



REPORT 2019

USAS United States Aquatic Sports

USA Swimming Convention - St Louis, MO

Kent Yoshiwara

- Chair of Pacific Swimming Diversity and Inclusion Committee
 - Member of National DEI (D&I) Committee
 - Member of Western Zone DEI (D&I) Committee
-

Wednesday - September 11

10:00 - 11:20 Diversity & Inclusion - Business meeting [Grand H]

Committee attendees: nadine, ruth-ann, sarah, emily, chris, jenny, kathy, mike, paul, wade, noah, shawn, ashanee, MJ,

Plus Safe Sport Fellows & USA Swimming Staff

intros

Agenda approval - APPROVED

MJ -

USA Swimming updated

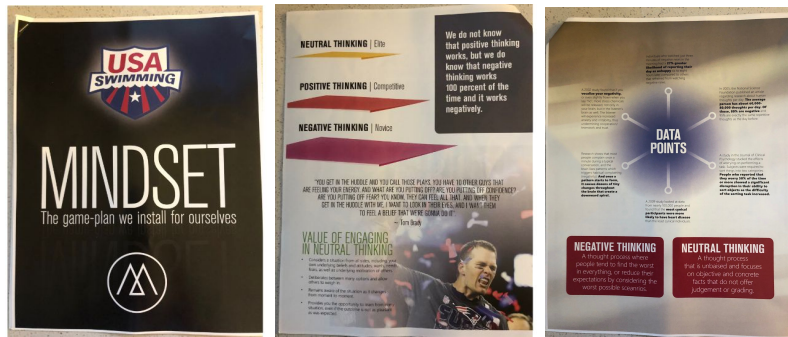
- Staff changes - Ashanee Player (new member of USA Swimming) She gave her background.
 - Juan Caraveo - has moved to the WZ Club Development manager as of last week. Ashanee will transition into the role with Morgan Weinberger
 - Shawn Anderson will continue
 - Name Change - DEI - Diversity Equity and Inclusion
 - In person meetings, changing to Virtual Meetings, in the future
 - Spring Zone meetings might be the annual in person May 1-3, 2020
 - Community Programs - Shawn Anderson
 - Chicago parks and rec - partnership with USA Swimming, Chicago Parks and Rec, and Illinois swimming.
 - One Pagers - Ashanee
 - bias/unconscious bias
 - Stereotype / stereotype threat
 - #3
 - #4
 - Preparing a guides
 - Updating the Resource Guides - LGBTQ is the first one up
 - Gender Related Athletes - from safe sport to DEI
 - Gender change/classification
 - Abuse / discrimination
 - There is an FAQ
 - Investigate, work with legal team, create an action plan, work with local
 - Reports from workgroups
 - LSC Engagement - Emily Molina/Sara Dawson
 - Knowledge Bank - Mike Switalski
 - Online resource
 - Identify resources, training options
 - Survey D&I chairs - prioritize issues, develop action steps
-

- 10 people on the committee
- Discussion of Equity and Parity in Zone Select Camps - MJ
 - Discussion time standards with coaches
- Data Collection for LSC D&I Initiatives - Ruth Ann
 - By law changes - LSC who gained voting privileges, or lost
- Brainstorming/Discussion/Strategic Planning
 - Check the box issue - Mike
 - Outreach membership - Mike
 - Re-examine the outreach manual
 - Finances - from USA Swimming Corporate Sponsors
 - Finances from outside donors
 - Grant Writing - "capacity building" Bank need to give back to the community. Community reinvestment act of 1977
 - PSA's for diversity during the Olympics
- Next meeting October 6th Sunday 5:00

Adjourn 11:10

5:00 - 6:20 Keynote Address - Trevor Moawad [Grand D/E]

- We do not know that positive thinking works, but we know that negative thinking works 100% of the time and it works negatively
 - Learn how to do simple better
 - Inside voice versus outside voice
 - 10x more powerful to say inside voice
 - Dont say stupid things out loud
 - Word matter
 - What you don't do matters
 - Law of Substitution - Think of one thing at a time
-



Thursday - September 12

8:00 - 10:50 Western Zone Business Meeting [Grand A/B]

Intro by Dale Ammon (zone director)

Mike Unger (USA Swimming) Club Registration fee has not been increased since the 1980's it was \$70, and still is. But they are considering \$500 for a first year club.

Tim Hinchey - communication is important

Juan Caraveo - new development manager

Goals / Plan [Board goals/metrics are on line]

Minutes approved

Nominations - Non Coach director - Dale Ammon [by acclimation]

Nomination - Championship Coordinator Jodie [by acclimation]

Age group championship - Elk Grove Aquatics Club (new pool)

Questions:

- Spectator seating?
- MAAPP compliance?
- Athlete village?

Senior Zones 2021 -

Robert - raise the entry fees ? for zone meets by \$5 for individual and relay fees to \$15 / \$25

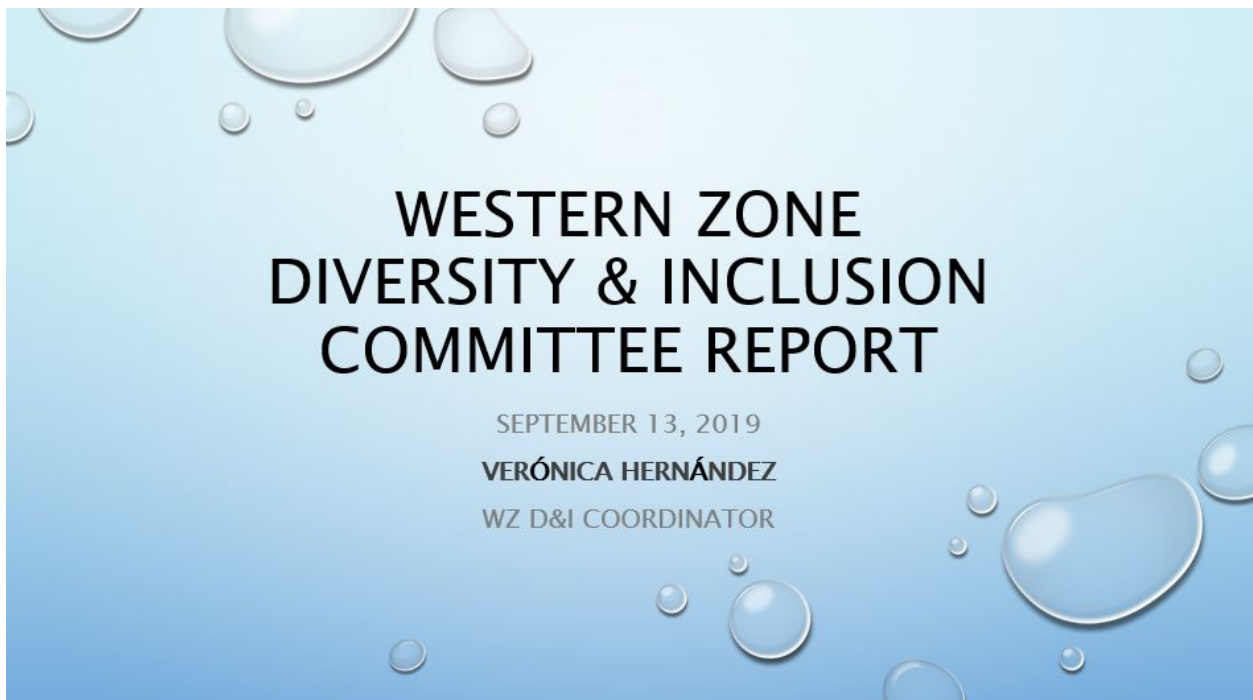
M/S/C - Clovis Swim Club

Candidate Pool -

Consent agenda - Approved

- Change to 11/12 prelims/finals
- DEI funding change approved \$.10 per ALL Athletes
- Safe Sport Report - April Walkley

Veronica Hernandez - D&I Report



Athletes report -

From the floor - amend by-laws

- Any known financial changes be distributed at least 20 days prior to the start of the annual meeting. FAILED
-

1:00 - 1:50 D&I Chairs Training 101 - [Grand H]

Led by Emily Molina(OR) / Sarah Dawson (CA)

Resources - DEI Staff/DEI National Committee/DEI Coordinator/LSC DEI Chairs

Job Description

Duties/Responsibilities

Position Progression

Get to know your LSC By-Laws, and Policies & Procedures

Camp Progression

Voting Member of the Board

Reach out to the Governance Committee, as they often present to the Board.

Include athletes in all aspects, meetings, planning, input, etc...

Athlete educational engagement

Use Athletes to engage athletes in a more meaningful way.

2:00 - 3:50 D&I Unpacking Your Back Pack - Part 1 - [Grand H]

- Dr Abby Ferber/University of Colorado
- Dr Stephany Rose Spaulding/University of Colorado
- Knapsack Institute

This will only scratch the surface.

Another Talk on Diversity and Inclusion

Body shaming starts at 7 years of age

Common Language/Common Goals

Important issues you face

Ground rules:

- Treat each other with respect, we can agree to disagree
- Remain open minded
- Focus on the point, not the person
- We are all role models, all the time
- Humility / apologize

At 100 yards: Race, Gender, Socio economic

Social Identity - graphic -Oppression / Privilege

Intersectionality - approach largely advanced by women of color



4:00 - 5:50 D&I Unpacking Your Back Pack - Part 2 - [Grand H]

- Dr Abby Ferber/University of Colorado
- Dr Stephany Rose Spaulding/University of Colorado

Starting with ourselves

Organizations and people are operated by people

Climate and culture are maintained and reproduced by us

We are the ones who can change the institution and workplace

I have heard/learned...about....

Starting Assumptions

Stereotypes

- Oversimplified belief. Opinion, or image
- Simplistic generalization
- incomplete
- The danger of a single story - Ted Talk

Stereotype Threat (claude steele)

- Whenever we're in a situation where a bad stereotype about one of our identities could be applied to us

Strategies to undermine stereotypes

Microaggressions

- Subtle insult
- Of marginalized group
- Something small, repetitive
- Impact on health

Friday - September 13

10:00 - 11:20 Educate. Initiate. Celebrate [Grand H]

Led by Wade Atkins

Simulated Round Table Discussion

Ice breaker Diversity...Inclusion

Definition for Marginalized - different groups of people who are discriminated against

Noah - Maryland

- 1) How is marginalized? Hearing impaired, african americans, people of color, latinos - [then record a list "people how are marginalized"]
- 2) What are the barriers? Inclusion, financial, fear, (don't know how to work with an autistic swimmer) family, distance
- 3) How are new swimmer oriented? Welcome packet? Clubs send out welcome packets, or provide a packet the first time they come to the pool

What is the ask?

- Some funding / develop a cool shirt.....m.i.s.s.i.o.n
- Cool Stirt / Stickers

Where would you host it?

- Athletes, Coaches, Non-Coaches Leaders about 15 per group
- Provide a review of Community guidelines/rules of engagement

KEY - develop the questions for your local area

Marketing

- Invite each Club (Coach, NonCoach, and Athlete) - Email (did not use social media)
- Handouts (Shirts/Lanyards)
- Planning - about five weeks out
- Train moderators? Calls, and rehearse the session.

Outcomes from the Maryland event

- Check the box program
- Increasing the D&I budget
- Transgender policy

1:00 - 1:50 Pacific Swimming [4th floor Mills Studio 6]

Discussion of convention format/future format.

Discussion of proposed legislation

Review of eastern zone, actions at their Business Meeting, and the actions taken by their athletes.



3:00 - 3:50 WZ networking/connecting [Mills Studio 6] [this program was not on the master schedule. Facebook posts and announcements at other sessions invited people to this meeting. This was not initiated USA Swimming, rather by the Western Zone](#)

Led by Dane Wolfrom -

24 participants

WZ/CZ/EZ/SZ represented

IN, SC, WY, MD, PA, PC, NI, SE, CA, OR, WI, MT, NE, KY, MA, and PV represented

Discussion on various D&I topics, in dyads (pairs), and groups of 4

A list of names/LSC/email addresses will be shared, and contact info will be shared, so that participants can remain in contact as each moves their programs forward.

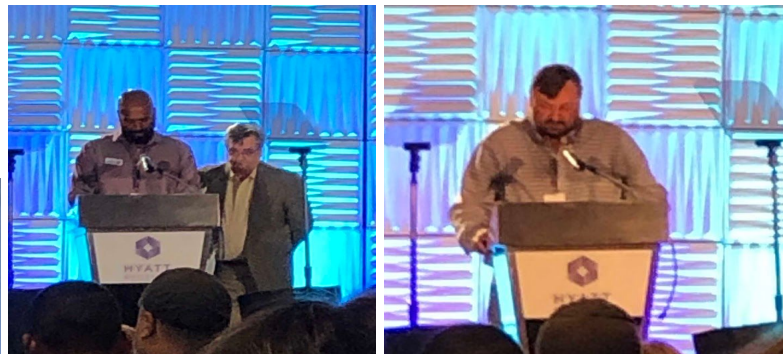
4:00 - 4:50 Meet the Candidates [Mills Studio 6]

- Julie Bachman
 - Rebecca Binder**
 - Kim Brackin
-

- Julie Chen
- Kenneth Chung
- Jennifer Gibson*
- Kathleen Prindle*
- Bill Schalz*/**

7:00 - 9:00 House of Delegates [Grand D/E]

- President Bob Vincent
- In Memoriam
- USA Swimming Foundation - Rowdy Gaines
- President of the Board - Tim Hinchey
- State of the Sport Address
- Safe Sport program - Lucinda McRoberts Abby ?? (Associate)
- Communication - Shayna
- National Team - Lindsey Mintenko
- Olympic Trials - Mike Unger
- Awards -
 - Safe Sport - impact award - Sgt John Ingram
 - Open Water Achievement Award - Ron Ackens
 - Adolf Kiefer Safety Award - Dr Danny Mistry
 - Disabled Swimming Service Award - Robin Heller
 - Diversity Equity Inclusion Award - Presented by Dr. Shawn Anderson - to Chicago Parks and Rec



- Kenneth J Pettigrew Award - Melissa



- ASCA Coach of the Year -
- Developmental Coach of the Year Award - Ron Akins
- Athletes Appreciation Award - Clara Latender
- Athletes Appreciation Award - Travis Tiger
- Phillips 66 Performance of the Year Award - Regan Smith (in person)

Saturday - September 14

9:00 - 2:00 House of Delegates [Grand D/E]

9:09 Opened by President Bob Vincent

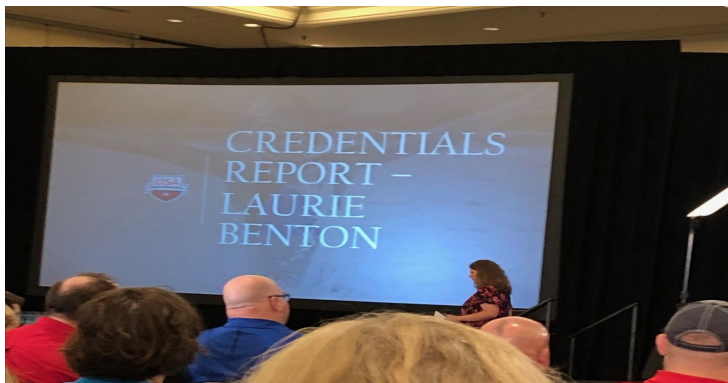
Scott Usher - Foundation [group photo]

Membership - Carol Healey

- Year around athletes 352,479
- Non athlete, up 1%

Elections Credentials - Laurie Benton

- 596 Delegates
- 496 issued



NGB Finance Report - Bob Ugast

Presentation to Life Members - Pacific Swimming?

Past board members:

- Dan McAllen, Tim Bauer, Mark Webber, Van Donkersgood, Tristen Foreman, Amy Hoppenrath, Clarck Hammond, Sean Redmon, Derrick Paul, Jim Ryan

LEAP Recognition -

- Aderondack, Border, Colorado, Gulf, Illinois, Indiana, Maine, Metropolitan, Midwestern, Missouri Valley, North Dakota, Oklahoma, Oregon, Potomac Valley, San Diego Imperial, South Carolina, South Dakota, South Eastern, Utah, Virginia, Maryland, Pacific Northwest

Rules and Regulations -

- start 9:46
 - Pull - R6 - Zone Board of Review - directs more to the National BOR - PASSES
 - Pull - R9 - Observed meets - PASSES
 - Pull - R18 - Safe Sport / MAAPP - PASSES
 - Resolution Club Dues (requires %'s Vote)
 - Amendment Reduce Fees - FAILED
 - Amendment triple fee - FAILED
 - Amendment tiered fees -
 - Amendment "to Commit" PASSED
- completed at 10:48

USA Swimming Board of Directors Election Results -

- Kenneth Chung 3 yr
- Jennifer Gibson* 3 yr
- Kathleen Prindle* 4yr
- Bill Schalz*/*** 4 yr

Old Business - none

New Business -none

Adjournment 10:55

Pics:



one on one, group, and side conversations: (excluding PC members)

dale ammon-colorado, carol nip-us masters, dane wolfrom-pacific northwest, peter malone-virginia, nadine johnson - potomac valley, mike switalski-niagara, kathy mendez-oklahoma, mike jafari-southern california, shaun anderson-usa swimming, john yearwood-new york, mj truex-usa swimming, cecil gordon-middle atlantic, john -pacific northwest, nadine day-us masters, juan caraveo-usa swimming, sean redmond-san diego WZ Dir, susan huckeby - montana, debbi baldwin-san diego, virgil chancy-southern california, stanley macintosh-south carolina, sarah dawson-southern california, kenneth cheung - north texas, rob green-potomac valley, gwen tomiyoshi - hawaii, jon hayashida -hawaii, paul sockett-indiana, emily melina - oregon, jim patterson - central california, stephanie driver - wyoming, jennifer schaff - wyoming, debra reger - alaska, chris shepard-new england, robin heller - fl, peter gaudani - us masters, amanda pope - maryland, o'shea birdinground - montana, ruth ann bode - kentucky, bill kirkner-maryland, melinda suzenshy - pittsburgh,

END
