

**Pacific Swimming - Disability, Diversity, Equity & Inclusion Committee**  
**Meeting Minutes**  
**March 26, 2026 8:00PM**

<https://zoom.us/j/91030812502?pwd=YUo0NkJSmlsQVAvNGVIZWUveU10Zz09>

*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 Gonzales, Sachi Kuwano, Karyn Kikuta, Lucas Salles-Cunha, Annabelle, Mehrad Zarrehparvar, Valeria Rudd, Merideth Ostrer, Monica Warren, Keiichiro Yoshida, Verónica Hernández, Kent Yoshiwara
2. Call to Order: 8:02 PM
3. Identify a note taker: Verónica Hernández
4. Chair's Report – N/R
5. USA Swimming (Lucas) – Working on education for members to understand who and what USAS is. Also working on a respectful communication on transgender competition policies. Additional development of the Zip Code average income as a criteria to qualify for Outreach Membership. Lucas has volunteered to be a part of the Outreach Committee discussing the uses of Zip Code criteria to qualify. Will convey the need for USAS to put in writing that this is not the first and only qualifier.
6. WZ DEI Comm (Kent) – N/R
7. Zone Reports –
  - a. Zone 1 North (Keiichiro Yoshida)
  - b. Zone 1 South (Karyn Kikuta)
  - c. Zone 2 (Amy Gonzales) Looking to do more to support underserved athletes.
  - d. Zone 3 (Mehrad Zarrehparvar)
  - e. Zone 4 (Valerie Rudd)
8. Athlete Representatives –
  - a. Tech Suit Up-Cycle was held last weekend, but no count on the donations yet.
9. Unfinished Business
  - a. Community Swim Program – Discussion on USAS's model and the possible conflict it creates with existing USAS teams. There are ways for the program to work well with existing teams, but modifications should be considered. Merideth to continue working on possibilities.
  - b. Team Fine for lack of Officials – no updates, may need to be left as is

10. New Business

- a. Late Entries – Discussion on later entry fees for champ meets. They are currently not being done, so no desire to create rules about it.

11. Date of next meeting: April 23

12. Adjourn: 9:10 PM