

# SCS Diversity and Inclusion

March 28, 2018

10:00 A.M.

1. Establish a NOTE TAKER . . . Sarah Dawson
2. Roll Call
  - a. Sarah Dawson – SCS Chair and D&I Rep Orange Committee
  - b. Joy Lim – D&I Rep Pacific Committee
  - c. Oliver Pena – D&I Rep Metro Committee
  - d. Virgil Chancy – D&I Rep Eastern Committee
3. SCS D&I Camp 2018
  - a. Oliver Pena – Secured the dates Oct. 20<sup>th</sup>-21<sup>st</sup>, 2018
  - b. Format:
    - i. Change to a one day ALL inclusive D&I Camp, instead of two separate camps
    - ii. Activity for a TEAM BONDING at end of camp:
      1. Joy attended the NCAA Division III Relays partnered with Special Olympics
4. WZ Conference Call Overview
  - a. Virgil – Talking about Black Heritage meet and the success of the travel trip.
5. WZ D&I Camp, June 14-17, 2018
  - a. Applications were due. 4 athletes submitted and 1 coach. Two autos were selected and 2 alternates were submitted. Awaiting until 4/9 to know if the alternates will be selected.
6. Goals for SCS D&I Committee
  - a. Strategic Plan for 2018 (see attached memo)
7. Old/New News
8. Next meeting . . . . April 4, 2018 @ 10:00 am

### **Short Term Objectives**

1. Get more athlete reps from each committee. Write it on their college applications. How can we utilize them in our long term objectives? Definitely through the Sigma Gamma Rho. I posted something on the D&I Facebook informing them just of being athlete reps because most probably don't even know that's a thing.
2. Get more coach reps from each committee who are committed to helping complete the Long-Term Objectives listed below.
3. Get more swimmers to the Western Zone Diversity Camp in San Diego, which is during JAG. SCS will pay for four athletes and a coach to attend. Put it on their college applications.
4. Decide that the next annual Diversity and Inclusion camp is one day (Saturday) combined event since inclusion kids felt left out. We missed the social aspect last time around for the kids to get to know each other. Do we want a fully separate parent track and how do we make it to where they are not part of the swimmer track? Metro committee would fund 1/2 of Cullen to come so they can use him for their own camp on Sunday. What if another committee would like to do the same thing? How do we allocate each year who gets to use the guest speaker the following day? We can also eventually use Maritza, Simone, Lia, Anthony, or Nathan. Maybe even an openly gay/trans swimmer to expand their knowledge of what diversity and inclusion.

### **Long Term Objectives**

1. Figure out Outreach criteria - look at other committees ways of determining (Pacific is the example)... possibly have to reach out to each county, city, etc to find out their criteria. [This](#) is a great presentation to use as a starting point.
2. Create a "Learn-to-Swim" program as part of outreach in SCS with funding from LA84. Once we have 1-2 successful programs, expand it to 3-5 programs... hopefully one per committee. Is the point of this is to get more potential swimmers to join through outreach or just to provide a community service?
3. Get Sigma Gamma Rho to work with our Diversity Athlete reps on doing a swim lesson to the community. Talks of partnering with USC chapter and getting Dave Salo to let us use his pool.
4. LGBTQ+ training for coaches and officials. Pacific Swimming has asked us to spearhead efforts on making a training program for our officials and coaches to become allies to LGBTQ+ swimmers who may have needs that require identifying an ally. Would need to have it be professionally produced to be legitimate, in order to lead the country in this effort.