

Pacific Swimming - Disability, Diversity, Equity & Inclusion Committee

Meeting Minutes

February 27, 2025, at 8:00 PM

<https://zoom.us/j/91030812502?pwd=YUo0NkJWSmlsQVAvNGVIZWUveU10Zz09>

Pacific Swimming's Disability, Diversity, Equity & Inclusion Committee aims to increase access to swimming in all facets through empowering athletes, promoting role models, and supporting relationships and mentorship for all who are engaged in swimming. We strive to create a welcoming environment to bring in new and diverse participants and retain them for lifelong enjoyment of the sport.

1. Attendance: Amy Gonzalez, Karyn Kikuta, Erik Scalise, Monica Warren, Sachi Kuwano, Verónica Hernández, Kent Yoshiwara
2. Identify a note taker – Verónica
3. Chair's Report – Kent
 - a. Current climate around DEI reflects those companies that were never really interested in, or working on DEI. It may be worth considering alternative companies when possible.
 - b. New CEO of USAS has been hired. We have not heard anything on DEI from her yet.
4. USA Swimming/WZ DEI Committee Report (Kent/Verónica) – Black History Month meets have been going on. The WZ would like to promote more meets like this, but an All-Star team is not likely.
 - a. PC would like to be able to send a team in future
5. Zone Reports –
 - a. Zone 1 North (Keiichiro Yoshida)
 - b. Zone 1 South (Karyn Kikuta) – Lucas Salles-Cuhna is planning a Latinx focused meet in early Oct
 - c. Zone 2 (Amy Gonzales)
 - d. Zone 3 (Mehrad Zarrehparvar)
 - e. Zone 4 (Valerie Rudd/Erik Scalise)
6. Coaches Committee –
7. Senior Committee –
8. Age Group Committee –
9. Athlete Representatives –
10. Unfinished Business
 - a. Tech Suit Program – Next meets are Spring AGC and FW
 - i. Need more info on suit sizes and benefits of different types of suits
 - ii. Need clearer definition of the program and promotional info

- iii. Next subcommittee meeting next week
- b. On-Line Outreach Meet Entry –FastSwims – update
- c. All-Star Team Coach – DEI training
 - i. Will be given virtually to all of the Zone coaches
 - ii. Looking at a date in early April
 - iii. Will need to collect list of contacts from each Zone once a date is set

11. New Business

- a. Motions – drafting still in progress

12. Date of next meeting: Thurs, Feb 27, 2025