



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: February 24, 2022

Members Present:

Jimmy Hong, Ernest Leong, Verónica Hernández, Lillian Bautista, Kent Yoshiwara, Mike Piccardo, Karyn Kikuta, Natalie Fearn, Jamie Jovel Flores, Guests - Jennifer Thiem-VJO, Jayson Iara

Date of Next Meeting: March 24

Action Items Completed:

- **USA Swimming / Western Zone Report**
 - USA Swimming –
 - USA Swimming DEI is seeking nomination for the annual DEI Award
 - Western Zone
 - Waiting on USA Swimming to appoint Susan Huckaby as the Zone Diversity Coordinator

Action Items In-Progress / Pending:

- **Disability Swimming programs**
 - New Disability sub group –
 - Lillian, Karyn, Mike, Jimmy, Anika
- **DEI efforts within Pacific Swimming**
 - Jimmy Presented award in-person to
 - Coach John Schonder
 - Richmond Sailfish
 - \$500 award
- **Program Evaluation**
 - New project to review all DEI program....more discussion next meeting
- **MEFAP cost**
 - Clearly need to provide the same access to Outreach athletes
 - Need to provide outreach athletes with the same access to on-line meet entries.
 - Need to include more board members in this discussion, so that the need is understood.
- **Athletes who are Transgender**
 - Open discussion
 - We need to get a better understanding of USA Swimming Policy 19
 - Need to start the discussion on Transgender athletes in Pacific Swimming
 - More discussion to follow
 - Set up a separate meeting to discuss the USA Swimming Policy 19. Meet in a couple weeks. Date to be confirmed 3/10?. Open to all committee members who are interested

Announcements: _____

Questions for the Board / Larger Group: _____

Notes/ Other: _____
