



PACIFIC SWIMMING COMMITTEE REPORT

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

Committee: Diversity Equity and Inclusion

Liaison to the Board: Kent Yoshiwara

Date of Last Meeting: 2/26/2020

Members Present:

Kyle Kikuta, John Schonder, Mike Piccardo, Valerie Rudd, Marie Lin, Veronica Hernandez, Kent Yoshiwara, Saya Ryan

Date of Next Meeting: Feb 26

Action Items Completed:

- **USA Swimming / Western Zone Report**
 - National committee is working on a number of different Task Forces. Kent leading the Task for the Job descriptions for: National DEI Committee Member, National DEI Committee Chair, Zone Diversity Coordinator, and LSC DEI Chair.
 - Western Zone is working on the DEI Camp and Summit Scheduled for June 2020. This event is to be in Boise Idaho, hosted by Snake River LSC.
- **Zone Reports**
 - Zone 2 – John is working with Eric Scalise from Zone 4, on an Open Water event at Donner Lake.
- **DEI Training**
 - DEI Training is scheduled for **March 22**.
 - A flyer is being developed.
 - The training will be an all-day interactive training
 - Event to be in Pleasanton. Cindy is working on the venue.
 - DEI – Diversity Awareness budget line to fund this training
 - Invitations going out to DEI Committee, Board of Directors, and selected Athletes and Coaches.

Action Items In-Progress / Pending:

- **Marketing Schedule**
 - Lillian: Three meets she will attend in spring and summer. Lillian to provide that list of meets. Need translated registration forms linked on Pacific Web site.
- **USA Swimming / Oakland Parks and Rec**
 - USA Swimming (USA-S) is partnering with Oakland Parks and Rec. (OPR), and Pacific Swimming
 - USA-S will train and certify all Coaches, and work with OPR
 - Pacific Swimming will register the athletes as USA-S athlete. OPR will be paying for the athlete registrations.
 - Overview - Trying to grow that USA Swimming program through city park and recreation programs. Oakland has a lot of capacity to introduce swimmers to USA Swimming. Zeroing in on park and rec championship meets.
 - Oakland Parks and Rec will pay \$5 registration fee for outreach athletes.
 - Trying to introduce swimmers to year-round swimming programs. Meeting in March with Oakland. If timing doesn't work out then this may roll into next year. Next goal area might be San Francisco park and rec programs.
 -
- **New Pacific Swimming By-Laws**

- We are now Diversity, Equity, and Inclusion + Disability Swimming. Need someone to lead disability component.
- Looking to USA Swimming for disability swimming input on how to structure this component.
- Karyn expressed interest.
- Has Laurie had athletes that have registered as disabled? How do we find out about them?
- Need to get information to Lillian when she represents DEI at swim meets as part of marketing.
- What is needed for disability? Both physical and cognitive? How do we put out information to families and coaches? Need to provide training and resources for coaches. Need to advertise through Pacific Web site and send out e-mails?
- Need to put announcement on Web site looking for expertise in the disability area. Who can write up something for Web site? Can someone on committee draft a “help wanted” notice for Web site? Could someone on Pacific staff come up with something we could review?
- How do we reach more people than just who might see it on the Pacific Web site. Post on Instagram – Kyle? How about athlete reps?

Announcements:

Questions for the Board / Larger Group:

Notes/ Other: _____
