



**Wednesday, November 11, 2020 – Conference Call  
9:00pm – 10:00pm**

**Eastern Zone DEI Committee:** Meeting Called to order at 9:03pm by Chair Nadine Johnson

Volunteer to take Minutes - Tristan Formon

Attendance Role call Alpha by LSC's & Any joining the call

<b>Attended</b>	<b>Absent</b>
Janice Orsburn – Maryland	Puranjot Kaur – Maine
Rebecca Rice – Allegheny Mtn.	Kelsey Cashman - Athlete
Rossi Madonnado – Adirondack	Sarah Nelson – Athlete
Dennis Flores - Connecticut	Noah Wilson - Athlete
Lamar DeCasseres - Metropolitan	Samantha Brabeck - Athlete
Malica Policard – New England	Charlotte Chan Siow - Athlete
Deuel Stephens – New Jersey	Thomas Cho - Athlete
Mike Switalski – Niagara	Carlton Taylor – Mid-Atlantic
Rob Green – Potomac Valley	Nicholas Poulos – Athlete Guest
Peter Maloney – Virginia	
Tristan Formon – At-Large Mem.	
Tim Husson – EZ Co-Director	
Gavin Formon – Athlete	
Aaron Zhu – Athlete	
Nikia Brown - At-Large Mem.	
Francesa Callejas – Athlete	
Luc Frances – Athlete	
G. Nadine J.-Jesioneck - Chair	
Paul Stocket – Advisory Mem.	
Jihan Minson – Athlete	

Welcome to the new athlete members to the EZ DEI Committee: **Samantha Brabeck (NE); Charlotte Chan Siow (NJ); Thomas Cho (METRO); Gavin Formon (EZ) & Aaron Zhu (EZ)** A number were at practice this evening, the committee looks forward to welcoming them at a later date.

Announcement: Nadine acknowledged those who have served our nation, protecting our freedom.

Nadine shared with the group that Dana Holder, a longtime member of the EZ DEI Committee, passed away yesterday. The group observed a moment of silence to remember our friend and colleague Dana reflecting upon all that she brought to the sport. As a committee, we met this evening, as Dana would have wanted us to do, working for all.

Update on LSC's & Zone Challenge to have DE&I Chairs become a nominated voting member of their LSC Boards. Lamar DeCasseres shared that the initiative continues to move forward. 10/12 EZ LSCs lead the way. VSI invited Lamar and Ryan Gibbons, ZD Council Chair to present the rationale for DEI to be an elected member of the LSC BOD. It was further reported that MA have begun positive discussions. Nationally 26/59 LSCs have passed legislation. Wisconsin Swimming have a HOD in January where this legislation will be considered. Lamar gave an update from the taskforce that has been established and the efforts to move the initiative forward. This process and initiative are being presented to Team Blac.

Why engagement is important & Review of Community Guidelines: It important to continue to revisit the document and understand what work needs to complete at the LSC and Zone level, working with BOD and Athlete Committees. This requires intentional thoughts and movement to be engaged. Once DEI Chairs have a vote, then the emphasis shifts to using that voice and vote and show in a professional way and take advantage of that opportunity. It is critical that "we show up." Nadine then reviewed the Community Guidelines Document. She highlighted the need for all members of the committee to understand how decisions are made for example. Having clear guidelines and expectations made available to all committee members. Nadine then gave a detailed explanation of all items within that document.

National Committee Updates – USA Swimming Community Voices Calls – Purpose; Learnings; Action Items – Attendance – for the continuity of information, if you are unable to attend, please have someone from your committee attend . . . . . -

<https://www.usaswimming.org/coaches/clinics-workshops#webinars---presentations>

**– Autism 101; Beyond Cultural Blindness & Real Talk Walking on Eggshells. – More to come**

Nadine addressed that there have been many calls from folks looking to assist following the recent incidents of civil unrest across the nation. All DEI Chairs should try to attend whenever possible to acquire strategies, learn from each other AND to build networks / connections within our industry.

Athlete Roles & Involvement – How can you be allies and most impactful? Nadine asked Deuel Stephens, NJS DEI Chair to speak on behalf of the Athlete effort in NJS. Luc Francis, NJS DEI Committee Athlete member, outlined the current efforts within NJS on behalf of the DEI efforts. There are four sub-committees that are

populated by 26 members: Statements / Social Media / Planning / Fundraising Committees.

### **EZ Diversity Athlete Opportunity/Camp/Summit Update**

- Do we have a list of potential Sites/HBCU's

Carlton was not on the call this evening. An update will follow at a subsequent meeting.

- Determining detail of pool size? 50 Meter/25 Yard (Combo)

Nadine requested feedback from the group to gain a sense as to preferences between courses. Deuel Stephens mentioned that most HBCU's would likely have 25-yard facilities versus a 50-meter facility. Peter Maloney stated that as a zone we should not necessarily be tied to a 50-meter tank, a prerequisite from the former USA Swimming funded camps. Lamar DeCasseres asked that as a committee, we seek input from athletes. Nadine requested that this occur at the next meeting.

- Shared LSC Opportunities: which LSCs are in close proximity and hence most likely to partner in hosting a camp. PVS & VSI, MD & PVS, NJS & MR, CT & MR, NI & AD, NE & ME, AMS & MA were examples of LSC combinations that could work as this effort moves forward.
- Create a timeline for a bid process for 2022

Nadine proposed that bids be submitted by September 2021 for consideration at USAS.

Deuel Stephens suggested that there be a limit of 1-2 athlete guests per EZ DEI Call to listen and understand the process at the Zone DEI Committee level. Nikia Brown asked how limiting the numbers on the call would positively or negatively impact the functionality of the committee. The sentiment supported the current practice that athletes could attend, have voice, however the EZ DEI Committee Chairs would carry the vote, 1 per LSC.

Nadine highlighted upcoming events:

DIA Hosting –

Tuesday, Nov. 17<sup>th</sup> @ 7pm – The importance of Black Mentors in our Community

Wednesday, Nov. 18<sup>th</sup> @ 7pm – “Wade In the Water: Drowning in Racism”

**Feedback:** Uncomfortable Conversations with a Black Man - Emmanuel Acho

<https://uncomfortableconvos.com/watch>

October Minutes: **MSA**

Meeting adjourned at 10:06pm

Next Meeting Date tentatively set: Dec. 9, 2020