

2019 US Aquatic Sports Convention Notes

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Wednesday, September 11 – Keynote Address – Trevor Moawad

Concepts to think about:

- If you're green you're growing, if you're ripe, you rot.
- Positive thinking doesn't always work, but negative thinking works 100% of the time and it works negatively. Negative thinking is negative all the time.
- Make the decision to do the simple things right
- Almost 50% of customers will stop being patrons of a company because of the attitude of an employee/how they are treated by the company
- Measuring ourselves by what we are not, instead of by what we can be is not productive
- Give your obstacles credit and treat pressure as a privilege
- Life is decisions and behaviors. If you want to be great, there aren't any choices.
- You can only concentrate on one thing at a time, multitasking is a myth
- Inside voice is 10 times more powerful than powerful than outside influences
- Saying something out loud is 10 times more powerful than saying it inside
- Negative statements said out loud are 4 to 7 times more of the multiple more powerful
- Don't say stupid stuff out loud.
- What you don't do matters as much as what you do.
- Take the time to think of a different outcome
- Control the controllables. Perception of situation is under your control

Thursday, September 12 – Western Zone Meeting

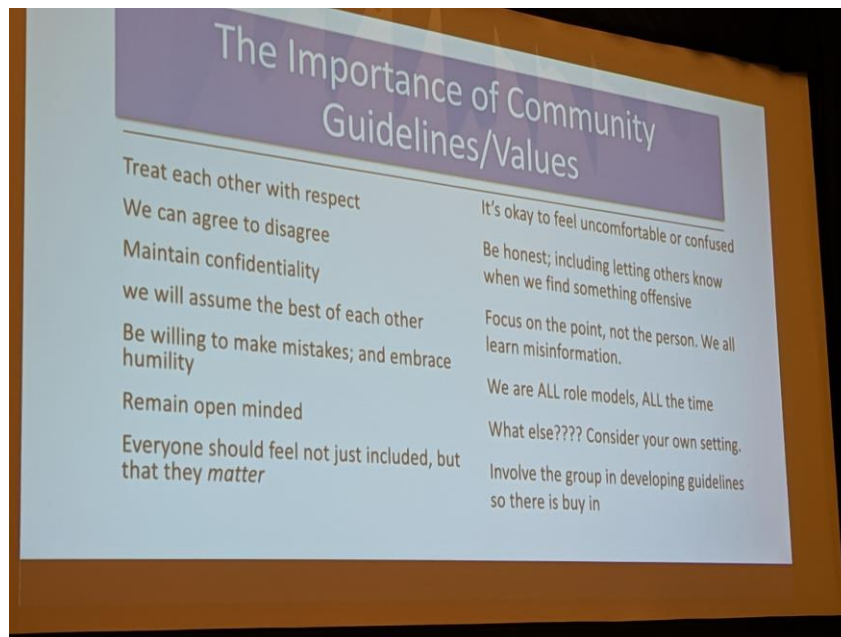
- USA Swimming club registration proposal for fee increase from \$70 to \$500 for a first-year team
- Juan Caraveo announced as new WZ program development manager
- Dale Ammon voted to a second term as Non-Coach Director
- Age group championship - Elk Grove Aquatics Club
- Senior Zones 2021 - no bid until after discussion on meet fee
- Senior Zones entry fee raised to \$15 per event and \$25 per relay -> Clovis bid to host after amount approved. Date TBA once USAS published dates.
- Motion to keep 10 cent per athlete charge to each LSC approved to continue funding DEI programs

DEI Chairs Training 101

- Resources for DEI LSC Chairs – DEI USAS Staff -> DEI National Committee -> DEI Zone Coordinator -> LSC DEI Chairs
- Job Description & Duties/Responsibilities
- When getting started, look over your LSC By-Laws, and Policies & Procedures
- Find out if you are a voting member and if not advocate for a vote in a positive manner
- Get in touch with your Governance Committee and ask to serve with them to bring different perspective to governance
- Get athletes involved in everything you do

DEI Unpacking Your Back Pack (Part 1) – Dr Abby Ferber & Dr Stephany Rose Spaulding

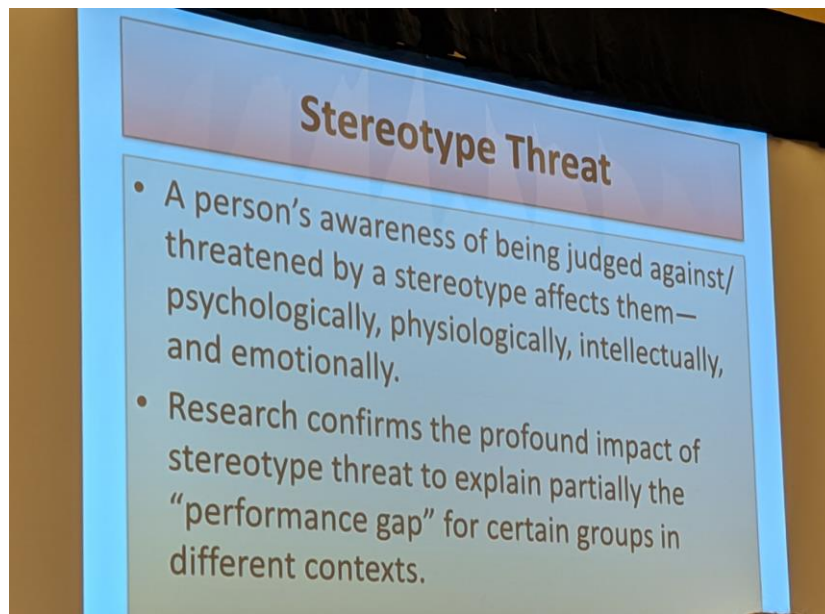
- Talk about defining Diversity and Inclusion
- Body shaming starts at 7 years of age
- Establish Guidelines/Values when holding tough discussions



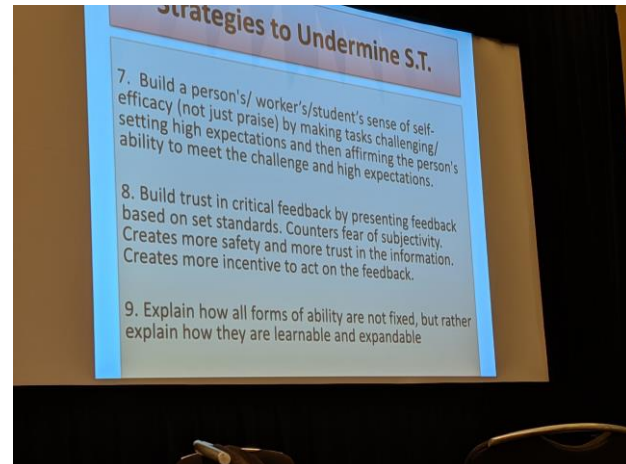
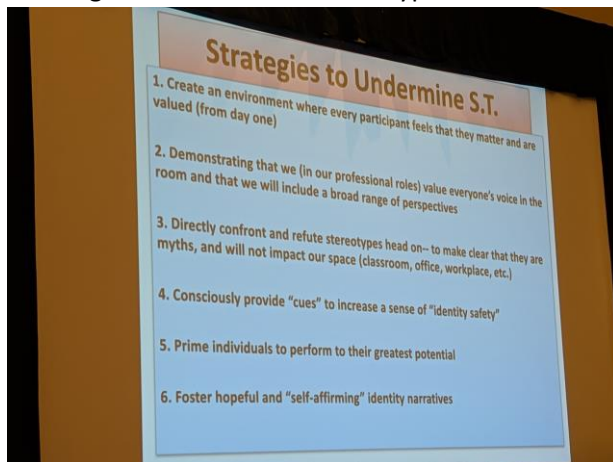
- Unconscious Bias – we naturally group things and people
- At 100 yards first thing we notice is Race. As we get closer next thing we notice is gender, then we notice socio economic status (does the person have nice clothes, are they clean, skin detail)
- Oppression vs Privilege
- Intersectionality – the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. Discussion on how being in multiple minority categories compounds the disadvantages

DEI Unpacking Your Back Pack (Part 2)

- Privilege exercise with pennies- individuals answer a series of questions and take or put pennies into the center pile based on their answers. Everyone starts with 10 pennies. Some end up with way more than 10 some end up with less than 10. Exercise demonstrates how not everyone is working with the same resources and opportunities and none of the disadvantages have anything to do with something that the person have done.
- Stereotyping- Fill out a grid with the first thing that comes to mind of what we've heard or learned about a group of people. Different groups of people listed on the vertical axis and organizations across the top. It brings up all the negative things we hear about people.
- But stereotypes and cultural beliefs are maintained/perpetuated by us and our participation in that can be changed.
- Stereotypes are opinions, simplistic generalizations that are incomplete and are dangerous
- Stereotype Threat - The threat of being in a situation where a negative stereotype about an individual can be applied causes the individual to change their behavior and causes emotional strain/stress for that individual.



-Strategies to undermine stereotypes:



-Microaggressions – Subtle insults that often times are meant to be compliments or that the giver does not relies are insulting or offensive. Ex: “Oh wow, you’re really well spoken” when aimed at a Black person demonstrates the belief that Black people typically aren’t intelligent.

-Individually these microaggressions can be blown off and may not feel too significant, but over time when a person is constantly having to do more just to be on an even field with others, it has dramatic negative affects on health.

Friday, September 13 – Educate, Initiate, Celebrate – Wade Atkins (Nat DEI Committee Chair)

-Demonstration and background information on how to lead a round table discussion on DEI topics

-Ice breaker defining Diversity, Inclusion

-Definition for Marginalized – group created a list of different groups of people who are discriminated against or are underserved in their local area

-List the barriers to those groups

-List possible ways to bring people in and what is needed to do so

-Be sure to establish community guidelines/rules of engagement as listed above

-In review of all of the DEI course at convention, I brought up how we are all there because we are aware or want to be more aware of the issues of underrepresented groups in USAS (preaching to the choir). I asked

if all this material is being presented/taught to the leadership of USAS. I voiced the concern that they need to know all of this more than anyone, so as to lead our organization with different perspectives in mind.

Off the Books WZ Networking Meeting – Open to all LSC's, run by WZ DEI Committee Member Dane Wolfrom

- All 4 zones represented, 16 different LSC's present
- Purpose was to connect DEI Chairs with others who have previously run projects that other are interested in starting or improving

Meet the Candidates

House of Delegates

- President Intro speech
- Memorial presentation
- Annual highlight speeches
- Awards

Saturday, September 14 – House of Delegates

- Reports
- LEAP Recognition
- Rules and Regulations – Biggest issue was about increasing club registration fees. Original motion was amended multiple times with the amount going lower and higher and no one could agree on what the correct amount should be. Hand vote was called multiple times and even the athletes were divided on the vote. Eventually, a motion to commit the issue back to the committee was passed. Committee was asked to come back with more data and with a clear, specific declaration of where the money would go and what it would be used for.
- Elections