



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 / Disability

Liaison to the Board: Kent Yoshiwara / Kelly Crowley

Date of Last Meeting: 10/28/2020

Members Present:

David Cottam, Jivana Nagpal, Lillian Bautista, Saya Ryan, Mike Piccardo, Ernest Leong, Kent Yoshiwara, Sophie Boeun, Grecia Davila, Marie Lin, Verónica Hernández

Date of Next Meeting: November 19 8:00PM

Action Items Completed:

- **USA Swimming / Western Zone Report**
 - National Committee update – National Committee members are leading sub committees to complete task. Kent Sub Committee is work on Volunteer Job Descriptions. Current working on the LSC DEI Chair Job Description, and the Zone Diversity Coordinator positions. On this committee are Kenneth Chung (North Texas & USA Swimming Board of Directors), Dane Wolfrom (PN), Vigil Chancey (CA) Jivana Nagpal (PC Athlete), Saya Ryan (PC Athlete), and Jennie (National DEI Comm & Gulf Swimming)
 - Western Zone – Mission Statement and Core Values established. Next meeting is Monday, Nov 2 at which we'll start work on strategic planning, and discuss ways to get more athlete involvement.
 - Work to pair up
- **Zone Reports**
 - Zone 3 – (Lillian) Zone 3 Board meeting Oct 20. Zone is holding inter squad meets. SF Pools are opening Nov 3rd, but are not available for rental yet.
- **Athletes report** - (Jivana Nagpal, Saya Ryan, Ernest Leong, Sophie Boeun, Grecia Davila) Athlete Committee reassessed the athletes requesting to join a committee after the leadership summit. The highest requested committee among the athletes is DEI with 12 marking it as their top pick.
 - Question was asked if we can add all 12 or if that would be too many.
 - Group agreed to take on all 12.
- **Silent Auction report** (Ernest) – reported on the work for the Silent Auction. Meeting tomorrow (Oct 30), Athlete Comm recruited 8 more athletes to help with the project. Template letters to businesses/teams for donations have been started, and form for donations to be submitted is started.
- **Feedback on the DEI Training**
 - Kent to forward comments back to the DEI Trainer

Action Items In-Progress / Pending:

- **Grant Funding for TEAMS**
 - We need to develop criteria for the award of grants/financial assistance, for teams in need (Vern/David) possibly use the ~\$13,000 as an outreach program for adults. Use to pay for coach reg, officials reg, and volunteer board members to become members.
 - Possibly make an exception for a parent that can afford it, but is on a small team that has a high outreach athlete %, and needs incentive to continue volunteering on a team that has a low level of parents able to participate.
 - We will need to develop a subcommittee for this effort

- This committee to work on the requirement for team applying for funding. The requirements will need to be submitted to the Board for review
- **Mission Statement / Goals**
 - Did not discuss at this meeting
- **Strategic Plan**
 - Just starting to think about this.
 - We also need to evaluate our current programs for their effectiveness.
 - We will look at the Strategic plan being developed for the Western Zone.

Announcements:

Questions for the Board / Larger Group:

Notes/ Other: _____
