



**Wednesday, February 3, 2021 – Conference Call
9:00pm – 10:00pm Eastern Zone DEI Committee**

Meeting Called to order at 9:04pm by Chair Nadine Johnson

Volunteer to take Minutes - Tristan Formon

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

January 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.

LSC ATHLETE REPS FOR THE AEC AND LSC DEVELOPMENT COMMITTEE SURVEY REMINDER

Here is the link to the survey:

https://docs.google.com/forms/d/e/1FAIpQLSccPFwF6Ys4JS0WPNXJJPiHbsA5U3_3Dmdt-GPf0KluzyxA2tg/viewform?usp=sf_link

Aaron Zhu / Lamar DeCasseres: Aaron outlined dialog surrounding a survey being circulated within the AEC. Lamar and Aaron wanted this topic to be highlighted in the DEI meeting, specifically looking to better engage athletes and support the athlete voice with their respective LSC Board Discussions.

DEI NATIONAL CAMP

Rescheduled for Oct. 2021 @ Chula Vista – Applications Feb. 2021

Due the restricted access of the USOPTC as athletes prepare for the Tokyo Games, the National DEI Camp will be rescheduled for later in the year in CA versus the OTC in addition to some scheduled maintenance at the USOPTC. Participants are typically fully funded by national for attendance in the National Camp.

REGIONAL CAMP

Looking at late summer, unknown if it will be in person or virtual – No more details available yet. This will require some funding by each LSC and hence LSCs should be aware of the potential impact on their respective budgets.

USA DEI NATIONAL COMMITTEE UPDATES

Mike Switalski – Last Sunday's National Committee Meeting was more of a meet and greet with a smaller downsized committee. A new DEI director will be brought on board at USA Swimming to work under MJ Truex to work with the DEI Committee.

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

Rossi Madonnado – Adirondack

As with other LSCs, AD are seeking to engage athletes in the DEI effort. AD are looking to invest into better communication options via the website. The athletes are taking an active role in this area. The AD Board has been very quiet for the most part. The DEI continues to be vocal in its efforts.

Dennis Flores – Connecticut

Get updates and presence up on the internet, utilizing social media. Engaging a committee to improve highlighting DEI in CT Swimming. Developing a budget to run programs within CT. As ever seeking guidance from the EZ DEI Committee as an ongoing resource. Nadine asked specifically about Board education. Dennis emphasized starting small and building. Nadine will be addressing the group in CT on behalf of the broader EZ DEI Committee.

Peter Maloney – Virginia

Looking for athletes to continue to become more engaged within a Diversity Athlete's Committee. VSI DEI looking to add content back onto the VSI webpage. (Some content was lost on a website upgrade). VSI DEI are seeking to engage and educate the BOD. Mike Switalksi asked where the LSC was on bringing the DEI Chair onto the board as a voting member.

WHAT ARE DEI CHAIRS AND/OR ATHLETES DOING IN THEIR LSC'S IN CELEBRATION OF BLACK HISTORY MONTH?

POC feel Black History Month should be every month. That said, Black History Month is an opportunity to reflect and educate.

Deuel Stephens (NJ) introduced Emma Yang who outlined some upcoming events being hosted via the NJS DEI Instagram Page. Luc Francis outlined some concepts surrounding efforts to create a DEI certification status / pilot program that clubs can achieve by bringing a coach and athlete to an educational event. In the true spirit of inclusion, Emma invited any and all to attend the upcoming "*LIVES*" on Instagram. **@NJSWIMMINGDEI**

Lauren Riedel (NE) reviewed a statement that was shared with NE Swimming. "Black History is American History." Lauren gave a detailed update on all matters DEI in NE Swimming. Primary focus remains upon education and generating ongoing passive awareness via social media.

Janice Orsburn (MD) shared some comments and information being highlighted via social media. Nadine asked if these were to be "one time posts" or a series of ongoing announcements. Janice indicated there would indeed be a series of informational posts.

SHARING/FEEDBACK ON LEARNING FROM VIRTUAL DEI INCLUSION PANEL WEBINAR 1/29/21

Nikia Brown shared that she attended the panel. Mike Switalski was praised for keeping the panel on their toes and the content moving. The information was refreshing and the event was engaging. Tim Husson reported that while operating a timing system at a meet, he was able to tune in and listen and Tim indicated it was interesting and engaging. Nadine shared her comments that overall it was well orchestrated. Mike did a great job. Own and create a culture. Parent Involvement and Engagement was critical. Targeting keeping an inclusive family culture on deck within your team. USA Swimming are seeking information from us, "the boots on the ground." Don't be afraid of the answer "No". Continue to breakdown challenges. Don't be afraid, don't give up!! Continue to promote the athlete voice, specifically as it relates to "checking the box." Nadine's takeaway was she was sad it was ending after just one hour. She

was left wanting more. Mike Switalski thanked all the folks for the work behind the scenes and the four panelists. Rob Green outlined the weeks and months of planning to create an event of this magnitude. (114 registered participants.)

INFORMATION:

Diversity In Aquatics will be hosting their annual convention in conjunction with the AOAP (Feb. 17 - 20, 2021). Here is the registration link. Diversity in Aquatics 9th Annual Convention – The Association of Aquatic Professionals (aquaticpros.org) [Diversity in Aquatics 9th Annual Convention – The Association of Aquatic Professionals \(aquaticpros.org\)](https://aquaticpros.org/2021/02/17/diversity-in-aquatics-9th-annual-convention-the-association-of-aquatic-professionals/)

Samantha Brabeck (NE) spoke to the ongoing efforts of the athletes to become engaged with the DEI effort. Eva Frazier further outlined some of the proposed sub-committees.

Introductions: Mike Switalski introduced Austin Nau, a member of the NI DEI Committee. Austin may well become the next DEI Chair for NI as Mike potentially transitions towards the GC role in NI Swimming.

Lauren Riedel sought ideas on educating the Board of Directors. What do differing LSCs within the EZ think this could look like? Pete Barry (AMS) spoke about Mike Switalski being a keynote speaker at the AMS LSD HOD. Focus should shift from the membership that USA Swimming does have to the membership that USA Swimming does not have.

Peter Maloney stated VSI gave out three grants for DEI programs.

Next Meeting Date: March 10, 2021

Meeting adjourned at 10:12pm