



## EZ DEI Chairs Committee Report – Sept., 2021

The DE&I Chairs committee continues to convene via Zoom on, a monthly basis, less during the summer months, included in attendance Zone Directors, Tim Husson, who we sincerely appreciate having in attendance. There has been an average of approximately 70% regular LSC representation in attendance, we are currently no longer at 100% DEI Chairs for the Eastern Zone LSC's (Maryland – DEI Chair stepped down, they are actively searching for a new Chair, Mid-Atlantic – Does not have a DEI Chair, no updated information at this time). New incoming DEI Chairs for Maine (Zach Mullin), New England (Jesse Ford) appointed last week, Potomac Valley (Jessica Fry), Virginia (Jahan Davis Minson). Current DE&I Chairs will be asked to work on aligning their local goals with the overall USA Swimming strategic goals that have just been communicated Thursday (9/16). Focused on aligning with the mission & strategic plan of USA Swimming.

Meetings included Topics:

1. LEAP – Requirement to have DEI embedded throughout the LSC – Clarified at Zone Workshops
2. How we can support Educating our LSC Boards
3. Covered by LSC's Successes and Challenges:
  - a. Successes within our LSC's:
    - i. Greater number of outreach swimmers register
    - ii. Informational & Educational DEI Instagram pages ran by athletes
    - iii. Focus on swim lesson programs, need for free swim lessons (Maine).
    - iv. Successful meet run by volunteers! (Metro)
    - v. Working to establish a Metro Multicultural meet
    - vi. Lifeguard lessons to outreach swimmers (Metro)
    - vii. DEI Chair as voting member is still topic of discussion → 42 v 17 for DEI chair as voting member, recommended approval by rules and regulations committee
    - viii. Collaboration with State Agency to support Free Swim Lessons, host 5 Water Safety Days over two weekends in July and August (New England)
    - ix. Local state senator in Buffalo reached out to Mike for Water Safety and Drowning Council (Niagara)
    - x. Exploration of LTS supplemental insurance
    - xi. Focus on building athlete participation and involvement (Virginia)
    - xii. Outreach lessons (Virginia)
  - b. Challenges:
    - i. Getting the gears going again, people to re-engage and numbers

- ii. Re-establishing/Recruiting DEI Committee
- iii. Time Management
- iv. Ensuring that we are retaining athletes
- v. Getting the LSC to make DEI a priority at the Board level, including education and pushing outreach

### **USA DEI National Committee Updates**

- **Leland Brown III** – Has taken on a significant level of Leadership for DEI within USA Swimming and has done some amazing things, which will hopefully be rolled out.
  - o SWOT Analysis
  - o Research Ted Stevens Act – How this can align with work done in LSC’s under USA Swimming
  - o You can’t spell SUCCESS without “US”
  - o E-4 = Engage, Educate, Empower & Elevate
  - o Call with Zone Coordinators
- DEI & Disability – Merger – Figuring out Community Structure
- Better understanding roles of National Committee, Team BLAC & DEI Council - Working on a Strategic Plan with E- 4 Pillars
- MOU with outside organizations in the DEI space

Discussion of various USA Swimming facebook pages, including DEI pages  
 Committee Meetings - option if meetings still take place via Zoom or MS Teams platforms

### **Information:**

The new exhibit ‘Pool’ explores how the legacy of segregated pools still denies Black people the joy of water: <https://www.inquirer.com/news/pool-fairmount-water-works-exhibit-20210827.html>

### **Conclusion:**

Thank you to those who have served. We look forward to welcoming our new DEI Chairs and moving through the on-boarding process with individual meeting to support them in getting acclimated. We remain committed to working for and with our Athletes and boards to enact creating a welcoming, inclusive environment for all. The groups contact list and rules of engagement will be updated and distributed. We are looking forward to any new chairs to come.

Up Coming Next Meeting: Oct. 6, 2021 @ 7:30pm if that works for the greater number  
 (Proposing the First Wednesday of every month)

Respectfully submitted,

G. Nadine Johnson-Jesioneck  
 EZ DE&I Coordinator

