

# Pacific Swimming - Disability, Diversity, Equity & Inclusion Committee

## Meeting Agenda

January 23, 2025, at 8:00 PM

<https://zoom.us/j/91030812502?pwd=YUo0NkJWSmlsQVAvNGVIZWUveU10Zz09>

*Pacific Swimming's Disability, Diversity, Equity & Inclusion Committee aims to increase access to swimming in all facets through empowering athletes, promoting role models, and supporting relationships and mentorship for all who are engaged in swimming. We strive to create a welcoming environment to bring in new and diverse participants and retain them for lifelong enjoyment of the sport.*

1. Attendance: Oakley Briskman, Stephanie Jones, Aly Cutforth, Amy Gonzalez, Karyn Kikuta, Mike Piccardo, Sachi, Erik Scalise, Monica Warren, Valerie Rudd, Kent Yoshiwara, Verónica Hernández
2. Identify a note taker – Verónica
3. Call to Order: 8:03 PM
4. Chair's Report – USA Swimming has been in contact with Oakley on her presentation on Swimclusion and the history of segregation in American swimming. Next week she will be recording a conversation on Swimclusion along with Leland, Kent, Verónica to be shared on USAS's social media.
5. USA Swimming/WZ DEI Committee Report (Kent/Verónica) – Looking into updating language for Outreach membership and standardizing language on all LSC websites.
6. Zone Reports –
  - a. Zone 1 North (Keiichiro Yoshida)
  - b. Zone 1 South (Karyn Kikuta)
  - c. Zone 2 (Amy Gonzales)
  - d. Zone 3
  - e. Zone 4
7. Coaches Committee –
8. Senior Committee – (Aly Cutforth) Sr Comm will meet Thurs next week
9. Age Group Committee – Both LSC and Zone level meets may now all charge a facility fee of up to \$20. In all cases Outreach Registered athletes are exempt.
10. Athlete Representatives – Tech suit exchange program was held at Age Group Champs. Logistical issues and communication needs improvement.
11. Unfinished Business
  - a. Tech Suit Program – need more signage, publication, announcement during the meet, and QR code to the forms and information on what Outreach membership is, what the Exchange program is (give a suit Or take a suit)

- i. We need to be in contact with the Meet Director to reserve a spot and get information sent out to everyone
- b. Disability Swimming Programs –
  - i. USA Swimming motivational time standards are posted
  - ii. Should we try to add 100 IM and/or 8 & Un times
- c. Transgender athletes – Bylaw language
- d. On-Line Outreach Meet Entry –FastSwims – no update yet
- e. Grant Program – grants were awarded to Vallejo and Humboldt
- f. P&P motions – link to draft doc resent to group to continue work

12. New Business

- a. All-Star Team Coach DEI training – to give information to coaches on how to work with athletes who are from different cultures
  - i. Best time will be before ZAM to get a large number of coaches. Meet is in late May, so some time in early May would be good.
  - ii. Contact Karen Bair [kbair@pacswim.org](mailto:kbair@pacswim.org) to get info to coaches.

13. Adjournment: 9:00 PM

14. Date of next meeting: Thurs, Feb 27, 2025

**UPDATE:** [after the meeting 2/12/2025] FastSwims has completed development, and is now TESTING the on-line meet entry system

PC Athlete Oakley Brinkman featured in USA Swimming article, and interview video.