



PACIFIC SWIMMING COMMITTEE REPORT

To be submitted to Marie Lin (secretary@pacsxim.org) the Sunday prior to the next BOD meeting

Committee: Diversity and Inclusion

Liaison to the Board: Kent Yoshiwara

Date of Last Meeting: 11/6/2019

Members Present:

Laurie Benton, Kyle Kikuta, John Schonder, Karyn Kikuta, Mike Piccardo, Valerie Rudd, Lillian Bautista, Jivana Nagpal, Kent Yoshiwara

Date of Next Meeting: Nov 11

Action Items Completed:

- **Chair's Report**
 - PC Policies and Procedures revised to permit restricted donations for specific programs, like Diversity and Inclusion
 - National Diversity Award was presented at the National Convention to Chicago Parks and Rec
 - PC Diversity Award was presented at the PC Awards Night to Lillian Bautista
- **USA Swimming / Western Zone Report**
 - WZ Camp and Summit for 2020 awarded to Snake River LSC. They are going to host the event in Boise, Idaho, at Boise State University
 - LSC By Laws effort is still underway to revise and add D&I to those LSC's who removed D&I from their By Laws.
 - USA Swimming Disability Committee is looking to change the name of the committee to a more "positive" committee name. USA Swimming /nation DEI committee members are regular callers to the USA Swimming National Disability conference calls.
- **Zone Reports**
 - No reports

Action Items In-Progress / Pending:

- **PC D&I Camp / Summit**
 - Camp/Summit set for Saturday the 9th, at Tamalpias HS, in Mill Valley.
 - Guest Speakers and Vern Glenn, and Tony Batis
 - Head Coach for the Camp is Mehrad Zarrehparvar
- **Fall Grant Application review**
 - 6 club submitted applications. We discussed all programs and determined that some needed to be revised to be in better alignment with our goals. Several committee members will call those clubs. Our budget is \$30,000 for the year, so approximately \$15,000 for this session. Kent to check with Mary for a more accurate amount prior to any awards.
 - **Northern Nevada Aquatics** – John to call Eric
 - **Vallejo Aquatics Club** – Mike to call Jennifer
 - **Reno Aquatics Club** – Valerie to call D'Lisa
 - **Oakland UnderCurrent** – Kent to call Janet
 - **Willits Otters** – Lillian to call Arora
 - **Oaklantis** (no questions)
 - Follow up review/presentation meeting set for Monday, November 11th.

- **DEI Training**
 - Committee discussed DEI training for the whole committee. All on the call were very interested in receiving training on the subject of DEI. Kent and Veronica, have participated in numerous sessions through USA Swimming, the Western Zone, and the National Conventions.
 - Kent to reach out to a Diversity trainer. We will identify a few possible dates, and check with the committee for availability
 - We will work with Cindy to secure a facility.
- **Athlete Training Assistance**
 - There is a need for an individual scholarship program. Many clubs have been requesting this type of program to help retain more swimmers. One key factor in swimmers leaving the sport is the cost of participation. It is not the only factor, but it is something that we can help with, if we can provide the financial assistance. With the possibility of outside funding, now is a good time to work on this program. We will start this up with a task force soon.

Announcements:

Questions for the Board / Larger Group:

Notes/ Other: _____
