

Notes from DEI Committee Conference Call – 7/15/2020

Present on the call:

Anna Summerfield, Wade Atkins, Sandy Avery, Noah Wilson, Yanira Gordon, Rahim Booth, Eva Booth, Nikia Brown, Janice Orsburn, Scott Ward

Open Business

- Reviewed Community Guidelines for Zoom Meetings
- Anna discussed renewing the commitment to Inclusion
- Anna reviewed the Tim Hinchley letter (url correction: <https://www.usaswimming.org/news/2020/06/12/dei-resources-page>)
- All members on the call introduced themselves and discussed their commitment to Diversity, Equity, and Inclusion

New Business

- **Scope of Work for Black Lives Matter – Empathy to Action**
 - Rahim discussed the importance of remembering that USA Swimming originally began the Diversity movement with the “Catch the Wave” campaign geared to getting a largely untapped population – Black Americans – into the sport. As we move from “Diversity” to “Inclusion”, which includes all marginalized groups (Women, Hispanic, Paralympic, etc.) we need to be sure that we do not forget the lessons we need to learn about the history of the discrimination against Black swimmers in the past. We need to identify issues and barriers to discussion around this topic and eliminate them or they may get buried in the larger Inclusion effort
 - Nikia reminded us of an important aspect of the Black Lives Matter Movement. It is not the responsibility of Black people to educate others. Black people are here to participate, not assume the burden of educating others.
 - We discussed the urgent need for athletes on all of our committees, and particularly DEI. Added to Scope – Athlete Town Hall to introduce opportunities to all swimmers regarding committee positions and work being done at MD Swimming. Wade also discussed the “Bring a Buddy” idea to encourage athletes to bring
- Next, we discussed assignments. Agreed to identify some of the “low hanging fruit” in this daunting task list.
 - #4 Yanira discussed the idea of adding #BlackSwimmersMatter to our social media posts to make sure our focus does not get lost in the bigger #BlackLivesMatter movement.
 - Wade Atkins offered, in light of his access to Club Development resources, to work with any MDSI Club that wants to establish their own DEI athlete group within their club. He referenced the work Scott Ward and his Eagles have done to make that happen in their club.
 - See updated Scope of Work, below



SCOPE OF WORK

Name of Committee: Maryland Swimming (MDSI) –
Diversity, Equity and Inclusion Committee

Focus: Black Lives Matter – Empathy to Action

Committee Chair: Sandy Avery

Date: 06/30/2020

PROBLEM STATEMENT

The Diversity, Equity and Inclusion Committee (DEI) acknowledge that the global approach of the Committee is to work within the marginalized people framework. The local DEI Committee looks to the National DEI Committee for guidance and input. The local DEI Committee also takes cues from the recent letter sent from USA Swimming regarding Black Lives Matter (*Tim Hinchey, USA Swimming President & CEO – Letter to Members 6/12/2020*)

Currently, the Maryland LSC DEI committee, in response to the Black Lives Matter movement, is defining a specific Scope of Work that is to be completed during the next 3 months. The Scope of Work may be updated by the Committee Chair and members to further the work as needed.

PROJECT BACKGROUND AND DESCRIPTION STATEMENT

The DEI Committee is tasked with the developing a strategy to educate Maryland Swimming LSC members about Black Lives Matter. The goal is to integrate DEI with other committees as well as MDSI Board function so athletes, coaches, officials, volunteers, and members all work together to be diverse, equitable and inclusive.

TASK LIST

Each task has been assigned a number for reference throughout the rest of this document and during the commission of the DEI Committee.

Task No.	Task	Date Started	Date Completed	Reporting Head
1	Define the DEI Committee Members and email addresses including additional members best suited to complete the work			Sandy Avery
2	Educate the members on Community Guidelines Activity set by National DEI Committee			Wade Atkins/ Noah Wilson
3	Discuss feasibility of continuing to work with Diversity in Aquatics group – idea sharing, webinars, speakers, etc.			Sandy Avery
4	Review idea of ‘This is how we speak swimming’ and ‘This is NOT how we speak swimming’ for posting on social media platforms and develop planned sequencing of posts (what, who, when, where, etc.)			Yanira/Sandy/Sarah(S r. Athlete Rep.) Athlete Driven
5	Prepare for MD Swimming’s participation in International Water Safety Day			
6	Obtain DEI pages/groups on MDSI social media accounts so that we can post regularly			Sandy
7	Provide educational opportunities and support bringing in speakers about the history of the Black and Brown swimmers in USA and Maryland swimming; work to decrease the disparities; and, change in order to recruit minorities.			

8	<p>Review possible action items from the MDSI Black Coaches Caucus notes:</p> <ol style="list-style-type: none"> 1. <i>Educate white coaches; End the self-segregation by creating professional and social bonds amongst all MDSI Coaches through team building;</i> <ol style="list-style-type: none"> a. Meet The Coach - Use Social Media to help acquaint all of MDSI with our diverse coaches in MDSI 2. <i>Provide more opportunities for swimmers from all MDSI teams to come together</i> 3. <i>Promote and Market the four Diversity Meets (Unity Meet in Baltimore, Black Heritage Meet in NC, Black History Meet in DC, MLK Meet in NY)</i> 4. <i>Acknowledge the shameful history of racism as it pertains to swimming in the US and at MDSI; Work to help Black swimmers build an athletic identity</i> 5. <i>Refuse to tolerate racism in any form at MDSI; Do not assume because you are not hearing about it, the Black swimmers are not experiencing it. Kids do not always tell parents, coaches, or teachers when they are bullied. Engage each committee (Officials, Safe Sport, Coaches, etc.) to remove barriers to Black inclusion</i> 6. <i>Work to bridge the barriers between swim lessons and competitive swim team. That will take a holistic approach for athletes, their families and their communities.</i> <p>*Compare it to open action items from the Diversity Round Table. Create projects/initiatives to address open action items</p>			
9	Host an MDSI Meeting about “Learning a Life-Saving Skill and Turning IT into a passion for the Sport”			
10	Establish a MD Swimming LSC DEI Award			Wade
11	Increase the Number of Racially-Diverse Officials on our MDSI Pool Decks			Eva/Satoshi
12	Have a DEI Rep on Each Team (can be a coach, the existing SafeSport rep, etc.)			Nikia (Wade for Club Development)

13	Establish Paralympic Cuts for MDSI Swimming Championship Cuts			
14	Athlete Town Hall to introduce opportunities to all swimmers regarding committee positions and work being done at Maryland Swimming			Rahim/Sarah(Sr. Athlete Rep.)

COMMITTEE REPORTS

Scheduled Status Reports		
Report	Purpose	Frequency
DEI Committee Report	Communicate progress and when necessary seek approval at the Maryland Swimming Board of Directors	Each scheduled Board meeting

Addendum #1

DEI Committee Email List – Includes active members and those who requested to be added to our email list.

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Nikia Brown nbrown1917@gmail.com

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Hannah Hargraves hannahrhargraves@gmail.com (athlete)

Yanira Gordon yaniragordon@hotmail.com

Tylene Smith tylaria@verizon.net (meet referee)

Noah Wilson noahw675@gmail.com (athlete emeritus)

Natasha Elliott tntdreams2@yahoo.com (stroke and turn)

Nancy Ginsberg cantornanc@gmail.com (stroke and turn)

Marvin Thorpe the4mswimclubthorpe@gmail.com

Janice Orsburn jorsburn1967@gmail.com