



REPORT 2018

USAS United States Aquatic Sports

USA Swimming Convention - Jacksonville, FL

Kent Yoshiwara

Diversity and Inclusion Chair

Tuesday - September 26

9:00 - 10:50 Diversity & Inclusion - Business meeting [Terrace 9]

MJ Truex - Director of Programs and Services -

Roll call - Jennie Mike Stanley Kathy Shuan Juan Audrey Emily + all the people in the room

Agenda

USA Swimming Update

Transgender Taskforce Legislation

Gender identity / Policy manual for Gender / National Eligibility Appeals Panel

Panel - of 4 medical professional, safe sport rep Rules Committee

Appeals panel - additional medical professional

Birth certificates not used for determination of gender.

Older swimmers must comply with FINA requirements

D&I Engagement - Audrey/Emily - interactive maps (Brandon Shi)

Non-Athlete Outreach - Stanley Macintosh - non athlete registrations similar to athlete outreach. Stanley was assisted by Susan and Kent

Officials Reimbursement - Susan Huckaby - reimbursement of background checks, registration, to recruit, retain officials.

Bridge Program - Mike Switalski - survey clubs, Learn to swim to Swim team,

Setting Date for 2019 In Person meeting - January? February? March? 1/11-12? Going to use Doodle to schedule the meeting

Post Convention looking ahead - Committee applications available, and on-line Zone D&I Coordinator are moving to National connection. And selected by National. Disability committee included in D&I meetings.

USA Swimming Spring Zone Meetings D&I Meetings Western and Southern May 10,11
Spring meetings for Central and Eastern May 17, 18

Chicago Parks Department - Shaun Anderson Pam Lowenthal - Chicago parks department & Illinois Swimming - Season membership 3784 athletes, on championship meet for all clubs

Other Business -

Zone Camps - Juan Caraveo - Structured program for the whole process. Applications in January, then March review applications April Select host/locations. Application from USA swimming.

Adjourn 9:57

11:00 - 11:50 Western Zone General Chairs Meeting [Orlando]

Led by: Sean Redmond / Dale Amon / Debbie Baldwin

Presented the idea of 10 cent per athlete to fund D&I efforts, or \$1.00 per athlete to fund all Western Zone programs.

Assisted by Susan Huckleby and Dane Wolfrom.

2:00 3:50 Mental Health Workshop - [River Terrace 1]

Samantha Arsenaut - Emily Clete -

Power of small choices

Mind..body..soul - the whole athlete

RESULTS / ACTIONS / EMOTIONS / THOUGHTS / BELIEFS

Permission to fail

Cultivate High Performance

Who am I

USA Swimming Mental Health Sport Performance - University of Michigan

What is mental health?

Continuum of well being.

Signs and Symptoms

What might friends and family notice

Resilience and Mental Health

Resources and Referring

Psychology today...list of therapists

NAMI (web site)

"Athletes selected"

Sport Psychology Counseling

Privacy and confidentiality

Building a positive culture

Know your limits

Common mental health concerns

Social perfectionism

USA Swimming has resources

Dr. Brene Brown referenced as an authority

Q&A - session

4:30 - 6:00 on keynote address - thriving in transformational times - [Grand 5, 6, 7, & 8]

The environment is changing, the world is changing. Organizations are changing...what happened to Kodak? Generations are changing. Big shift in demographics. Growth in populations of color.

Must remain relevant. Trust is important.

Must learn new things. Must stay current to remain relevant. Exercise and food. Must use your mind...the mind is key. Must learn something new.

Need to know the difference what is new and what better.

Importance of social media. This is the most influential mode of communication.

Age of connections. Pages, and People. Now machines are learning what you want..now this is the age of DATA.

Awesome presentation on the changing environment

Thursday - September 27

8:00 - 9:50 Diversity 101 [Daytona]

MJ Truex

intro - name/LSC/pronouns/something you don't know

jennie/emily/sarah/audrey - Job description of the D&I Chair

Understand what you need to do.

Learn what was done before

What do they need to move forward

Understand how the board operates

Engage the board

10:00 - 11:50 Leading as a Diversity Chair [Clearwater]

Brighid Dwyer / Alecia Wartowski

Warm up

Dialog/Discussion/Conversation

- Difficult dialogs
- Courageous conversations
- Sustained dialogues
- Intergroup dialogues

Positive relationships

Communication process / guidelines

Application

- Questions for dialogue
-

- Observing Group dynamics with an inclusion lens

Many small collaboration groups

1:00 - 1:50 WZ Open D&I Meeting [Boardroom 1]

12 participants from the Western Zone attended this meeting. 1 participant from the Eastern Zone, 1 participant from the Central zone, and 1 from USA Swimming.

The following LSC's were represented:

San Diego, Utah, Montana, Pacific, Pacific Northwest, Oregon, Indiana, Southern California, Wyoming, Inland Empire, Potomac Valley, Indiana, and Alaska. This was the second time that we were able to get a room and on the Convention Schedule.

Program:

Western Zone Diversity & Inclusion Committee Convention Meeting

60 Minutes

Target: LSC D&I Chairs, LSC D&I Committee members, board members, LSC athlete and non-athlete convention delegates interested in diversity and inclusion.

Goals: Provide a pathway for individuals to move their LSC forward in a deliberately specific way (twice).

Develop a pathway and initiate progress moving the Western Zone forward in three specific initiatives; and identify new task force members for those initiatives.

Incubate inter-LSC partner and mentor relationships.

Round 1 – Participant “Check-in” (5 minutes)

We will go around the circle checking in. Example of a check-in may be: Name, LSC, LSC role, and how they are feeling in one word.

Rounds 2-3 – LSC Mentoring (30 minutes)

Kent will assign topics to different mediators and spread out in the room. There will be two 15-minutes mini-sessions. Suggested use of time is for the mentor to discuss what they do, their challenges, and perhaps what they foresee in the future; followed by either experiences of other LSCs and/or questions and answers.

Assignments: *At the end of the each round participants will self-select partners—Kent can provide selection guidelines—and each person will share one goal with their partner, exchanges phone numbers and a date for upcoming monthly progress check-in.*

Round 2 Topics:

- LSC All-Star Team Nominations (Audrey, Sarah)*
- LSC Diversity & Inclusion Camps (Veronica, Sarah)*
- Outreach Expansion (Susan, Sarah)*
- Women's Leadership Initiatives (Dane)*

Round 2 Topics:

- Athlete and Non-athlete Education (e.g. coaches, board) - Dane*
- LGBTQ+ Initiatives (Victoria)*
- Team Grants & Training Subsidies (Susan, Veronica)*
- Swim1922 & Free Swim Clinics (Sarah)*

Round 4 – Zone Programs (20 minutes)

Topics are assigned before summit by Kent and groups will be spread out in the room. Before we start Round 4, each group leader will have 90-seconds to pitch their group to participants. After that participants will self-select into groups and the group will have 16 minutes to get started on the next steps for their group, hopefully at the end having participants excited enough to keep the subcommittee or task force moving forward... maybe even selecting meeting days and times for future phone meetings.

2020 Western Zone D&I Select Camp

Western Zone All-Star Team

Combining Disability under the D&I Umbrella

At the end of Round 4 each group will create a sign-in sheet, which will be the basis for new task force member.

**2:00 - 3:50 Social Identity as a key strategy to increase equity and inclusion
[Clearwater]**

Brighid Dwyer / Alecia Wartowski

Warm up

Intergroup dialogue

Desegregation of pools

Race in swimming / segregated pools

USA Swimming D&I Scorecard

4:00 - 5:50 Western Zone General Business meeting - [Grand 7 & 8]

I presented the Western Zone D&I Report + Camp Video

- I presented the D&I status, What have we worked on for the past year, and what is coming up:
 - Committee - meetings
 - Sub Committee - meetings
 - Contact List
 - LSC Program Assessment
 - WZ Travel/all star team to Washington DC Black History meet
 - 2018 San Diego D&I Camp/Summit (Krissy submitted a video presentation- San Diego)
 - [See Presentation - end of this report]

See presentation [attached]

Friday - September 28

2:15 - 3:50 Meet the Candidates - [Grand 4 & 5]

Moderator:

Candidates:

Athlete nominees:

- Nathan Adrian
- Natalie Coughlin Hall
- Maya DiRado
- Andrew Gemmel
- Bradley Craig
- Davis Tarwater

At Large Nominees:

- Chris Brearton
 - Ellen Colkel
 - Carolyn Conrad
 - Dr Cecil Gordon
 - Jacquelyn Poland Hoagland
 - Amy Hoppenrath
 - Will Indest
 - Albert "Ab" Krall
 - Dr. Robert G. Marbut Jr.
 - Derek Paul
 - Jeanette Skow
 - Susan Teeter
 - Jay Thomas
 - Tom Ugast
 - Robert Vincent
-

4:00 - 4:50 Western Zone General meeting - [Grand 7 & 8]

I submitted the Western Zone D&I funding request (see below in *italics*)

- Vote for Age Group Champs: IE/SR(38) v. HI(35)
- Vote for Sr Zone: Clovis August 4 thru 8
- Vote for Athlete Rep: Maria De Villa
- Changes to By-Laws:
 - Approved
- Change to Policies and Procedures [CARRIED]
 - D&I and Safe Sport Coordinator appointed by USA Swimming
 - Travel for annual meeting
- Change to Policies and Procedures [CARRIED]
 - Officials mentor/mentee
 - Officials reimbursement
- Late fee \$500 for age group zones
 - Amend to \$100, counter to \$300?
- Inclusion support funding

My funding request: (this was presented and amended to Premium Memberships, before it was approved by Vote. This is now an annual budget line item. I will work with Debbie Baldwin on the final wording and collection of these fees.

Inclusion Support Fund

Proposal: *The Western Zone collect ten cents for every athlete registered in each LSC of the Western Zone between September 1 and August 31 of the previous year.*

Each LSC submits the surcharge funds to the Western Zone by no later than December 1. The proposal would take effect September 1, 2018 and include the athletes registered during the 2018 registration year. First payment would be due December 1, 2018. Funds raised would be used to offset costs for the Western Zone diversity and inclusion camp, Western Zone diversity and inclusion all-star team, and miscellaneous WZ D&I

7:00 - 9:00 House of Delegates - [Grand 4 & 5]

Memorial presentations -

President's report - Jim Sheehan

Presentation to Life members

Presentation to Past Board Members

LEAP Awards - PC \$2,500

Awards

- Diversity and Inclusion Individual Award - Rob Green, presented by Nadine Johnson



Saturday - September 29

9:00 - 2:00 House of Delegates [Grand 4 & 5]

Opened by President Jim Sheehan

Membership - Mark Brown

- Year around athletes 346,709, down 2%
- Non athlete 39,363, up 1%

NGB Finance Report - Bob Vincent

USA Swimming Foundation Report - Debbie Hess

- Drownings 703 this year
- Foundations exists to save life
- \$700,000 in Grants
- 1,000,000 children received swim lessons

USA Swimming State of the Sport Panel - Belle McLemore Dir. Communications

- Matt Farrell CMO
- Lindsey Mintenko Dir National Team
- Tim Hinchey CEO
- Lucinda McRoberts General Council / VP Business Affairs
- Mike Ungar COO

Changing from Club Development to Sport Development

New unit - Business Affairs supports the Legal, Regulatory, Governmental, Human Resources, IT, Safe Sport, etc...

Credentials Report - Laurie Benton

Rules and Regulations - completed at 11:16

USA Swimming Zone Directors Election Results -

- Tristen Foreman EZ Director
- Sean Redmond WZ Director
- Pam Lowenthal CZ Director
- Dave Smith SZ Director

USA Swimming Board of Directors Election Results -

- Chris Brearton* – 4-year term
 - Natalie Coughlin Hall – 4-year term
 - Maya DiRado – 3-year term
 - Dr. Cecil Gordon – 3-year term
 - Jeanette Skow* – 3-year term
 - Davis Tarwater – 2-year term
 - Jay Thomas – 3-year term
 - Tom Ugast – 2-year term
-

- Robert Vincent – 2-year term

* Semi-independent

VP Reports requiring action - none

Old Business - none

New Business -none

Adjournment 12:51

Post HOD meal: PC D & I Committee members, Kyle and Veronica, at the Metro Diner



one on one, group, and side conversations: (excluding PC members)

dale ammon-colorado, carol nip-us masters, dane wolfrom-pacific northwest, peter malone-virginia, grant sugaski-montana, audrey bell-utah, dave coleman-hawaii, nadine johnson - potomac valley, mike switalski-niagara, kathy mendez-oklahoma, mike jafari-southern california, shaun anderson-usa swimming, john yearwood-new york, mj truex-usa swimming, cecil gordon-middle atlantic, john -pacific northwest, nadine day-us masters, juan caraveo-usa swimming, sean redmond-san diego WZ Dir, susan huckeby - montana, debbie baldwin-san diego, virgil chancy-southern california, stanley macintosh-south carolina, sarah dawson-southern california, rob green-potomac valley, gwen tomiyoshi - hawaii, kevin lee-san diego, paul sockett-indiana, emily melina - oregon, jim patterson - central california, brighid dwyer - speaker, karen harris - us masters, stephanie driver - wyoming, jennifer schaff - wyoming, kevin eddy - inland empire, debra reger - alaska, jeremiah stanton-new mexico

my presentation to the Western Zone:

Diversity Coordinators Report (presented Thursday, September 27)

Started presentation with a video from Camp Director Krissy Patton. Video was of the WZ Camp and Summit held in San Diego.

WESTERN ZONE DIVERSITY COMMITTEE REPORT

SEPTEMBER 27 2018

KENT YOSHIWARA

WZ D&I COORDINATOR

WESTERN ZONE DIVERSITY CAMP & SUMMIT HELD IN SAN DIEGO

- 48 ATHLETES
- 14 LSC'S
- 27 SUMMIT PARTICIPANTS
- NO - HI, WY, AND IES

WESTERN ZONE DIVERSITY COMMITTEE

- KENT YOSHIWARA – PC – PC
- AUDREY BELL – UT
- VIRGIL CHANCY – CA
- EMILY MELINA – OR
- SUSAN HUCKEY – MT
- VERONICA HERNANDEZ
- SEAN REDMON – SI
- DANE WOLFROM – PN
- SARAH DAWSON – CA
- JUSTIN LOMAS – SN

DIVERSITY CAMP – SUB COMMITTEE

- AUDREY BELL – UT – PC
(*CHAIR*)
- KRISSEY PAYTON – SI
- VERONICA HERNANDEZ
- SUSAN HUCKEY – MT
- DANE WOLFROM – PN
- KENT YOSHIWARA – PC

TASK FORCES

- DISABILITY + D&I
- 2020 D&I CAMP/SUMMIT
- ALL STAR TEAM

DIVERSITY WEB PAGE



DIVERSITY NEWSLETTER



WZ
Diversity and
Inclusion
Insider

July 2015 Issue #2

Camp News

The host application for the 2016 WZ camp is posted on the Western Zone Swimming website.

"We must all work to embrace the importance of diversity and inclusion. Diversity and inclusion require intentional acts. We must continue to try pilot programs, build partnerships, customize our messaging, and challenge each other to carry through with our

Meeting Minute

Lisa Dahl from the Pacific Northwest reported on the last national diversity committee meeting. They



17 athletes, 9 LSCs

Alaska Swimming	San Diego Imperial	Pacific Northwest
Arizona Swimming	Southern California	Utah Swimming
Colorado	Oregon Swimming	
Swimming	Pacific Swimming	

WESTERN ZONE ALL STAR TEAM



WESTERN ZONE ALL STAR TEAM



2018 WESTERN ZONE ALL STAR TEAM – BLACK HISTORY SWIM MEET

13-14 Girls - Individual Scores

Place	Name	Age	Team	Points
1	Tyryn Empresilapa	14	WESTERN ZONE ALL STAR TEAM	148
	200 Free 20	100 Breast 20	200 Breast 20	200 IM 20
	100 Fly 17	200 Fly 17	400 IM 17	100 Free 17
2	Skylar Debnam	14	WESTERN ZONE ALL STAR TEAM	127
	400 IM 20	200 IM 17	50 Free 16	100 Free 16
	200 Free 15	100 Fly 14	500 Free 13	200 Breast 16
3	Victoria Svensson	13	ALL STAR AQUATICS-PV	112
	200 Back 17	400 IM 16	100 Back 15	200 IM 15
	500 Free 14	200 Breast 12	100 Free 9	200 Free 14

13-14 Boys - Individual Scores

Place	Name	Age	Team	Points
1	Malcolm Mackey	14	WESTERN ZONE ALL STAR TEAM	135
	100 Breast 20	400 IM 20	50 Free 17	500 Free 17
	100 Free 16	100 Back 14	100 Fly 14	200 IM 17
2	Owen Ngan	14	WESTERN ZONE ALL STAR TEAM	128
	500 Free 20	100 Back 20	200 Breast 20	200 IM 20
	100 Breast 17	100 Free 14	200 Free 17	200 Free 17
3	Ali Muhammad	14	DETROIT RECREATION SWIM TEAM-MI	114
	50 Free 20	100 Free 17	200 Back 17	400 IM 16
	200 Breast 15	500 Free 14	100 Back 15	100 Back 15

2018 WESTERN ZONE ALL STAR TEAM – BLACK HISTORY SWIM MEET

15-18 Girls - Individual Scores

Place	Name	Age	Team	Points
1	Franny Criscione	15	WESTERN ZONE ALL STAR TEAM	154
	200 Free 20	500 Free 20	100 Breast 20	100 Fly 20
	200 IM 20	200 Back 17	200 Breast 17	200 Fly 20
2	Rachel Johnson	16	WESTERN ZONE ALL STAR TEAM	123
	200 Back 20	400 IM 17	100 Back 16	200 Free 15
	200 Fly 15	200 Breast 13	50 Free 12	100 Fly 15
3	Jin-young Yi	16	WESTERN ZONE ALL STAR TEAM	119
	400 IM 20	100 Back 17	500 Free 16	50 Free 14
	200 Breast 14	100 Free 13	200 Free 11	200 Back 14

15-18 Boys - Individual Scores

Place	Name	Age	Team	Points
1	Brian Horng	16	WESTERN ZONE ALL STAR TEAM	148
	200 Free 20	200 Breast 20	200 Fly 20	200 IM 20
	100 Fly 17	100 Breast 16	50 Free 15	400 IM 20
2	Miles Simon	16	CITY OF ATLANTA DOLPHINS-GA	98
	100 Back 20	50 Free 17	100 Free 16	200 Free 16
	100 Fly 13		200 Back 16	200 Back 16
3	Peter Lermo	16	MACHINE AQUATICS-PV	92
	500 Free 20	200 Free 17	400 IM 17	100 Breast 11
	100 Free 9	50 Free 7	200 Breast 11	200 Breast 11

END