

Pacific Swimming - Disability, Diversity, Equity & Inclusion Committee

Meeting Minutes

May 22, 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: Mike Piccardo, Mehrad Zarrehparvar, Amy Gonzales, Sachi Kuwano, Karyn Kikuta, Kelly Nathane, Keiichiro Yoshida, Verónica Hernández, Kent Yoshiwara
2. Identify a note taker - Verónica Hernández
3. Chair's Report – Welcome to the committee, Kelly Nathane, who is starting a new team on the Hoopa Reservation in Humboldt County.
 - Not everyone in PC is in support of trying to assist athletes in need and making efforts bring more athletes from diverse backgrounds into the sport.
 - PC held a training session for coaches and chaperones to bring awareness to the need for sensitivity to cultural differences.
 - a. How can we do more of these trainings for all coaches on a regular basis
 - b. How can we provide the training to the officials as well
 - c. Can we make it a mandatory course for all
 - d. How often can we do this
 - e. Work with Phil to get the training added to the Officials' Clinic in Sept
 - f. Possible date for the next training sometime in June to focus on WZ All-Star staff, plus any other interested coaches.
 - g. Can we get a summary of the training presentation for Zone Reps to cover at their next Zone meetings?
4. USA Swimming/WZ DEI Committee Report (Kent/Verónica) – No Report
5. Unfinished Business
 - a. Website review of Programs tab is still ongoing
6. New Business
 - a. "Outreach" versus "Financial Assistance" – Language to be added to the website to more clearly define outreach and to have the word financial assistance more visible
 - b. Grant Program – applications due May 30, 1 applicant so far
7. Date of next meeting: Thurs, May 22, 2025