



**Wednesday, December 9th, 2020 – Conference Call
9:00pm – 10:00pm**

Eastern Zone DEI Committee: Meeting Called to order at 9:05pm by Chair Nadine Johnson

Volunteer to take Minutes - Tristan Formon

Attended	Emma Yang – Athlete
G. Nadine J.-Jesionek - Chair	Jon Siegel – New Jersey
Janice Orsburn – Maryland	Alex Cramer - Athlete
Rossi Madonnado – Adirondack	Eva Frazier - Athlete
Dennis Flores - Connecticut	Bobby Diel – Athlete
Lamar DeCasseres - Metropolitan	Katie Donaghue - Athlete
Samantha Brabeck - Athlete	Rhianna Gilberston - CT
Deuel Stephens – New Jersey	Lauren Riedel – New England
Mike Switalski – Niagara	Luc Francis – Athlete
Rob Green – Potomac Valley	
Peter Maloney – Virginia	
Tristan Formon – At-Large Mem.	Absent
Tim Husson – EZ Co-Director	Malica Policard – New England
Gavin Formon – Athlete	Rebecca Rice – Allegheny Mtn.
Aaron Zhu – Athlete	Paul Stocket – Advisory Mem.
Nikia Brown - At-Large Mem.	Jihan Minson – Athlete
Francesca Callejas – Athlete	Nicholas Poulos – Athlete Guest
Charlotte Chan Siow - Athlete	Puranjot Kaur – Maine
Thomas Cho - Athlete	Kelsey Cashman - Athlete
Carlton Taylor – Mid-Atlantic	Sarah Nelson – Athlete
Diya A-Y - Athlete	Noah Wilson - Athlete

November Minutes: **MSA**

Welcome to our Athletes: **Samantha Brabeck (NE); Charlotte Chan Siow (NJ); Thomas Cho (METRO) & Lauren Riedel (DEI Chair for NES)**. Nadine continued to welcome guests joining the meeting this evening. .

Update on LSC’s & Zone Challenge to have DE&I Chairs become a nominated voting member of their LSC Boards - Lamar DeCasseres.

Nothing significant to report. It is promising to hear the conversation continue across many LSCs. Colorado are potentially seeking an emergency HOD to address this voting position. (Colorado only meet once per year and the legislation missed the deadline for consideration.) VA and MA are still pending in the EZ. Carlton Taylor reported that MA will be likely considering this legislation at HOD in the spring. Peter Maloney confirmed that VA are still having discussions. Mike Switalski reported that he had been involved in discussions with Georgia Swimming. This

process is also looking promising. Nadine asked that Lamar give a synopsis of the process to date. Lamar referenced the tremendous support from the athletes. 26/59 LSCs have adopted this legislation in their respective LSCs.

What does engagement look like for our DEI Chairs in their LSC?

There's been a tremendous volume of work to ensure that DEI has voice and vote, now it is critical that we use the support system here within the Zone. Nadine has shared a contact listing for all DEI chairs to network.

Janice Orsburn reported that as a new DEI chair, she is still learning. In MD, there's a group meeting monthly, presently projects include: MD LSC DEI award / developing disability standards for LSC Champs / mental health support contacts / social media efforts focusing on Inclusion. Janice is seeking to grow that monthly gathering.

Deuel Stephens spoke about an active committee, developing goals, ideas and the implementing and moving forward. The NJS Athletes have been critical in this process.

Mike Switalski invited Bobby Diel and Katie Donaghue to speak. They introduced their talking circle occurring in NJ this weekend addressing thinking a little deeper about DEI: How we can work to eliminate bias within our LSC. *"Talking circles - embracing groups you don't identify with."*

Lamar DeCasseres introduced Thomas Cho (A) who outlined a three part program assisting athletes within the pandemic. Pt. 1 – Discuss the college recruiting time line. Pt. 2 – Hosting a college coach's panel. Pt. 3 – Q&A with current and former college athletes.

Nadine encouraged DEI chairs to come back in the New Year with educational ideas within their respective LSCs

National Committee Updates – USA Swimming Community Voices Calls & Presentations if you are unable to attend, please have someone from your committee attend - <https://www.usaswimming.org/coaches/clinics-workshops#webinars--presentations> – REAL TALK SERIES: CULTURE APPRECIATION- HOW TO START THE CONVERSATION – Tuesday, December 15th at 2pm MT Led by: Dr. Regina Lewis & Cathy Wright-Eger

Be on calls, if you are unable to be there, have your athletes attend and bring content back to your meetings within your LSCs.

More to come (Today's 12/9/20 – Strategies for Cultivating Mental Health & Resilience; was excellent) - Recommend going on in a week and previewing it.

PacSwim – On-Line Auction for DEI Fund-raising - Here is the link to View & Bid Online!

<https://www.32auctions.com/PacSwimDEI>

Athlete Roles, Ideas & Involvement – How can you be allies and most impactful – (Part #2) – *New Jersey DEI – Athlete Committee Present*

Deuel introduced Emma Yang, DEI Athlete Committee Co-Chairperson. NJS has co-chair of subcommittees. Emma outlined the status of projects contingent upon funding from the LSC. She further outlined the social media Instagram takeovers. Emma outlined a proposed DEI certification. Francesca Callejas outlined an initial proposal for a mandatory DEI qualification for all USA Swimming coaches. Some of the course would likely be run through the DEI committee. Initially, each member club in NJS would be required to have a DEI liaison on their respective teams eventually transitioning toward all coaches with the LSC carrying this certification. NJS DEI are currently exploring Flip Turn Consulting and Truclusion. Francesca asked for ideas and thoughts from the group. Lamar DeCasseres congratulated the NJ Swimming athletes for their initiative. Mike Switalski outlined Project Dive In, a national effort that has been tabled for now. He further explained the current

Coaches College that is being developed by USA Swimming. DIA are key to developing the curriculum and hence we'd expect a significant emphasis on DEI. Many ideas were shared in an open discussion amongst the group including creating an incentivized program to reward as opposed to mandate.

GOAL – Education spurring interest and conversation at the club level.

EZ Diversity Athlete Opportunity/Camp/Summit?

Carlton Taylor provided a potential listing of the HBCU's. Nadine will disseminate to the group for the January Meeting.

Determining detail of pool size? 50 Meter/25 Yard (Combo) - Tabled until January.

Create a timeline for Bid process for 2022 (Sept. 2021 at Convention?) - Tabled until January.

Other Business/Sharing what have we learned:

Five goals per LSC for the upcoming year

Ideas for camps

Ideas for the NJS Athlete Initiative

Upcoming events: DIA Hosting – Diversity In Aquatics Presents “Shaping A Career Path Through Adventures In Scuba Diving” December 16th at 6pm EST

Final Comments: Mike Switalski spoke about his experience as being a “fly on the wall” with the Georgia Swimming Taskforce. GA have considered a reporting mechanism within the LSC that may not rise to a NBOR but could serve well as a learning experience. Mike spoke to an example involving the officials within NI Swimming. The GA Taskforce are already discussing the concept as far as a potential learning experience for all. This further sparked some productive discussion. Nadine encouraged us all to share stories moving forward.

Nadine shared she will be returning for two more years.

THANK YOU NADINE FOR YOUR LEADERSHIP!!!

Meeting adjourned at 10:19pm

Next Meeting Date: January 6th, 2021