



EZ DE&I Chairs Committee Report 2019-20

The DE&I Chairs committee continues to convene via conference call & Zoom on, a monthly basis, included in attendance and supportive are the Zone Directors. There has been an average of approximately 70% regular LSC representation in attendance, we have a total of 100% of our LSC's represented as having active DE&I Chairs all working on the overall USA Swimming strategic goals, as they trickle down to the Zones and on to the LSC's. These being to achieve the mission of USA Swimming and is an important and necessary step to achieving our four end goals, the "Ends:"

1. Achievement of sustained competitive success at the Olympic Games
2. Members have resources to sustain successful athletes, coaches, and clubs
3. Support public engagement for growth in swimming participation and interest
4. USA Swimming recognized as Best in Class

Our challenge has been once this year not having a quorum and having new chairs more engaged, understanding their role and taking advantage of the networking opportunities to learn from others on the Committee. It would be ideal if at the recruitment process on the boards they are forthcoming with the DE&I Chairs job description and ideally communicate what the LSC's goals are that align with USA Swimming goals for DE&I.

The meetings included the following discussion/Topics:

1. Planning the Multi-cultural Athlete Experience by attending the Cinco de Mayo Meet in Texas, we commenced planning but had a unanimous vote to waive this year due to Covid-19
2. The committee was planning to hold one of it's in person meetings at the Zone Workshop scheduled for May in Chicago
3. Eight of the Twelve LSC's have a program in place to reimburse or waive outreach meet fees to allow athletes from this category to participate in meets. Those who don't are working on adding this and 1 has reported success
4. Change to the Flex Membership, tier structure that was announced via SwimSwam
5. Covered by LSC's what Chairs felt was their Successes and Challenges:
 - a. Successes within our LSC's:
 - i. Greater number of outreach swimmers register
 - ii. Black History Meet changed format (Finals) was very successful
 - iii. Added DEI Committee members
 - iv. Chair approved as voting member now

- v. Getting started, most of time getting up to speed on what was done previously
- vi. Ran some cool equipment drives at swim meets
- vii. More Athlete involvement
- viii. Having a voice and representative in the DEI space on the board, & Committee
- ix. Having access to previous DEI Chair extremely helpful. Attending the Black History meet in D.C. increased number of athletes attended this year
- x. More support from Board for DEI and more athletes attending and involvement

b. Challenges:

- i. Greater numbers attended the MLK meet
- ii. Getting the gears going again, people to re-engage and numbers
- iii. Re-establishing/Recruiting DEI Committee
- iv. Time Management
- v. Ensuring that we are retaining athletes, needing a standardize definition – Procedure of changing
- vi. Where to go from Covid-19, how to help, time achieving the same times
- vii. Getting the LSC to make DEI a priority at the Board level, including education and pushing outreach

6. Ways to be more supportive as a committee with Covid-19 and the swim community in greater number had to find a variety of ways to continue operations. We've had candid discussion about the civil unrest that we are experiencing around our Country and the impact it has had on our athletes. Many of our athletes feel strongly and want to make an impact in the social justice space. They have been very vocal regarding the statements being made by our Boards and on their behalf. With so much necessary work to be done we as a group focused on educating ourselves in every way possible and how we could be supportive of these athletes, this was done via webinars and zoom workshops here's a list of some:

- a. Writing grants for swim clubs
- b. DIA – Virtual Mixer
- c. Project Play – “How should youth Sports Return to Play”?
- d. DIA – An Athlete Discussion on Race, Social Justice, and Aquatics
- e. USA Swimming Update with DEI Chairs –
- f. D & I In Our Pools – Why It Matters –
- g. DIA – We are Water: Textured waves Discussion
- h. August DEI Virtual Social via USA Swimming DE&I Chairs FB page

7. Lamar DeCasseres of Metro Swimming –pursuit of DEI Chairs – to become a nominated, voting position – EZ DEI Committee Support. Lamar drafted a proposed amendment to the by-laws for a change adding the position of DEI Chair as a nominated voting member of the Board. It is noted that out of the four Zones, Easter Zone has the greater number of voting DE&I Chairs 8 of 12. Our goal as a committee is to achieve getting all 12 LSC DE&I Chairs as nominated voting members by 2021.
8. USA Swimming DE&I plans to implement Regional Select Camps in addition to the National Select Camp held annually primarily for athletes, yet the ability to serve less as it will be opened up to all Regions, a description will be posted to the new website soon. Given this information the EZ DE&I Committee is giving consideration to how we can continue to serve our Zone Athletes, Coaches and Chairs working in this or a similar space moving forward.

It has been a busy yet productive year, the Committee meet 10 times over the past year. We have two new DE&I Chairs Rebecca Rice of Allegany Mtn. and Janice Osborn of Maryland Swimming. We welcome them and have completed the on-boarding process with individual meeting to support them in getting acclimated and they are well on their way. It is with gratitude that we operate in this difficult time, however, we remain committed to working for and with our Athletes and boards to enact the very necessary change or creating a welcoming, inclusive environment for all. The groups contact list and rules of engagement has been updated and distributed. We are looking forward to any new chairs as we realize their maybe a few LSC's still to come.

Respectfully submitted,

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