

**Committee Name: Diversity and Inclusion Committee**

**Chair: Mary Jurey**

**Minutes recorded by: Chris Campbell**

**Session #2**

**Date of meeting: 5/13/2026**

**Time of meeting: 8 pm EST**

**Actions Taken:**

1. None.

<b>Committee Members Present: 4 (3+1 late arrival)</b>	<b>Absent: 5</b>	<b>Guests: 0</b>
<b>Present:</b> Mary Jurey (Chair), Sharon Snyder, Chris Campbell, Megan Zerpa, Kenny Brisbin (Ex Officio—VP Community Services) <b>Guests:</b> None		
<b>Absent:</b> Jeff Commings, Laura Dennison, Kaitlin Spokas, Doug Garcia, Sydney Olson, Daniel Paulling (Ex Officio—National Office)		

**Minutes**

The meeting was called to order at 8:07 pm EST. At that time, only 3 Committee members were online, so a quorum was not present to take actions. The meeting was then classified as a roundtable discussion

1. The initial discussion concerned accommodating disabled and elderly swimmers, and others requiring mobility assistance at open water events., specifically with respect to out-of-water (beach) finishes. This issue is less pronounced in the case of In Water finishes. However, that option may require additional equipment. This issue, which has been circulated via email for an extended period, is being handled by the USMS Open Water/Long Distance Committee. D&I should serve as a resource. Question—if In Water finishes are not an option, are there provisions in place to provide assistance as appropriate?
2. Based on observations of the many exceptional performances at 2026 SCY Nationals in Greensboro, USMS has an optics problem associated with our projected images to prospective members. All of the Committee members present provided anecdotes about approaching prospective members who felt intimidated by the prospect of swimming with a Masters group. The most common response was “I’m not good/fast enough.” This is, of course, is patently untrue—USMS welcomes members of all ability levels. However, that is not how USMS is perceived by those outside the organization.
  1. While it is entirely appropriate to celebrate the achievements of our elite members, how do we recognize the everyday accomplishments of our more representative members?

1. Do more images of activities at the club level exist in the USMS archives? If so, perhaps more of these should be posted by National Office PR Staff as well as those of our more accomplished members
  2. Do we create and post more outreach videos? While we do have such assets on the USMS Facebook page, social media can be problematic. The platforms evolve so quickly that as soon as we get comfortable with our postings on one, newer technology may have superseded the one we chose. Our choice of social media platform may be generationally dependent. For example, a 25 year old swimmer communicates far differently than a 65 year old swimmer.
  3. Do we have a printed handout that we can distribute at other events? What should be conveyed in such things? Best practice talking points that “overlook” fast competitive swimming?
  4. Much talk over the past several years has been devoted to the support of the independent swimmer. Are there status updates or developed products available for deployment?
2. The development of ALTS programming has been robust, and with the acquisition of Grown Up Swimming, USMS now has two membership onboarding portals with great potential.
1. How do we set up a structure to encourage and support the transition from ALTS and Grown Up Swimming to full USMS Membership? What should this structure entail?
  2. How do we make it easier to provide access to such a structure for those who wish to support it—e.g., prospective instructors who face certification, liability and access problems?
3. How many LMSCs currently have D&I Chairs/Committees? D&I was tracking this, but our data needs to be updated.

The next meeting will be held on Wednesday, June 10, 2026 at 8pm Eastern Time.

The meeting adjourned at 9:00 pm EST.