

Committee Name: Diversity and Inclusion Committee

Chair: Mary Jurey

Minutes recorded by: Chris Campbell

Session #1

Date of meeting: 4/2/2026

Time of meeting: 8 pm EST

Actions Taken:

1. None.

Committee Members Present: 9	Absent: 2	Guests: 1
Present: Mary Jurey (Chair), Sharon Snyder, Jeff Commings, Megan (Shovlin) Zerpa, Doug Garcia, Sydney Olson, Chris Campbell, Kenny Brisbin (Ex Officio—VP Community Services), Daniel Paulling (Ex Officio—National Office Staff)		
Guests: Ed Coates (Ex Officio—USMS President)		
Absent: Laura Dennison, Kaitlin Spokas		

Minutes

The meeting was called to order at 8:05 pm EST.

1. USMS President Ed Coates opened the meeting, thanking the Committee members for being there. He specified the direction that the Committee should follow during this year.
 1. Strengthen the member experience
 1. Create a welcoming environment
 2. Support of new members
 3. Collection and development of best practices for supporting the member experience.
 4. Focus on improving member retention and participation in USMS functions and events.
 1. How do we gather metrics and assess outcomes?
 2. Avoid policy setting and engaging in politics. The goal of USMS and this Committee is to get people in the water.
 1. This Committee is not empowered to act as a compliance and/or investigative organization. There are other entities equipped to perform those functions.
 2. Avoid scope creep. Keep Committee activities within the bounds set out in the Committee charter.
2. Committee member introductions.
3. The meeting rhythm will be to have meetings on the second Wednesday of every month. Once it has been determined if the Committee’s activities are on or ahead of schedule, the meetings may be shifted to bimonthly.
4. Mary reiterated Ed’s stated goals, and Kenny led a review of focus points and prospective projects related to best practices. Potential projects proposed for consideration and pursuit were discussed:

1. Development of a sense of community
 2. Recruitment and retention of volunteers
 3. Emphasis that “former D1 Swimmers” are not the representative model of USMS members
 1. Celebration of the Local Club
 4. Membership demographics vary team by team. Avoid the perception of “White Optics,” and homogeneity
 1. There may be an optics problem when it comes to portraying USMS as a more diverse organization if we only show images of our National level competitors. While such pictures are great, they are not as reflective of USMS’s diversity and inclusivity as they should be.
 5. Emphasis on sharing the passion for the sport and inclusivity that characterize our membership
 1. The excitement, “adrenaline rush” of being part of a larger and active whole
 6. Marketing improvements
 1. Pictures speak volumes, and it would be worthwhile for USMS to publish fewer pictures from Nationals competition and other meets, and to publish more pictures featuring workout groups, practices and other noncompetitive events.
 2. Concerns about bandwidth availability at the National Office to work such issues
 7. Networking, especially regarding best practices and tools.
 1. There are extensive tools available from USMS. How do we get clubs to avail themselves of these?
 2. LMSC ownership and education
5. There are no specific targets or goals for the Committee at this time, aside from what Ed described at the start of the meeting.

The next meeting will be held on Wednesday, May 13, 2026 at 8pm Eastern Time.

The meeting adjourned at 9:00 pm EST.