – Mike reviewed the talking circles: embracing groups you don’t identify with / budget line specific for DEI purposes request to be increased more than just Outreach needed to include Zone & Multicultural Team, DEI Professional Development / creation of a reported mechanism to address discrimination.

ME – Puranjot outlined the goal to develop a committee of athletes, coaches, volunteers / social media / recruitment of athletes & volunteers into committee

PVS – Rob outlined an attempt at a roundtable for athletes in the fall, they had minimal success and are looking to re-boot that project / hosting a college knowledge event / as Rob is exiting the board in May looking for candidates to transition the DEI responsibilities.

AD / CT / VA - Absent

UPDATE ON NIAGARA’S TALKING CIRCLE EVENT

Mike reviewed the process and success of the event. Mike shared a detailed outline including supporting content via screen-share. Highlighting the critical need for participants to understand that this was a safe space for engagement. Mike continued to highlight engagements thus far and plus for future events in this series. The series is open to athletes, non-athletes, parents and volunteers.

MELANIE HENSON – Melanie Henson founder of FB Group – Global Group for Diversity, Inclusion & Belonging in Swimming. Nadine welcomed and introduced Melanie. Melanie sought some clarification regarding differences between the National DEI and Zone DEI Camps. Mike Switalski outlined some of the adjustments as the Zone DEI Select Camps transition to the Regional DEI Select Camps.

Melanie further addressed the concern regarding the fees for Long Course Zone participation at the LSC level.

ATHLETES EXPERIENCE – WORKING IN LSC & WITH TRUCLUSION “ATHLETES FOR CHANGE.”

Samantha Brabeck spoke about her experiences with Truclusion thus far. Diya A-V commented that the workshop created the opportunity to bring her out of her comfort zone. Gavin Formon spoke about Berkeley Aquatic Club’s ongoing engagement with Truclusion initially for 14 & Over athletes and then a subsequent series for 12 & Over athletes. Learning was focus on incorporating the use of "I statements" instead of judgements or hypotheticals when speaking

DIVERSITY EQUITY & INCLUSION ALL-STAR PANEL

Panelists: Linda Conger, [EZ DEI] Rob Green, Robin Heller & Marvin Thorpe. **NEW DATE** Saturday, January 30th @ 2pm – REGISTRATION REQUIRED:

[HTTPS://WWW.USASWIMMING.ORG/COACHES/CLINICS-WORKSHOPS#WEBINARS---PRESENTATIONS](https://www.usaswimming.org/coaches/clinics-workshops#webinars---presentations)

OTHER BUSINESS/SHARING ANY BURNING ISSUES

Tabled for the next meeting

Meeting adjourned at 10:38pm

Next Meeting Date: Feb. 3, 2021