

2017 Eastern Zone
HOD Meeting
Dallas, Texas
September 14, 2017

1. Call to order: 4:10 pm
2. Approval of Agenda: added 9C – New Business – Open Water Bob Menck
Motion to accept agenda – all in favor
3. Approval of Minutes from May 2017 Spring Meeting: All in favor
4. Finance Report: Mary Fleckenstein – Report attached to minutes. Motion to accept – all in favor
 - a. Budget Report Update – Rick Lewis – there was no report at this time

There was a break to allow Dave Johnson, Chair of Open Water Development to speak on the Grass Roots of Open Water starts at the local level. Applications for open water events are now shorter

Bill Schulz spoke about the Task Force Town Hall

5. Jeff Allen – EZ Sport Consultant: Jeff welcomed everyone and thanked them for their work – it was a busy summer. The Eastern Zone had the second highest scholar athletes with 287. Jeff thanked the many volunteers at the Long Island US Open and Jr. Nationals. We need to push for club recognition, use Eastern Zone Facebook, attend regional coach's clinics (which will have CLBM 201)
6. Report of Officers:
 - a. Zone Directors Report – Mary Turner and Tristan Formon – report is attached to the minutes. Discussed the USA Swimming BOD meeting, foundations report and the hurricane resolutions.
Nick discussed the athlete leadership camp to be held at Rice University in April. Leadership curriculum will include pool and classroom. 2 athletes from each LSC are encouraged to attend, USA Swimming will fund first, LSC will fund second. Details will be sent soon.
 - b. Technical Planning Committee Report – Jerry Adams – report is attached to the minutes. Discussion on Eastern Zone Short Course meet and new format. A and B standards will be used in case of low interest. Meet management given latitude to make changes to course and scoring in event of a larger than expected meet. 13-18 distance events will be seeded together but scored separately, fastest swims at night. Entry fees will mirror LC zone entry.
 - c. Zone Championship Coordinator – Bud Rimbault
2019 – SC - Sectionals – North – Ithaca; South Virginia. Age Group SC – Webster
LC – Senior Zone – Star, Buffalo; Age Group – Virginia
If legislation changes – would accept 2018 LC Super Sectional bids.
 - d. Zone Board of Review – Bud Rimbault - there was nothing new to report.
Introduction of Ward Foley as new Board of Review Vice Chair.

At this time – Tim Hinchey, the new CEO of USA Swimming was introduced. He greeted the Zone and said it was an eye-opening experience at convention, seeing the behind the scenes action. He thanked everyone and welcomes feedback from all.

- e. Athlete Representative Report – Ty Seymour – the athletes gave swim lessons to second graders in Dallas and it went very well. The peer mentor program is working well – 12 groups making it more personal for the athletes. Athletes have been attending practices every morning. Still using Instagram and Twitter. The AEC wants all athlete committees to be full and working. Bea Hartigan added that it is a positive image for athletes and committees – working much better – Kudo’s!!
- f. Diversity Committee Report – Nadine Johnson – report attached. Nadine thanked the LSC chairs. They are working on more camps, utilizing and working with more national athletes. Tristan thanked the very active group.
- g. Officials Chair Report – Bob Vincent – report is posted. Bob presented coins to referees for well run meets. This is Bob’s last meeting as officials chair for the EZ as he is now treasurer for USA Swimming. He introduced his replacement – Bob Menck.

- 7. Unfinished Business – there was none at this time
- 8. Elections – Nominations were opened:
 - Zone Director – non-coach - Mary Turner
 - Technical Planning – Jerry Adams
 - Age Group - Edgar Perez

There were no other nominations from the floor – these nominations were approved by acclimation. Congratulations to all.

At this time Mary Turner awarded Tim Hussan with the Eastern Zone Service Award and thanked Tim for all the work he does for the Zone.

- 9. Reports from National Committees:
 - Mary Turner asked that electronic copies be sent to Mary Fleckenstein to be included in the minutes.
 - a. Greg York – Safe Sport – Center for Safe Sport is now taking all sexual abuse reports directly. The rest of reports still go to USA Swimming. You can schedule a meeting about safe sport – they are ready to come to you.
 - b. Mike Switalski – Diversity – see Diversity report page 2. LEAP change in requirements regarding diversity and inclusion. Set outreach proof – reduced lunch, Medicaid, school district letter
 - c. Mike Seip – Operational Risk – working with Red Cross to improve process of certifications. Update to starting certification to include back and with platform. Safety is now called Operational Risk!
 - d. Cecil Gordan – Rules and Regulations – Town Hall meeting on new legislation – drastic changes proposed in governance – critical. Website has proposed changes.
 - e. Carol Healy – Membership and Registration – 2018 Flex membership – geared toward learn to swim – can swim in 2 meets, \$20 proposed. Junior Coach – 16-17-year-old – no background – must take when turns 18. All proposed.

- f. Tim Husson – Times and Recognition – 287 Athletes from EZ were All Americans – 2nd highest Zone. Qualifying times are available for 2018. Join @USAswimstats on Twitter!
- g. Jamie Kahn – Officials – there has been a revision on the Lochte rule. There will be a new referee clinic. National meet applications are being taken 6 months in advance.
- h. Kathy – Education – nothing new to report.
- i. Jim Wood – Steering - There were 3 great championships; the open water did not compete because the water was too warm; Jr. World Champs were great; 6/21 – 28 will be the next trials in Omaha – 3 additional events – 800 for men, 1500 women, 4 x 100 mixed relay. They may add an extra day to Olympics – so it will add extra day to trials. Jim thanks National Team director Frank Busch – convention is his last event!
- j. Ward Foley – National Board of Review – BOR can't work alone – need names to serve on panels, 1 athlete, 1 non-athlete. Working on a Zone BOR workshop. Rule book will be reformatted under review.
- k. Matt Sprang – Club Development – coach mentoring available – money is there – app is due Dec. 1

10. New Business:

- a. Mary Turner explained the changes with the Championship Manual dealing with SC zones as written below. There was a motion to approve, 2nd, discussion and called – Motion was approved.
The guidelines in Section 10 of the Eastern Zone Championship Meet Regulations Meet listed here will be suspended for the 2018 SC Age Group Championship: Section 10 F 4.b, F 4.c, F 4.f, F 5.b, F 5.g, F 6. The meet announcement will provide the guidelines to be followed and will be considered to be the governing document for the meet.
- b. Bids for meets – covered earlier
- c. Bob Menck made a motion to allocate \$5000 per year to for Open Water for equipment, staff (lifeguards etc.), rentals and time system. Reasoning – Open Water meets are expensive to run, this gives better opportunity.
 Motion was seconded and all approved.

Reminders to General Chairs – give Mary Turner names for Board of Review. Bill Charney is on Task Force if any questions.

Motion to adjourn was made at 5:23 pm – All approved. No other meeting was necessary

Attendance attached



**NOTES FROM USA SWIMMING BOARD OF DIRECTORS MEETING
SEPTEMBER 12, 2017**

USA Swimming Foundation Report: An overview of the workings of the Foundation was presented along with some historical information. When the Foundation began in 2004 the original focus was on attaining major gifts. In 2011 it was refocused to build an infrastructure for all types of donors and in 2014 the focus was centered around supporting USA Swimming and Building the Base. In 2008, the initial contribution by USA Swimming to the Foundation was \$1,000,000 and the contribution for the current year is \$250,000. At this point the Foundation is a \$20,000,000 organization with an endowment valued at \$5,000,000.

Staff Reports:

- **Open Water Worlds:** Lindsey Mintenko explained that the decision for our athletes not to participate in the meet was based upon the water temperatures and the oppressive air temperatures on the days leading up to the meet. Several other countries also chose not to participate.
- **FINA Junior Worlds:** Mike Unger reported that over 90 countries attended the meet, the largest number ever. Our hosting the meet also provided FINA with the opportunity to view how we use underwater cameras for officiating although the videos were not officially used. This was considered to be a step forward because FINA has been hesitant to endorse the use of underwater cameras. Many school children attended the meet in conjunction with their study of the countries entered in the meet. Our athletes interacted with these groups by signing autographs and leading cheers.
- **Swimsuit Update:** USA Swimming began a study of the used of tech suit among age group athletes when LSCs started developing their own rules regarding their use. It was thought that the cost of the suits served as a prohibitor in participation in the sport. Contrary to expectations, suit manufacturers do not promote the use of tech suits by age group athletes and favor educating parents and athletes instead of passing legislation concerning their use. A further update on the study will be provided at the November Board meeting with more guidance from the Age Group Development Committee coming by the January Board meeting.
- **State of the Sport Preview:** CEO Tim Hinchey outlined his first 60 days as CEO and thanked the staff for being so welcoming. He is continuing an organizational audit to what we are doing and why in order to determine how we can do it better. He will look at every opportunity to ensure that USA Swimming is doing its best to serve its constituency.

Collegiate Swim Coaches Association: Joel Shinofield reviewed status of college programs with which the organization has been working. He also reported that the organization is working to institute a new NIT-like championship meet for athletes who are conference champions but did not qualify for the NCAA Championship meets. It is anticipated that the meet would be



scheduled for the week prior to women's NCAAs. The organization is also working on a waiver with the NCAA for non-college athletes to be able to train with NCAA college programs.

Athlete's Committee: As a result of feedback from the athletes attending the Zone Workshops, a Task Force was formed to develop an Athlete Leadership Camp. The target audience for the camp is the "base" of the sport and the focus is on training with leadership development training intertwined. All LSCs will be encouraged to send two athletes and two coaches with the expenses for one of each category to be covered by USA Swimming. Partial funding may be available for the second attendees. The plan is for separate sessions for athletes and coaches and then a joint session. The camp is currently planned for Houston in April 2018.

Convention Education Committee: A Task Force was set up to review the current format and offerings at Convention and provide input about current value as well as what we can be doing to increase the value and efficiency of the 'Convention Experience'.

LSC Bylaws Review Task Force: This group has been reviewing the current LSC Bylaws to simplify the template and requirements. Legislation should be read for consideration at the 2018 Convention.

Transgender Athlete Considerations: A Task Force was established to investigate some potential legislation. Initially Transgender Athlete Considerations have been handled on a case by case basis. Safe Sport has developed some guidelines. Susan reported that the IOC has moved towards a hormonal gauge for determining appropriate competition for post pubescent adolescents. The overall goal is to be INCLUSIVE but FAIR while creating a safe space for all athletes.

Resolutions for those Displaced by Hurricanes Harvey and Irma: Two resolutions were approved by the Board of Directors to waive the 120 Day Rule waiting period for athletes who were displaced by the hurricanes. This proposal is similar to what was done for those displaced by Katrina in 2005. These resolutions need require approval by the HoD at Saturday's meeting.



2017 Annual Meeting Dallas, TX September 14, 2017

- 1. Call to Order**
- 2. Approval Agenda**
- 3. Approval of Minutes from May 2017 Spring Meeting**
- 4. Financial Report – Mary Fleckenstein**
 - a. Budget Report Update – Rick Lewis**
- 5. Jeff Allen – EZ Sport Consultant**
- 6. Report of Officers**
 - a. Zone Directors Report – Tristan Formon & Mary Turner**
 - b. Technical Planning Committee Report – Jerry Adams**
 - c. Zone Championship Coordinator Report – Bud Rimbault**
 - d. Zone Board of Review – Bud Rimbault**
 - e. Athlete Representative Report – Ty Seymour**
 - f. Diversity Committee Report – Nadine Johnson**
 - g. Officials' Chair Report – Bob Vincent**
- 6. Unfinished Business**
- 7. Elections**
 - a. Zone Director – Non Coach**
 - i. Mary Turner**
 - b. Technical Planning Chair**
 - i. Jerry Adams**
 - c. Age Group Chair**
 - i. Edgar Perez**
- 8. Reports from National Committees**

9. New Business

- a. Proposed legislation to suspend Championship Meet Manual sections dealing with SC Zones:

The guidelines in Section 10 of the Eastern Zone Championship Meet Regulations Meet listed here will be suspended for the 2018 SC Age Group Championship: Section 10 F 4.b, F 4.c, F 4.f, F 5.b, F 5.g, F 6. The meet announcement will provide the guidelines to be followed and will be considered to be the governing document for the meet.

- b. Bids for 2019 Championship meets

C- addition - Bob Menck

2017 Eastern Zone Attendance

Tech Planning:

AD: Jenn Dixon, Jerry Adams, JoAnne Faucett

AM: Jeff Berhoff, Charles Lersch, Pete Barry, Dave Schraven, Laura Hartman, Matt Tucker

CT: Jen Lyman, Ellen Johnston

ME: Jim Willis, Mary Ellen Tynan, Marie Wefeling

MD: Tom Himes, Anna Summerfield, Tom Van Pelt, Peter Leib, Jeff Scrivener

MR: John Yearwood, Edgar Perez, Dom Boccio, Mary Fleckenstein, Monique Grayson, Eric Fisher, John McIlhargy

MA: Paul Coleman, Mike Seip, Kathryn Scheuer, Amanda Pope, Jon Larson, Doug Cornish, Matt Sprang, Jamie Platt

NE: Carol Healey, Priscilla Davis, Betsy Russell, Lisa Black Sholudko, Matt Craven, Chris Payson

NJ: Pat Collins, Ed Dellert, Bud Rimbault, Steph Crofton, Tristan Formon, Judy Sherkey, Marlene Curtis

NI: Sara Smith, Phil Barerela, Kim Corby, Eric Stimson, Marci Callan, Brad Boyle, Brooks Howard, Jim Stomski

PV: Mark Faherty, Tom Ugast Heather Purk, Rob Greene, Arvedya, Jack O'Neill, Spencer Ugast, Tim Husson, Ellen Collet,
Paris Jacobs

VA: Steve Hennessy, John Stanley, Bryan Wallin, Mary Turner, Bob Rustin, Drew Hirth, Peter Maloney

House of Delegates:

AD: JoAnn Faucett, Jerome Adams, Jen Dixon, Alexandra Dixon, Rossi Maldonado, Marco Greico

AM: Jeff Berghoff, Matt Tucker, Dana Holder, Lynne Shine, Laura Hartmen, Dave Schraven, Charles Lersch, Pete Barry,
Jack Wright

CT: Jen Luman, Margy Sargent, Jim Robinson, Ty Seymour, Ellen Johnston

ME: Jim Willis, Mary Ellen Tynan, Marie Wefeling, Olivia Tighe

MD: Christian Brown, Emma Carrigg, Madison Spiotta, Max Verheyen, Amelia Bothwell, Sydney Mika, Anna
Summerfield, Trevor Rill, Bill Kirkner, Susan McDonald, Jeff Scrivener, J Wade Atkins, Tom VanPelt, Peter Leib,
Jamie Cahn, Tom Himes

MR: Monique Grayson, Mary Fleckenstein, John Yearwood, Scott Draper, Dom Boccio, Jocelyn Fisher, Matt Keane, John
McIlhargy, Dave Ferris, Eric Fisher, Edgar Perez

MA: Amy Steeves, Noah Jamieson, Aidan Daly, Reece Whitley, Patric Close Mills, Jamie Platt, Kathy Yehern, Doug
Cornish, Paul Coleman, Amanda Pope, Matt Sprang, Jon Larsen, Cecil Gordan, Cherita Gentilucci, Jim Ryan, Mike
Seip

NE: Carol Kealey, Bob Menck, Lisa Black Sholudko, Laura Matusiak, Matt Craven, Mary Buckley, Jordan Arnold, Chris
Payson, Nadine Johnson Jesionik, Betsy Russell, Priscilla Davis

NJ: Kip Hein, Stephanie Crofton, Bud Rimbault, Judy Sharkey, Marlene Curtis, Tristan Formon, Ed Miller, Jim Wood, Nick
Smagula, Pat Heffernan, Carlee Sanchez – Hagarty, Pat Collins, Ed Dellert

NI: Brad Boyle, Mike Switalski, Eric Stimson, Adam Zachowski, Sara Smith, Kim Corby, Phil Barlella, Brooks Howard, Nate
Steger, Spencer Schultze, Mill Helvitt, Marci Callan, Jim Stromski

PV: Riley Eaton, Greg York, Ellen Collett, Blair Piddington, Mark Faherty, Bill Marlin, Karen McCannon, Kurt Theil,
Heather Purk, Dave Dinardo, Rob Grenn, Paris Jacobs, Murphy Freal, Arvedis, Ward Foley, Bob Vincent, Tom
Ugast, Evan Stiles, Tim Husson, Merari Chollette

VA: Mike Salpeter, Grace Edwards, Sara Gaston, Morgan Cordle, Drew Hirth, Bryan Wallin, Peter Maloney, John
Stanley, Terry Randolph, Bob Rustin, Steve Hennessy

Eastern Zone
Treasurer Report
September 2017

Treasurer Report

Deposit Account with USA Swimming report is below.

Current balance is \$68,754.59

Outstanding dues: Allegheny Mountain - \$876.75

Total balance after payment will be: \$69,631.34

All disbursements are accounted for and approved by finance chair.

EASTERN ZONE DEPOSIT ACCOUNT

<u>DATE</u>	<u>EXPLANATION</u>	<u>Transaction Amount</u>	<u>BALANCE</u>
12/31/2016	Balance Forward		59,502.59
4/13/2017	Deposit Zone Dues***	12,482.25	71,984.84
4/13/2017	Niagara Swimming/Diversity	(5,000.00)	66,984.84
4/26/2017	Fairport Swim/EZ meet	(422.25)	66,562.59
4/26/2017	M. Turner Reimb	(169.50)	66,393.09
5/19/2017	Middle Atlantic	2,788.25	69,181.34
8/16/2017	Niagara Swimming/Diversity	(5,000.00)	64,181.34
8/22/2017	Potomac Valley Swimming	2,943.50	67,124.84
8/28/2017	STAR Swimming/Fine	50.00	67,174.84
8/31/2017	Virginia Swimming	1,579.75	68,754.59

*** Dues from: AD,CT,MA,MD,ME,MR,NE,NI,NJ

Respectfully Submitted,

Mary Fleckenstein
Eastern Zone Treasurer/Secretary



REPORT TO GENERAL CHAIRS

REPORT SUBMITTED TO THE USA SWIMMING BOARD OF DIRECTORS

2017 EZ Diversity and Inclusion / Outreach Zone Camp & Summit

The USA Swimming Staff, NI LSC, Buffalo City Swim Racers provided participants with a tremendous experience at the Summit / Camp at the University of Buffalo. Forty-eight athletes from the 12 Eastern Zone LSCs participated in the camp along with 18 individuals who attended the three-day summit.

2018 EZ AG Zone All Star Meet Task Force

At the 2018 EZ Spring Meeting, the body voted to change the Winter Zone Age Group Champs from an All Star Meet entered by LSC to a Team entered event with Time Standards. The new look meet and standards will be discussed and finalized at the EZ Fall Meeting at USAS.

USA Swimming Sectional Legislation Proposal

204.9 SECTIONAL CHAMPIONSHIPS

.6 (2) The Summer Sectional Meet shall be no more than four (4) days long, and shall conclude **between not later than 8 and 22** days prior to the U.S. Open or Junior Nationals, whichever comes first.

Explanation – The proposed language above evolved following discussions with the USA Swimming Senior Development Committee and USA Swimming National Team Director. The USA Swimming National Team Director and USA Swimming Senior Development Committee indicated their support in principal the policy proposal.

The proposed policy wording would maintain a stepping stone meet for athletes to qualify for Futures, Junior Nationals, US Open, Nationals etc. By removing the front end of the window, additional latitude would be afforded to each Zone to secure a viable meet weekend for the athletes within its boundaries.

While the existing policy appears to have served the Southern, Central and Western Zones adequately, there were some unforeseen and unintended consequences in the Eastern Zone. In the EZ, the Summer Super Sectional Meet has evolved from a very healthy meet in 2014 to a 2 day prelim final meet in 2015 (consolidated after less than 100 athletes were entered) to no meet being bid upon OR hosted in 2016 or 2017. To date, the EZ is without a bidder for 2018.



President's Report - August 29, 2017

Governance Committee - Frank Swigon, Chair

Please find below the report of the activities of the Governance Committee for the forthcoming Board of Directors Meeting:

- The committee met in Denver in April. The majority of the meeting was devoted to discussions with Bill Charney, the consultant to the Board Governance Study Task Force, reviewing the results of the study and the resulting proposed legislation to be considered by the 2017 House of Delegates. The purpose of the discussion was to provide input on the study and future actions with regard to presenting the legislation to the Rules and Regulations Committee and the House of Delegates.
- At the Denver meeting, the committee also fulfilled the action item from the Zone/LSC Task Force by creating a proposed definition of "Governance" for USA Swimming. The proposed definition is as follows:

"To govern is a commitment to think generatively in order that together, we can build the base, promote the sport and achieve sustained competitive success. To govern is to act as a fiduciary body – responsible for the overall mission and resources among which are athletes, volunteers and financial resources, holding oneself to the highest ethical and legal standards by fulfilling the duties of care, loyalty and obedience."

- The committee continues to be active in providing support and opinions on various governance related questions from LSC's and the Rules and Regulations Committee.
- Herb Schwab of the Governance Committee is acting as chair of a task force created to review, shorten, modify, and simplify the required LSC model bylaws. The committee is active and it is anticipated that most of the recommended changes will be presented at the 2018 House of Delegates meeting.



Eastern Zone Diversity & Inclusion Report, 2017

Motivation: **"Diversity and Inclusion activities are simple ways to get people talking and listening to one another. It is only through understanding each other that we truly gain knowledge and can move forward together."**

EZ Diversity & Inclusion overall group goals:

- 100% Participation – All 12 - LSC's in Group (currently at 90%)
- Develop Etiquette & General guidelines for interactions as a committee
- Build group comradery and maximize support of EZ D & I Camp & Regional Coaches Summit.
- Greater attendance of D & I Chairs attending Convention

EZ D & I Accomplishments:

- 1) 10 Conference Call Meetings & 1 In person meetings this past year.
- 2) Created full list of LSC Chairs & Contact in Eastern Zone and Committee Rules of engagement in support of operational ease.
- 3) Updated EZ D & I Website layout
- 4) **EZ Diversity Camp & Regional Coaches Summit at the University of Buffalo:**

11 LSC's Participated; 48 Athletes attended and 19 Summit Participants all attended the

The Summit included, learning techniques and scenario-based brief sessions that help participants understand different Diversity & Inclusion situations that they may come across and the best practices to handle each situation.

S.A.R.A.

- S- Setting (Scene, time place and location)
- A- Action (No judgement call on action)
- R- Response (first person statement and how it made you feel)
- A- Alternative Response (Tell them what you want instead)

C.E.R.

- C- Communication
- E- Education
- R- Relationship

I.C.E.

- I- Interrupt (Introduce a distract from the situation)
- C- Compliment (Use to keep participants distracted)
- E- Escape (Find a way to leave the situation)

Eastern Zone Technical Report
EZ Fall Meeting – September 14 2017
Submitted by Jerry Adams, EZ Technical Chair

The following appointees represented their LSC at the fall 2017 Technical Planning Meeting:

2017 Technical Planning Appointees:

Adirondack: Jenn Dixon

Allegheny: Peter Barry

Connecticut: Lauren Lyman

Maine: Jim Willis

Maryland: Tom Hines

Metro: John Yearwood

Mid Atlantic: Jon Larson

New England: Robert Menck

New Jersey: Pat Collins

Niagara: Marci Callen

PVS: Mark Fahrety

Virginia: Steve Hennessy

2017 EZ Summer Championship Meets

Each of the meet hosts were invited to provide comments/feedback for each of their respective meets at the Technical Planning Committee meeting on September 13..

2017 Eastern Zone Open Water Age Group Championship

No Report Submitted

2018 Winter EZ Sectionals:

- EZ will follow USA Sr Committee decision on time trials limits, possibly changing from a limit of 2 to a limit of 3
- Qualifying times have been updated and submitted. Will be available at the EZ Website.

2018 Short Course Zone Meet:

- "A" qualifying standards have been adopted. They will be finalized and available on the EZ Website
- Jan 1 deadline to show interest. In event of low interest, "B" qualifying standards will then be standardized.
- Meet management has been given latitude to make changes to the course and accompanying scoring in the event of a larger-than-expected meet.
- All 13-14 and 15-18 distance events (1000, 1650 free) will be seeded together, but scored separately. With the fastest heat swum at night.
- Entry fees will be the same as 2017 LC Zone Championships. LC and SC Zone meet entry fees will mirror each other.

The group reviewed "Best Practices" for inclusion of minor transgender athletes

Summary (with regards to changing registration go directly to USA Swimming D & I National Staff):

1. Athletes can compete in the gender of their choice
2. Request to change gender in SWIMS
3. Suit exemption to chair of rules and regs (contact Jay, issue letter and present to head ref before meet)
4. Confidentiality (the less that know the better)
5. State and local laws through communication with the facility (must default to law)
6. Athletes can use lockers rooms consist with their gender identity

18+ Athletes National Team Selection

Default to IOC Guidelines:

1. No reassignment surgery required
2. Female to male- no restrictions
3. Male to female- Testosterone below certain levels for at least 1 year before completion

A workshop on Diversity and Inclusion Research (D&IR) was conducted to identify and show history:

2008 Study

Quantitative Research Study:

Houston TX
Philly PA
Oakland CA
Miami FL
Chicago IL
Memphis TN

2010 Study

Mixed Method Research:

Further examined phase 1
Fear factor, swim ability, role model, etc.

Results

Key Variables:

Fear factor
Parental influence/encouragement
Swim ability
Role model Recognition/influence
Physical appearance
Facility access issues

Results

Key variables:

Facility access
Transportation!!
Time
Monetary commitment
Hair Issues

Ties to LEAP Program

USA National D & I Committee presented 27 items of criteria related to D&I for this LEAP Cycle was submitted:

- 7 are new
- 4 have new changes from previous cycle
- 7 unchanged from previous cycle
- Level 1 has 2 criteria
- Level 2 and 3 have 8 criteria
- 9 are business and organizational structure
- 7 are athlete development
- 2 are volunteer
- 9 are required
- 9 are point scoring options

A total of 16 have been accepted

Athlete Development (Level 1 Required)

The USA swimming rules and regs (Article 302.2.2) require that LSCs offers an outreach membership with specially reduced fees. Does your LSC have more than one way to qualify for outreach membership (i.e.. club school. SNAP prog. Free lunch, etc)

Business and organizational Success

Each LSC must provide a coordinator/chair for interaction between the LSC and the USA swimming diversity and inclusion committee. Active committees are an important part of effective LSC governance. Provide a list of committees on your LSC website. In addition to a diverse liaison or diversity chair the LSC should encourage the development of diversity committee

In order for committees to contribute to the mission of the LSC. It is important for the committees to have their own mission statement which connect with the greater mission of the LSC. LSCs can encourage diversity and inclusion in many ways An LSC may have a budget line item or funding for diversity programming, events. Travel, etc

Volunteer Development

USA swimming provides numerous opportunities. For volunteers to participate in the workshops such as general chairs, age group chairs, registration senior chairs, safety chairs and board of review. List workshops attended.

D & I LSC Budget/Athletes Served Reviewed:

D&I budget levels of all the attending LSCs, some LSC's budgets were broken up in a variety of ways. LSC's present were asked to describe any promotion or publicity programs your LSC sponsors to promote USA Swimming and your LSC sponsors to promote USA swimming and your LSC sponsors to promote USA Swimming and your LSC to community at large.

Marvin – Speaker on gender identity, pointed out that gender identity is different than sex identity: They, Them & There's. Focus on using the person's name. Cisgender = Same gender & Transgender = a change in birth gender. Previewed Rylands Story on Youtube.

How to start a D & I Committee:

Marketing to LSC's Teams

Social Media (Monitor & Create or utilize what's in place by the LSC)

Community Relations

Public Relations

Amanda: Teaching PT & OT for Special Needs Certification

Her program has designed a learn to swim program to service children with Special Needs with Inclusion guidelines & Etiquette (the class is 8 hours & certification last for 2 years)

Additional Highlights included the marketing board member from Buffalo City Swim Racers.

Mike Telesco – Advertising Agency

Viewed that every neighborhood is multi-cultural. Review benefits (vs) features/ Shot gun or rifle? What tactics you're going to use.

Google analytics can be tracked, are you talking to the right people. Advertising is not about multi-cultural audience, more about who do you want to talk to.

Show that it's fun – “Full family, fitness focus – Who cares about these items. Ads need to be visual and relatable. Think of incentives as trials (try it out)

Board channel discussion—How many on board (started with 9) now 11; with limited board terms. Board charts the course for the organization. Having a board that's willing to provide strong feedback that's committed to looking out for the organizing and focused on getting results (core goal – learn to swim). The Q & A Panel discussion with Board members from Buffalo City Swim Racers, emphasized the importance of having a group of individuals committed to the Mission of the organization from a variety of backgrounds/talent and abilities. Goal of looking out 3 – 5 years down the road. Initially sustaining financial stability. Board is not in direct contact with day to day workings. No board members have children in the program – seen as a conflict of interest. Quarterly fundraiser/informationals are held – board members required to buy or sell tickets. Tent at Buffalo Marathon – Manned by Board members and children.

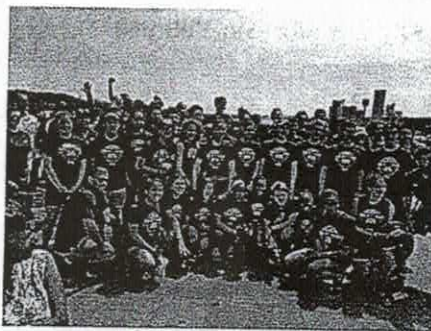
Visitors from Sigam Gamma Rho presented and extended the support of helping those in attendance connect with the Sorority within their local cities

A special luncheon was held for the athletes and all attendees on our way to the Maid of the Mist.

Trip on the Maid of the Mist at Niagara Falls was a great teambuilding experience for the athletes as well as for the Coaches and Summit attendees.

We returned to the University of Buffalo and concluded with workshops and Athletes final workout.

Final workshops included a discussion of what has worked well and Goal setting for LSC Chairs



Concluded the Camp/Summit with everyone attending the baseball game with dinner coupons. Awesome weather, relaxing evening and good time was had by all.

Final call in August, review camp/summit and engaged National Swimmer Giles Smith. Looking down the road at working with more National swimmers for local LSC Camps, Clinics & Water Safety Days.

Overall it has been a full and rewarding year for the NES D & I Committee.

"While we can't always walk in someone else's shoes, we can take the time to inquire about how the shoe fit and if its path is smooth or riddled with pebbles."