



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: 11/19/2020

Members Present:

Lillian Bautista, Mike Piccardo, Ernest Leong, Kent Yoshiwara, Marie Lin, Verónica Hernández, Laura Mitchell, David Cottam, John Schonder, Valarie Rudd, Sophie Boeun, Saya Ryan, Karyn Kikuta

Date of Next Meeting: December 17 8:00PM

Action Items Completed:

- **USA Swimming / Western Zone Report**
 - National Committee update – National Committee not filling all of the Committee openings at the present time. Might fill more opening later, if needed.
 - USA Swimming has undergone a re-org, there is an Opening for a DEI Director
 - More USA Swimming organizations changes to come.
 - WZ is preparing to reach out to more LSC DEI chairs, to help them get informed and to help mentor newer Chairs
 - WZ is looking to develop another virtual camp in the future, separate from the National DEI Regional Camp.
- **Zone Reports**
 - Zone 1North - Saya – active in Zone 1n, planning activities.
 - Zone 1 South - no report
 - Zone 2 - John – donation of equipment from OA to SAIL/OAK. Some Teams are getting in the water. Other teams having intersquad meets.
 - Zone 3 - Lillian - Dual meets are coming up Dec 5 and Dec 6. NBA is hosting T&F meet. SF Park and Rec is still closed, likely until March or April
 - Zone 4 - Valerie - Tahoe had water for 7 days. Adults need to test negative before they can officiate.

Action Items In-Progress / Pending:

- **Grant Funding**
 - Teams with higher percentage of under represented swimmers seem to be having more difficulties/challenges than those with more resources. What can we do to reduce some of the barriers?
 - Can we assist teams by assisting teams with support?
What would this support look like? What are the barriers?
 - Offer accounting software to help those team in need of QuickBooks or a way to provide financial reports, that are commonly needed to apply for grants. Can we provide, "Tech Soup – quick books".
 - Teams as having difficulty getting board member to register w/USA Swimming, can we offer assistance with this process? How? Funding assistance?
 - Pacific Swimming has some additional funding. How can we make this funding available to those teams who were not able to apply earlier? Program is closed, but about 13k is available in a separate fund.

- be developed to continue this discussion.
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- **Silent Auction (update)**
 - the Athletes:
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- **Next Meeting December 17th**

Announcements:

Questions for the Board / Larger Group:

Notes/ Other: _____

We need to discuss this further. A Subcommittee will
 Subcommittee meeting to be November 23rd.

This effort led by Laura Mitchell with assistance from

7 to 10 athletes on the committee about 200 contacts
 Business outreach to Nov 30
 Then take pictures
 11/30 – 12/6 prep
 12/7-12/11 Auction live
 \$25,000 Goal
 Next meeting this Sunday
 At about 370 businesses contacted