



PACIFIC SWIMMING COMMITTEE REPORT

To be submitted to Marie Lin (secretary@pacswim.org) the Sunday prior to the next BOD meeting

Committee: Diversity Equity and Inclusion / Disability

Liaison to the Board: Kent Yoshiwara / Kelly Crowley

Date of Last Meeting: March 24, 2022

Members Present:

Jimmy Hong, Ernest Leong, Verónica Hernández, Lillian Bautista, Kent Yoshiwara, Mike Piccardo, Karyn Kikuta, Natalie Fearn, Kate Lee, Marie Lin, Sophie Boeun, Amit Kannan, Anika Nagal, Guest Dr. Jennifer Fu, and Coach Helen Garcia

Date of Next Meeting: April 28

Action Items Completed:

- **Chairs Report**
 - Orinda Aquatics donation to Richmond Sailfish \$5,000
 - *Crossing the Swim Lanes* (podcast) – Naji Ali (host) - Crossing the Swim Lanes podcast, discusses the experience of Black athletes and other athletes of color in aquatic sports
 - Summer Coaching experience –
 - Discuss at athlete committee meeting on Sunday (3/27)
 - Athletes program
 - Lillian - SF Pack and Rec accepts volunteers. [sfrecpark.org](https://sfrecpark.org/780/Volunteer-Programs) has places where people can volunteer <https://sfrecpark.org/780/Volunteer-Programs>
- **USA Swimming / Western Zone Report**
 - USA Swimming –
 - No report
 - Western Zone
 - USA Swimming appointed Susan Huckaby as the WZ Zone Diversity Coordinator
- **Athletes Committee report:**
 - From Sophie Boeun to Everyone 08:20 PM
 - Athletes have developed a social media posting schedule
 - <https://docs.google.com/spreadsheets/d/1o4iYveNSfX0M14KUbzG34u1wZF1x9IPSux8R-xP6jrs/edit#gid=587889460>

Action Items In-Progress / Pending:

- **Disability Swimming programs**
 - New Disability sub group –
 - Lillian, Karyn, Mike, Jimmy, Anika
- **Program Evaluation**
 - New project to review all DEI program....more discussion next meeting
- **MEFAP cost**
 - Need to review cost of staff time to provide this service versus automation / integration with the on-line meet entry applications/web site.
- **Athletes who are Transgender**
 - We now have a matrix on navigating the USA Swimming Policy 19
- **Curly / Textured Hair**

- Guest Dr. Jennifer Fu
 - Has two swimmers, in PC
 - Dermatologist specializing in hair disorders
 - Hair care issues can be a barrier limiting access to kids with curly/textured hair
 - Health hair care tool kit? Education for swimmers, clubs coaches.
 - Black kids swim web site <https://blackkidsswim.com>

Announcements: _____

Questions for the Board / Larger Group: _____

Notes/ Other: _____
