

Pacific Swimming - Disability, Diversity, Equity & Inclusion Committee

Meeting Minutes

October 24, 2024, 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: Amit Kannan, Monica Warren, Oakley Briskman, Mike Piccardo, Karyn Kikuta, Sachi Kuwano , Verónica Hernández, Kent Yoshiwara
2. Identify a note taker - Verónica
3. Chair's Report – (Kent) USAS Workshop – attended the DEI track of the summit
 - a. 2 full days of panel discussions
 - b. 3 of the 6 panels featured a PC member, Lucas Salles-Cunha, Verónica and Kent
 - c. Attendees were a mix of DEI Chairs, General Chairs, and Coaches
 - d. The Western Zone DEI Chairs met to set a goal and work on that goal has begun.
 - e. USAS swimming staff and board members did also participate
 - f. Great networking opportunity and we do have new ideas for projects to work on
 - g. Need to reach out to Sigma Gamma Rho to start a water safety day, or learn-to-swim day
4. USA Swimming/WZ DEI Committee Report (Kent/Verónica) –
 - a. Western Zone is working on the Outreach Criteria goal. This is from the USA Swimming DEI Summit. All LSCs in the WZ are expected to have posted on their web site the LSCs Outreach Criteria
5. Zone Reports – Need to reach out to all zones to ensure a member is participating in DDEI and Zone meetings
 - a. Zone 1 North (Keiichiro Yoshida?)
 - b. Zone 1 South (Karyn Kikuta)
 - c. Zone 2 () – Motion to add up to \$20 facility fee per athlete, V seeking official wording and if Outreach Reg athletes were considered
 - d. Zone 3 ()
 - e. Zone 4 (Valerie Rudd?)
6. Coaches Committee – AG Coach Rep now has a coach contact list for the whole LSC and is going to be reaching out to coaches for input in all things Pacific
7. Senior Committee – Working on meet schedule

8. Age Group Committee – Working on meet schedule
9. Athlete Representatives – Oakley Briskman, Monica Warren presented on the history of segregation in swimming and how to bring more inclusion.
10. Unfinished Business
 - a. Disability Swimming programs – ???
 - i. Sr Time Standards Update
 - b. Transgender athletes – noting was presented at the USAS Workshop
11. New Business
 - a. Grant Program – 2 grant applications came in and will be shared with the grant committee
 - b. Tech Suit program – Meets to distribute suits at: Nov 2-3 Senior meet, Dec 6-8 AGC
 - i. Monica, Oakley and Steph to work on a flier to email to everyone for Nov 2 Senior meet
 - c. DEI Camp/Summit – Nov 2 at Solano College with Sierra Nevada
 - i. 37 athletes so far, at least 8 summit participants, potentially 21 more
 - ii. Details logistics are all being worked out
 - iii. Still in need of an Athlete Guest Speaker, multiple people reaching out to contacts
 - iv. Leland Brown III is attending from USAS to speak at both camp and summit
 - v. Oakley will be attending to speak at both as well
 - vi. 3 coaches from PC and 3 from SN
 - d. On-Line Outreach meet entry – Developing a feature on FastSwims so that Outreach registered athletes can enter meets online and still pay only the splash fee.
 - i. FastSwims is working to come up with an estimate on the cost to develop the feature
 - ii. Figuring out how fees will be collected and logistics of who has registration information
12. Date of next meeting: Mon, Nov 25, 2024