

# MDSI DEI Committee Meeting

**Monday September 28, 2020**

**In Attendance:**

Janice Osborn (EST)	Tylene Smith (MDSI; official, has a collegiate swimmer)	
Doug Karr (parent, official )	Wade Atkins (MDSI Admin VC)	
Nikia Brown (UA)	Faith Karr (ASC)	
Zoe Benitez (NAAC, jr in high school)	Sarah Nelson (MDSI Sr. Athlete Rep, athlete Rep EZ DEI, BAAC)	
Delany Hopkins (BAAC; athlete at large)	Zuzu Nwaeze (EST)	
Yanira Gordon (parent of Frederick swim team)	Rahim Booth (CAC, coach)	
Eva Booth (CAC; MDSI official)	Andrea Busch	Penny Celtnieks

**Called to order 7:07pm**

- Reading of Community Guidelines
- Introductions

**Current Initiatives :**

Black Lives Matter is an over arching initiative with various sub categories taking place on the committee

**Townhall/ Summit for Student Athletes** (LSC does presentations to provoke discussion among marginalized groups) – RAHIM

- Rahim has been working with Sara to see what the athletes would like to see; ‘kickback’ format
- Opening a forum for all athletes not just elected athlete reps to discuss topics
- Rahim brings knowledge from professional background & experiences
- Wade asks if topics could be presented in a series format with interactive dialogue interactive or webinar presentation of information
- Rahim says more of a discussion opposed to a lecture
- Zoom meeting could be broken out by athlete; Zuzu Nwaeze agrees
- RISE sports organization (offers different perspectives and videos on DEI); RISE is working with National SEI committee
- Sarah likes the idea of engaging athletes through dialogue; small groups would create more comfort to share (use break out groups in Zoom)
- Rahim suggested a pilot program with high school age athletes; Wade suggests starting with athletes and moving to adults as well
- Rahim asks athletes for best communication mediums for 7 mins – IG, youtube video no more than 5 mins; power point during Zoom; use interactive programs during a Zoom – ‘the shorter the better’ since attention span has decreased b/c of virtual school; Wade suggests use of Kahoot and short topics that can be started and completed within the established time frame
- Rahim said possible using animations for younger athletes
- Wade shared feedback from parents (provide educations materials & resources for continued parent led discussions with their athletes)
- Wade asked for volunteers to work with Rahim (Tylene & Sarah)

### **“This is how we speak” – Sarah Nelson**

- Confront issue about what’s acceptable and not acceptable in Maryland swimming
- Initiative stalled but putting back together again to address issues of exclusion
- Janice says that it is centered around BLM initially and that should continue to be the push but also include people with disabilities
- Janice called for athletes that maybe interested to contact Sandy
- FB, IG – pictures, congratulating black Olympians

### **International Water Safety Day – Doug**

- Scheduled to happen in May 2020
- National initiative around water safety and garnering interest in competitive Swimming
- Doug will reach out to Sandy to become involved

### **Racially Diverse Officials - Eva**

- Eva has made contact w/ Satoshi ( MDSI Officials Chair) and is working to set up a meeting w/ other officials to discuss diversity on the wet and dry side of swimming
- Wade asked if they have identified the barriers; Satoshi is setting up meeting with himself and 2 officials who are focused on DEI issues including identifying barriers
- Tylene volunteered to work as she is familiar with barriers with officials including recruitment

### **MDSI Black Coaches Caucus – skipped**

### **Hispanic Awareness Month – Yanira**

- Officially began on sept 15<sup>th</sup> and nothing was really publicized or planned
- 1<sup>st</sup> time MDSI acknowledged this month
- Yanira encouraged upcoming specific months and dates especially in social media campaigns
- Good to use the captive audience by making things POP

### **Social Media**

- Tylene – does MDSI have a presence on IG
- Yes Instagram is @marylandswimming

### **NEW BUSINESS:**

#### **MDSI DEI Award (WADE)**

- Asked for feedback from the group about creating an LSC DEI Award
- How do you get the award – Wade has drafted some criteria that will be distributed after the call
- Will work with Janice to draft a motion to present to the BOD
- Wade suggests maybe the award could include a LIFETIME membership (1000)
- Doug thinks it would be good at the state level after seeing everything at convention
- Athlete, coach, admin, can qualify
- Wade highlighted award given to Marvin Thorpe from National DEI Committee for his work in the community through Learn to Swim; teaching over 15000 children; Janice encouraged committee to read article on Marvin Thorpe
- National DEI focus is education, initiate, and celebrate
- Celebrate small successes to reenergize the group
- Giles Smith (national swimmer from MDSI) thanked Marvin Thorpe on the call during convention
- MDSI should recognize more volunteers at a grassroots level

## MEDIA COVERAGE (SANDY)

- Wrote article to be published about what we are doing
- Janice asked group to brainstorm about connections with media avenues

## AMANDA POPE – works with swimmers on autism spectrum and other disabilities

- Possibility for Amanda to a presentation for coaches and athletes when she comes for Leadership meeting
  - Athletes could mentor or befriend swimmers
  - Amanda is keynote for Woman's Leadership meeting
- Wade suggested killing two birds with one stone during the time Amanda is in town

## Para cuts

- Para athletes go to Nationals and Olympics trials but can't go to state championships
- Para cuts need to be established in LSC
- Rahim said that para cuts are being worked on; Andrew should be working on establishing cuts
- There are some motivational times out there that need to be voted on
- Andrew would be working with technical planning to establish cuts after motion passed at last BOD
- Rahim said the time standard did not recognize athletes with cognitive issues
- Andrea has interviewed Andrew about para cuts but nothing more
- Wade suggests working to make sure it's equitable
- Janice asked Andrea to work with Andrew

Mental Health – tabled for next meeting

Wade suggests working with a holiday calendar to establish a date

Wade proposes meeting the last Monday of the month

Janice proposes Monday as a meeting day; **next meeting Monday October 26<sup>th</sup> @ 7pm**

Wade confirms he will send documents to Janice to forward it to the whole group

**Adjourned @ 8:23pm**