



Wednesday, March 10, 2021 – Conference Call
9:00pm – 10:00pm
Eastern Zone DEI Committee

Meeting Called to order at 9:11pm by Chair Nadine Johnson

Volunteer to take Minutes - Tristan Formon

| Attended | Absent |
|---------------------------------|-------------------------------|
| G. Nadine J.-Jesionek - Chair | Deuel Stephens – New Jersey |
| Janice Orsburn – Maryland | Allison Barton |
| Eva Frazier – Athlete | William Wong |
| Charlotte Chan Siow - Athlete | Sarah Nelson – Athlete |
| Lamar DeCasseres - Metropolitan | Rhianna Gilberston - CT |
| Rebecca Rice – Allegheny Mtn. | Luc Francis – Athlete |
| Thomas Cho – Athlete | Nikia Brown - At-Large Mem. |
| Mike Switalski – Niagara | Samantha Brabeck - Athlete |
| Rob Green – Potomac Valley | Ian Bell |
| Tristan Formon – At-Large Mem. | Austin Nau |
| Tim Husson – EZ Co-Director | Melanie Henson - Guest |
| Gavin Formon – Athlete | Nick Poulos |
| Emma Yang – Athlete | Peter Barry – AMS |
| Anna Summerfield | Owen Geddes – Athlete |
| Bobby Diel – Athlete | Jihan Minson |
| Lauren Riedel – New England | Puranjot Kaur – Maine |
| Peter Maloney – Virginia | Jon Siegel – New Jersey |
| Aaron Zhu – Athlete | Alex Cramer - Athlete |
| Dennis Flores - Connecticut | Carlton Taylor – Mid-Atlantic |
| Rhianna Gilbertson | Francesca Callejas – Athlete |
| Wade Atkins | Paul Stocket – Advisory Mem. |
| Diya Ackerman-Vallala – Athlete | Kelsey Cashman - Athlete |
| Rossi Madonnado – Adirondack | Katie Donaghue – Athlete |
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February Minutes: MSA

USA DEI NATIONAL COMMITTEE UPDATES?

Mike Switalski and Wade Atkins reported that HQ are interviewing for the National DEI Director. The National DEI Select Camp will be a virtual workshop. (More information below) LSCs are encouraged to merge and combine with other LSCs to offer DEI camps and opportunities. Presently there is no registration category for non-athlete outreach membership. LSCs have the option to create policies to fund these non-athlete outreach members.

LSC EVALUATION & ACHIEVEMENT PROGRAM – LEAP

Nadine outlined the sequencing for LSCs currently scheduled for LEAP. Nadine outlined some of the DEI components of the newly revised LEAP process. Nadine further asked for input from those LSCs who are presently in the LEAP process. Wade reported the USA Swimming are seeking a DEI Mission Statement on the front page of each LSCs respective website. Each LSC website is now required to carry specific items and links in specific location. There was extensive discussion surrounding how DEI should now be embedded in the fabric of each LSC. A component of the LSC Affiliation Agreement is that each LSC agrees to continue to stay current under the requirements of LEAP. Emma Yang spoke about the efforts of the NJS DEI Committee. Lamar DeCasseres: Inclusion = Transparency.

LEAP MEETING RECORDING

https://usaswimming.zoom.us/rec/share/OU8xxk1GrhhGNyRKcij78Mdm_90UhHJU7IB9UdXKc9qPv4x19vNfO8UNca3SHfM.pr1NBO6Zxq2wzRCQ

Access Passcode: u0GEZ&&c

Questions about the LEAP program should be addressed to Jane Grosser

jane.grosser@usaswimming.org

UPDATES & ACKNOWLEDGEMENTS DEI CHAIRS AND/OR ATHLETES

Lauren Riedel acknowledged the two athlete reps from NE Swimming. Peter Maloney outlined an athlete effort in VA. Janice Orsburn described an upcoming athlete to athlete DEI engagement in MD.

SPEEDO SECTIONALS – MARCH 26-28, 2021; CHRISTIANSBURG, VA & QUALIFYING TIMES

Title: Real Talk: Conscious Connection Target Audience: Coaches and Team Leaders

Description: For the final installment of this four part series, Dr. Regina Lewis and Cathy Wright-Eger will bring participants along for an interactive discussion surrounding allyship. We will talk about what you can do as a coach or team leader and what your role is in the context of equity and inclusion!

Date: April 13 @ 11am MT

Registration Link: <https://usaswimming.zoom.us/meeting/register/tJEtfu-przwsGtZUZ6mDRz-6owGFdLGQy9q> The Regional Diversity Select Camp (RDSC) has been canceled for 2021 and will now be replaced with the Regional Diversity Select Performance Workshop (RDSPW). The application criteria will remain consistent with the RDSC and will close on March 22nd. Selected applicants should expect a half-day of content that speaks to leadership and character/identity. Further details will be provided as they are finalized. Any athletes who are interested in this opportunity should visit our webpage: Swim Camps www.usaswimming.org to learn more and apply. If there are any questions they can email Ashanee Player aplayer@usaswimming.org or Morgan Weinberg mweinberg@usaswimming.org.

Next Meeting: April 7, 2021 * possibly looking at a weekend date to remain MAAPP compliant.**

Meeting adjourned at 10:17pm

APPROVED