

Committee Name: Diversity and Inclusion Committee

Chair: Mary Jurey

Minutes recorded by: Chris Campbell

Session #4

Date of meeting: 7/8/2026

Time of meeting: 8 pm EST

Actions Taken:

1. None.

Committee Members Present: 6	Absent: 3	Guests: 0
Present: Mary Jurey (Chair), Sharon Snyder, Chris Campbell, Jeff Commings, Sydney Olson, Doug Garcia, Megan Zerpa Guests: None		
Absent: Laura Dennison, Kenny Brisbin (Ex Officio—USMS VP Communications), Daniel Paulling (Ex Officio—National Office)		

Minutes

The meeting was called to order at 8:13 pm EST.

1. MSA Approval of meeting minutes from June 2026 meeting.
 1. Missing minutes from several previous meetings have been forwarded and posted.
2. There was discussion of who determines the functions and requirements of the LMSC D&I Coordinator. Jeff reports that the document on the website was generated by the D&I Committee 2 years ago. While LMSC Development monitors the document, content and updates are under the purview of the D&I Committee.
3. Chris reported on his efforts canvassing coaches about their practices for welcoming and retaining new swimmers.
 1. 12 coaches surveyed, from Novice to Coach of the Year Winners. Not surprisingly, over 90% of the response data was common to all responders. The only differences were subtle variations in application and the mechanics of fielding inquiries.
 2. One expert coach provided a comprehensive document which describes his formalized methodology.
 1. It was decided to use this as a conversation starter among coaches, allowing them to develop procedures and processes that are more suitable to their personal approaches and circumstances. This is not meant to be a definitive procedural manual.
 2. Given the availability of this data in such a definitized fashion, there is a concern that further pursuit of this issue will merely be reinventing the wheel, doing work that has already been done.

4. The D&I newsletter, noted last month, was further discussed. Sharon and Jeff will help Mary develop concepts and content, aiming for brevity and conciseness. It will be targeted to LMSC Chairs, D&I Chairs, and Coaches on a quarterly basis.
5. There was further discussion on setting up programs that bridge the gap between ALTS or Grown Up Swimming and Masters Swimming. Sydney provided some great inputs via email before the meeting. See attached email document. One of the more notable suggestions was the designation of programs as being "Beginner Friendly," similar to badging USMS clubs as Gold or Silver clubs. Should such clubs offer beginner-specific workouts, special accommodations or facility accessibility? The availability of "Swim Angels," (i.e., team members designated to welcome and assist novice swimmers)? Should there be a logo for the club's website reflecting this?
 1. There were questions about trial memberships and legal liabilities. The legal issues should be addressed first.
 2. How do we work with ALTS programming to set up such bridging programs? Would we have more success working initially with Grown Up Swimming programs?

The next meeting will be held on Wednesday, August 5, 2026 at 8pm Eastern Time.

The meeting adjourned at 9:03 pm EST.

Sydney Olson's email appended below

Hi Mary,

I am planning on present tomorrow at the meeting. I will also be working at the same time. Unfortunately there isn't much I can do about that. But I wanted to give you my ideas on enticing new swimmers to join masters-just in case I don't get time tomorrow to share.

USMS

1. Can
2. we get a special logo designation for teams that are better at handling
3. new swimmers? We could create and develop a program or just require
4. ALTS certification for all coaches to have this designation. That way
5. when your swimmers are looking to join new clubs, they want to join the
6. ones with a specific logo designation.
7. I
8. know this idea is taxing on coaches, but perhaps create an ALTS/masters
9. hybrid hour where coaches have designated time for those swimmers. Or
10. we can have Bill Brenner inc. come up with a class of an ALTS/masters
11. hybrid.
12. Remind
13. our swimmer to be open minded about trying other activities with
14. friends. It's possible if they create a friendship, the two will want to
15. exchange activities. Ex: swimming vs skiing.
16. Maybe
17. have the first experience of a new swimmer not be with the group. Many
18. adults are afraid of trying new things in front of others, especially
19. those that are perceived to be masters.
20. Do heavy social media on new swimmers joining masters and their experiences.

Let me know if you guys have questions.

Thanks!

Sydney Olson