

**Committee Name: Diversity and Inclusion Committee**

**Chair: Mary Jurey**

**Minutes recorded by: Chris Campbell**

**Session #5**

**Date of meeting: 8/12/2026**

**Time of meeting: 8 pm EST**

**Actions Taken:**

1. Chris to work with Tim Waud with the intention of generating an article for USMS media and/or a presentation for a future Webinar or Relay event.

|                                                                                                                                                                                                                                                                                                                         |                  |                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------|
| <b>Committee Members Present: 4</b>                                                                                                                                                                                                                                                                                     | <b>Absent: 3</b> | <b>Guests: 11</b> |
| <b>Present:</b> Mary Jurey (Chair), Chris Campbell, Jeff Commings, Megan Zerpa, Kenny Brisbin (Ex Officio—USMS VP Community Services),<br><b>Guests:</b> Robin Smith, Marilyn Fink, Fiona Duncan, Paul Windrath, Ann Marshfield, Becky Cleavenger, Judy Wolf, Sharon Wyatt, Jair Bautista, Barb Protzman, Christina Fox |                  |                   |
| <b>Absent:</b> Laura Dennison, Sharon Snyder, Doug Garcia, Daniel Paulling (Ex Officio—National Office)                                                                                                                                                                                                                 |                  |                   |

**Minutes**

The meeting was called to order at 8:05pm EST. Note—this meeting served as the Committee meeting associated with the 2026 USMS Annual Meeting.

1. Approval of meeting minutes from July 2026 meeting was deferred, as there were late amendments/additions. These will be provided and approved via email vote before the Annual Meeting.
2. The Committee's scope and activities for 2026 thus far were reviewed. The scope of the Committee's activities was more clearly defined, with primary focus on building inclusivity throughout USMS programming. Simply put, the notion is to Get People Into The Water. Initiatives undertaken:
  1. Investigation of Best Practices for welcoming and retaining new swimmers. 12 coaches were initially 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. Tim Waud's response document was reviewed in detail. We must resist the temptation to create a "be all/end all" document, as needs and circumstances differ program to program., and coach to coach. Rather, Tim's document is intended to act as a starting point for starting discussions and tailoring program specific documents and procedures. Chris will work with Tim Waud with the intention of developing an article for USMS media and/or a webinar or future Relay presentation.

2. The nature of a proposed Diversity and Inclusion newsletter was examined. The subcommittee comprises Mary, Jeff, and Sharon. It is felt that quarterly is an appropriate frequency. Kenny expressed a concern about adding an additional channel for information distribution— “email fatigue” is a legitimate concern, even with distribution initially limited to LMSC Chairs, Coaches Chairs and D&I Chairs. The subcommittee will generate a proposed method for integrating D&I information into existing info distribution channels and report back to Kenny. How do we flow this information down to LMSC info distribution channels, which may be more widely accessed than USMS channels?
3. The development of bridge or introductory programs, allowing a smoother transition from ALTS programs or Grown Up Swimming programs to more classically established USMS programs was discussed. Guest Judy Wolf has expertise in this arena, having presented a talk on this same subject at a recent National Coaches Clinic (NCC). Given that often it’s not just coaches who serve as program “Welcome Wagon” ambassadors for new swimmers, this might integrate well with a future Relay presentation and/or Chris and Tim’s proposed presentation.
4. Responses to queries on Club Finder need to be prompt and concise, and involved coaches need to be included on the responses.
5. There was open discussion among the attendees on several issues.
  1. What do members expect of a D&I Committee or Chair at the LMSC level?
  2. Does USMS have an inadvertent imaging or branding problem? A common perception is that USMS is comprised of highly competitive elite athletes. Or that our featured athletes are extremely old and have survived wars, pestilence, natural disasters and the Great Depression. In addition to being less than accurate, such perceptions can be very intimidating for the average rank and file fitness-oriented swimmer who comprise the bulk of USMS membership. USMS does a great job celebrating the extraordinary—a 90 year old setting a World Record in the 400m IM is certainly newsworthy, but that doesn’t celebrate the ordinary everyday swimmer, and we need to do a better job of that. How do we celebrate Community?
    1. As a consequence to this, new members are often intimidated by what they find at their first practices. What are the sets like? Are they performance focused? Technique focused? How do we integrate the newbie and get them into our community, so they feel valued and included? Do we set up bridge lanes, or beginner lanes? Does the newbie have a Lane Buddy designated? Do we flag Teams as Beginner Friendly?

The next meeting date and time were not set, as September will be occupied with may activities associated with the 2026 USMS Annual Meeting, Relay 2026 and the 2026 NCC. It is likely that the next meeting will be held on Wednesday, October 7 at 8pm EST. This will be confirmed later.

The meeting adjourned at 9:05 pm EST.