



EZ DEI Chairs Committee Report – May, 2022

The DE&I Chairs committee continues to meet via Zoom on, a monthly basis, included in attendance Zone Director, Tim Husson, along with Tristan Formon who we sincerely appreciate having join us. There has been an average of approximately 70% regular LSC representation in attendance, we are currently at 100% DEI Chairs for the Eastern Zone LSC's. We welcomed 6 new DEI Chairs this past year. Including some of our alumni members as Advisory/At-Large Members and not to forget our outstanding athletes.

Topics covered during meetings were:

1. Congratulations on R16 Legislation to add the DEI Chair on LSC's as a voting member!
2. If a DEI Chair is unable to attend as the DEI Representative for their LSC, please have a committee member attend in your place so that you will have continuity of information.
3. 2021 Regional Camp Hosted October 2021 – Chula Vista – Was a huge success & a number of Eastern Zone representatives in participation.
4. Lots of positive remarks on “Mighty GC Virtual Leadership Summit” – Oct. 30, 2021
 - a. Questions to the LSC DEI Chairs that we didn't get to during the Summit
 - i. What changes have been made in your LSC because the LSC BOD supports DEI?
 - ii. What opportunities are missed in your LSC when DEI is not supported as it could be?
 - iii. What one thing must change on your LSC BOD to raise the DEI bar for your members?
5. Consistently shared information on clinics, workshops and conventions related to the DEI in Aquatics space – USA Swimming and more
6. Return of the Black History Meet – In Person (Feb. 2021) A huge success!
7. How can we be and hold our LSC's more accountable –
 - a. Committee collectively agreed on: Start having real/uncomfortable conversations and stop being afraid!
8. How are our LSC's doing as it relates to the many statements that were put out about BLM & AAPI – during the time of civil unrest?
9. We wanted to host a Zone DEI Camp but wasn't able to this year, think of working with you DEI Chair to potentially host at least a one-day DEI Camp locally.

Zone Workshop – DEI Meetings:

It was amazing to see so many in person and for the first time, it felt like a reunion of sorts. Outstanding Learning and invigorating environment, with Leland Brown III, Director of DEI for USA Swimming.

Encouraged DEI Chairs to focus on Accept; Connect & Provide

DEI Strategy - 4E

- Engage
- Educate
- Empower
- Elevate

Create a feeling of community/family

We can not spell Success with our “US”!

Workshop with Schuyler Bailar – Outstanding

Covered what does the process of change look like? Value conversation over confrontation. Find out the root of emotional discomfort. Everyone has the need to belong somewhere. How would you build Individual connection, humanity & respectful language with an LSC. Ask the community how we respect their community & consistently update. Cancel culture & Accountability – “Intent” & “Impact”. Don’t minimize what wasn’t your intent. Disconnect what was done from what was said or who we are. When making policy, make sure it includes other marginalized groups, we are experts in our own lived experience. One thing that is detrimental to an organization is their unwillingness to admit failure.

Conclusion:

I want to extend my deepest gratitude to those who have served. We look forward to implementing what we recently learned from the many powerful stories. We remain committed to working for and with our Athletes and boards to enact creating a welcoming, inclusive environment for all.

Up Coming Next Meeting: May 11, 2022

Respectfully submitted,

G. Nadine Johnson-Jesionek
EZ DE&I Coordinator