

DRAFT - UNAPPROVED



BOD Minutes Feb 10, 2021

The meeting began at 8:30pm via Zoom.

BOD members present:

Steve Potter (DAQ) - General Chair
Rob Copeland (SCAT) - Finance Vice-Chair
Joe DeCarlo (RAYS) - Treasurer
Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Ed Saltzman (DYNA) - Officials Chair
Jenn Bowers (HURR) - Sr Coaches Chair

Wes Hamborg (WRA) - Tech Planning Chair
Ian Goss (RAYS) - Jr Coaches Chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Daniel DeCarlo (RAYS) - SR Athlete At-Large
Elizabeth Isakson (GOLD) - Junior Athlete Rep
Henry Bethel (CCAC) - Athlete At-Large

BOD members absent:

Jamey Myers (SCAT) - Admin Vice-Chair
Mark Schilling (GOLD) - Senior Chair

GSI Swimming staff present

John Pepper, Business Mgr
Lora Thompson, Membership Coordinator
Veronica Burchill, Intern

GSI Swimming staff absent

Others Present:

Tommy Jackson, CAD
Jonathan Foggin, ABSC, Governance Chair
Pike Hightower, RAYS
Brian Wrighton, DYNA
Michael Switalski - Niagara Swimming,
National DEI Committee, Executive Director-City Swim Project

Call to order, approval of minutes

Potter called the meeting to order at 8:34pm. Potter read the mission and vision of the LSC.

Motion (Caldwell): to approve minutes from Jan 13 (Bowers seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: January 13 BOD minutes are approved

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Officer Reports

General Chair (Potter) - Present, no report

Admin (Myers) - Not present, no report

Finance Committee (Copeland & DeCarlo) - Report submitted to website. Applied for tax extension. Appointment will be set for taxes soon. Getting recommendations on an auditor.

Senior (Shilling) - Not present. Report attached.

Age Group (S.Pepper) - Present, No report.

Secretary (Caldwell) - Present -
HOD will be discussed at March 10 meeting.

Registrar (L.Thompson) - No report - Online athlete registration will be coming soon, and information on this will be put out

Business Manager (J.Pepper) -

- Report posted to website.
- Age group awards have been ordered

Athletes (W. Foggin) -

- Finalizing plans for leadership summit in March
- Weekly athlete instagram takeovers to try to grow social media

Officials (Saltzman) - Present, no formal report

- 80 officials on board for AG State - very well staffed, and there are still open spots to officiate

Tech Planning (Hambourg) -

Motion (Hambourg): In the continued spirit of flexibility, GA Swimming will agree, as a one-time exception for the 2021 Short Course Divisional meets, to offer the greatest amount of flexibility possible in sanctioning Divisional meets by lifting all restrictions pertaining to Divisionals (including but not limited to allowing waivers to the following requirements laid out in the Governing Documents): (Saltzman second)

Rules & Regulations 8.1, which requires Divisional meets to adhere to a prelim/final format in order to be classified as a Divisional meet, which allows teams to assess a \$10 facility surcharge (8.2), and 8.7, which requires eligibility to be restricted by Division.

Policies & Procedures 5.3.3, which prohibits Flex Members from participating in Divisional Championships.

Discussion - R&R says that it's a season ending prelim/final meet, and very few will divisions will be able to offer a prelim/final meet. Teams and divisions have discussed possible virtual meets. Hard to keep things consistent due to variations in different divisions.

Called to question - Motion carried - Question called

Vote: Motion carries with 1 dissension

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Resolution: Restrictions lifted on 2021 Divisional meets including but not limited to allowing waivers to the following requirements laid out in the governing documents above.

Safe Sport (Mike O'Shaughnessy) - No report. Mike is an attorney. He was the safe sport chair for PV LSC for 3-4 years. Relocated to Atlanta 6 months ago. Got involved in safe sport in the first place to protect athletes, coaches, and the LSC with proper documents in place, and wants to help all clubs earn SSRP. Caldwell thanked O'Shaughnessy for stepping up to the job.

Sr Coaches Rep (Bowers) - Report attached.
Last round of AG coach of the year awards going out tomorrow and be handed out at AG State.

Open water (Sullivan) - Not present, no report

Diversity (Jackson) - Will defer report to the new business section.

Old Business

None

New Business

DEI Task Force Presentation -

Coach Kai Smith (ATAQ) presented findings from the DE&I task force. Potter led the task force presentation by starting with a consent agenda. Recommendations- 1, 4, 5, 7 were pulled.

Motion (Caldwell): to approve items 2, 3, 6 in DEI report (Bethel second)

Discussion: No discussion

Vote: Motion carries unanimously

Resolution: Recommendations 2, 3, 6 are approved.

Motion (Copeland): to approve recommendation 1 (Hambourg second)

Discussion: Governance committee will decide if this person is elected or appointed.

Vote: Unanimous approval

Resolution: Item 1 sent to governance committee for review

Secretary's Note - this is a bylaw amendment and will need to be sent to the HOD for ratification, and then be ratified by USAS.

Recommendation 4 -

Salzman asked if there is any way to reduce the volume of the language, as there appears to be a lot of information to add to each meet announcement. Kai Smith said the 2nd paragraph needs to be in there, but paragraphs 1 & 3 can be shortened. There is no space on GSI website or meet template to report discrimination. Several suggestions were made but no resolution was decided upon.

Motion (Potter): to table recommendation 4.

Resolution: Motion tabled by acclimation until next BOD meeting. Coach Kai will reach out to Jonathan Foggin between now and then.

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Recommendation 5

Bethel raised a concern that if we don't have a minority owned team that wants to host, then the meet wont happen. Kai smith said the DE&I committee wants to use the diversity meet as a fundraiser to help DE&I programs run by the LSC. Smith said there are plenty of minority teams to host or co-host. Caldwell asked if there was any discussion on having this on a protected weekend - DE&I committee said they discussed it but didn't want to take it away from other meets or current programming. Tommy Jackson said that the LSC could be the co-host. Foggin asked for clarification on what a minority coached team means? Smith said the intent was for the head coach. Saltzman said he thinks there are 2 points - 1) getting the meet on the schedule, and 2) awards being presented, adding them to what we give out today. Smith said it needs to be supported by the LSC so it's supported by people in the outside community. Hamborg asked if a female could be considered as a qualifying minority head coach; Smith answered it must be a minority head coach. Smith clarified that when this meet raises money, profits go back to the LSC, as opposed to the club hosted invitational where they keep all of the profits. DeCarlo asked for the DE&I committee to stipulate and specify what percentage of meet fees would come back to the LSC, if it's different from the traditional 7% or 2% this year due to COVID.

Motion (DeCarlo): to send this back to DE&I committee for revisions (Saltzman second)

Discussion: No discussion

Vote: Motion approved unanimously

Resolution: Recommendation 5 sent back to DE&I committee for revisions

Recommendation 7

Mike O'Shaughnessy asked if this would put our tax status in jeopardy. Need to ensure there's no conflict of interest or other deal we've done, or 501(c)3 caveats that we need to be cautious about. Potter says this needs to come to the BOD in advance and we can run this by our JDCPA.

Motion to amend (DeCarlo): to accept recommendation 7 with amendment "with prior written consent of the BOD" (Motion seconded)

Discussion: Can't come in conflict with any current deal or sponsorship we already have in place.

Vote: Unanimous approval

Resolution: Amendment carries

Motion (Potter): to accept recommendation 7 with approved amendment (Caldwell second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: Motion carries - DE&I committee may raise funds with prior written consent of the BOD.

DE&I committee will rework recommendations 4&5; they will be on new business at the next meeting.

Announcements

Next meeting - Wed, March 10, 2021 at 8:30pm.

Adjournment

Motion (Caldwell): to adjourn (Bethel second)

Vote: Unanimous approval

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Resolution: Meeting adjourned at 9:53pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary; Feb 17, 2021

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BOD Minutes Jan 13, 2021

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Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Ed Saltzman (DYNA) - Officials Chair
Jenn Bowers (HURR) - Sr Coaches Chair*
*see note page 3

Wes Hamborg (WRA) - Tech Planning Chair
Ian Goss (RAYS) - Jr Coaches Chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
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Elizabeth Isakson (GOLD) - Junior Athlete Rep

BOD members absent:

Jamey Myers (SCAT) - Admin Vice-Chair
Mark Schilling (GOLD) - Senior Chair

Henry Bethel (CCAC) - Athlete At-Large

GSI Swimming staff present

John Pepper, Business Mgr
Veronica Burchill, Intern

GSI Swimming staff absent

Lora Thompson, Membership Coordinator

Others Present:

Tommy Jackson, CAD
Jonathan Foggin, ABSC

Call to order, approval of minutes

Potter called the meeting to order at 8:35pm. Potter read the mission and vision of the LSC.

Motion (Caldwell): to approve minutes from December 9 (Saltzman seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: December 9 minutes are approved

Officer Reports

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General Chair (Potter) - Present, No Report

Admin (Myers) - Not Present, No Report

Finance Committee (Copeland & DeCarlo) - DeCarlo updated the board on the current finances. Audit is being setup, per the bylaws, and work has been started for taxes for 2020

Senior (Shilling) - Not present. John Pepper gave the report. Senior committee is still working on organizing a senior state meet from March 19-21, or March 26-28. Potter confirmed with Hamborg that he's aware of the dates.

Age Group (S.Pepper) - Present, report attached.

- Teams are assigned to either Cumming, Dynamo, or Georgia Tech. Sites are filled to their available capacity. Meet will be scored together. Room for 1300 athletes, and there were 1000 at last year's short course meet. No spectators, and each venue will be live streamed. Meet information is in the works.

Motion (Potter): to charge all three locations for the AG State Meet a \$21/swimmer surcharge. (Saltzman second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: \$21 surcharge applied to each AG State facility

Secretary (Caldwell) - Present, no report

Registrar (L.Thompson) - No report - busy time of year for registrations trying to get each team compliant. Thompson estimates GSI is down about 800 registrations from this time last year (600 athletes and 200 non-athletes). Thompson said to use text messaging for any time sensitive issues.

Business Manager (J.Pepper) - Present.

- Meeting tomorrow with Speedo to tie up contract
- Revising BOD manual - corrections due back to John by end of January; needed to secure LEAP 3 certification.
- Revamping Thankful Thursday piece in newsletters and social media.
- Streamlining branding for all social media outlets - anything coming out from GSI has logo and mission statement (if applicable)
- All-star towel information is being collected, and due at the end of the month.

Athletes (W. Foggin) -

- Working on the athlete summit and trying to get USAS grant for it.
- Goal is to do athlete takeover on instagram to increase production and interaction.
- Finalizing prizes for canned food drive.
- Met with Coach Kai Smith to discuss DEI committee from athlete perspective

Officials (Saltzman) - Present, no formal report

- 61% officials who have re-registered from last year
- 2019 - 135 meets sanctioned; 2020-130 meets sanctioned;
- Retooling delivery platform for S&T and AO clinics so they don't have to wait for a class.

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- AG State application will be coming out tomorrow

Tech Planning (Hambourg) -

Proof of times - offering flexibility for those who need to host unsanctioned meets. Tech planning wishes to extend this to LSC meeting in April

Motion (Hamborg)- To extend proof of time document to spring LSC meeting (S.Pepper second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: Proof of times rule extended to April 2021

Safe Sport (Vacant) - No report

Sr Coaches Rep (Bowers) - No report

Note: Joined call at 9:10am after technical planning report

Open water (Sullivan) - Not present, no report

Diversity (Jackson) -

- DEI committee is developing a mission statement;
- Working on creating a diversity swim meet and diversity swim camp.

Old Business

Communications committee - Beau & Steve will talk on Friday re: communication committee findings

New Business

None

Announcements

Next meeting - Feb 10 @ 8:30pm via Zoom. DEI will be presenting a report.

Adjournment

Motion (Caldwell): to adjourn (DeCarlo second)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:13pm

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Respectfully submitted by:

Beau Caldwell

GSI Secretary

February 8, 2021 for approval at BOD meeting on February 11, 2021 pending any changes.

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Georgia Swimming
Board of Directors Meeting
February 10, 2021
8:30 PM

1. Call to order.
2. Mission Statement and Vision
3. [Approve January 13th BoD Minutes.](#)
4. Officer Reports.
 - a) General Chair – Steve Potter
 - b) Admin. Vice Chair – Jamey Myers (No Report)
 - c) Finance – Rob Copeland, Joe DeCarlo
 - d) [Senior Chair – Mark Schilling](#)
 - e) Age Group Chair – Sydney Pepper
 - f) Secretary – Beau Caldwell
5. Administrative Reports
 - a) Registration – Lora Thompson
 - b) [Business Manager – John Pepper](#)
6. Committee Reports
 - a) Athlete Chair – Will Foggin
 - b) Officials Chair – Ed Saltzman
 - c) Technical Planning – Wes Hamborg
 - d) Safe Sport – Ceci Christy/ Michael O'Shaughnessy
 - e) Coaches Chair – Jen Bowers
 - f) Open Water – Kevin Sullivan
 - g) D, E, & I – Tommy Jackson
 - h) [Disability – Glenda Orth](#)
7. Old Business
8. New Business
 - a) [DEI Task Force Recommendations](#)

Next Meeting: March 10 @ 8:30



Business Manager Report

February 7, 2021

1. All Star towels are in final check with all teams. Submitting list to towel vendor next week.
 - a. 701 swimmers
 - b. 650 towels
2. We have been given access to the Speedo portal
3. Revamped the Weekly Newsletter to make it easier to add and remove stories.
4. Ordered the awards from Age Group State (bought the medals off of Jamey and bought the ribbons and trophies from Hasty Awards and ordered high point towels)
5. Ordered the Senior and Age Group Coach of the Year awards.
6. Have been looking into a LSC store for swimmers to buy GA Swimming swag. (Shirts, sweatshirts, beanies or hats, and other items)
7. Working with the athletes to setup their LSC Summit March 13 and 14

Things to discuss

1. Need to decide on a face to face or a virtual meeting for HoD and Spring Meetings
2. The Senior and Age Group Committee need to look ahead at Long Course State and see if there are going to be enough places to host.

John Pepper

Coaches Report February 2021

-Abbie Fish has been booked for our Spring LSC meeting as guest speaker and clinic for swimmers

-Senior Coach of the Year has been chosen and will be announced at that coaches site at senior state.

-Age Group Coach of the year ballot has been emailed and second round votes will start this week. Winner will be announced at age group state.

Senior Committee

Senior is working on firming you meet information for March senior state. Basic framework has been approved for 3 locations March 19-21.

Mark Schilling

Congratulations to the committee athlete rep, Vica Beelner, as she has signed to swim with Emmanuel College! Best of luck to her as she travels through this next stage of her life!

There has been no news from World Para Swimming about the upcoming meets. As I have said before, the meets are scheduled but need to have the facilities approval as well as WPS and USP approvals. So much to look into with quarantines, vaccines, travel, hotels, etc. WPS did send out a booklet as a guideline as to what to expect should you be hosting a meet. Interesting read, it's on the WPS website.

The World Series travels from Europe to North America in April with Indianapolis hosting the World Series for the fourth time at the Indiana University Natatorium.

Indianapolis 2021 World Series, USA.

US Paralympic Trials are set for June 17 - 20, 2021 in Minnesota.

2021 Tokyo Paralympics are scheduled for 24 August - 5 September 2021

US Paralympic Swim Teams announce National Team Members:

McKenzie Coan National A team member

McClain Hermes National C team member and is Journalism Intern for Swim World Magazine.

Gia Pergolini National A team member

Glenda Orth
Chair

Members of the Board,

In preparation for tonight's meeting, please review the following: The Tech Panning committee recommends that the Board approve the following motion, lifting associated restrictions and allowing Division reps and meet hosts the greatest possible amount of flexibility to develop as many creative solutions as needed to run meets that will offer race opportunities to the broadest range of Georgia swimmers. The motion does not lift USAS imposed restrictions on sanctions or GA Swimming safety protocols.

My expectation is that GA Divisionals will see a lot of multi-site meets, virtual meet results, and other meet format innovations.

Motion: In the continued spirit of flexibility, GA Swimming will agree, as a one-time exception for the 2021 Short Course Divisional meets, to offer the greatest amount of flexibility possible in sanctioning Divisional meets by lifting all restrictions pertaining to Divisionals (including but not limited to allowing waivers to the following requirements laid out in the Governing Documents):

Rules & Regulations 8.1, which requires Divisional meets to adhere to a prelim/final format in order to be classified as a Divisional meet, which allows teams to assess a \$10 facility surcharge (8.2), and 8.7, which requires eligibility to be restricted by Division.

Policies & Procedures 5.3.3, which prohibits Flex Members from participating in Divisional Championships.

Thank you,
Wes



The Diversity, Equity, and Inclusion Task Force
Official List of Recommendations
02/09/2021

The following are recommendations developed by the DEI Task Force and are submitted to the Georgia Swimming Board of Directors for review, consideration, and approval.

1. Recommendation 1: Add DE&I Chair as voting Member of the Board of Directors

- Proposal: Given that the DE&I Chair in Georgia Swimming is responsible not only for ensuring that DE&I principles are being followed throughout, but also for implementation of DE&I programming, the DE&I Task force recommends to the Governance Committee that the DE&I Chair be made a Georgia Swimming Board member with voice and vote. It further asks the Governance Committee to make a recommendation as to whether this position should be elected or appointed by the General Chair.

2. Recommendation 2: Revise DE&I duties in Policies & Procedures

- The Diversity, Equity, and Inclusion Committee is charged with increasing opportunity, recognition, and growth in competitive swimming among underrepresented communities in our state. Specifically, its goals are to promote diversity by bringing together individuals with a broad range of backgrounds, experiences, beliefs, cultures and social views to promote growth and new opportunities for all; to effect inclusion by ensuring equal access for all Georgia Swimming Members and their families to activities, processes, and decision making within the sport; and to uphold equality by taking steps to identify and address inequalities where they occur.

Responsibilities of the Committee shall be as follows:

- Providing updates to the Board of Directors and HOD on DE&I initiatives
- Promoting and directing events such as DE&I swim meets and camps within the LSC
- With the consent of the Board of Directors, establishing content for the DE&I section of the Georgia Swimming website, and assisting athletes in promoting diversity through social media
- Overseeing and administering any scholarship or financial aid programs established for minority and outreach swimmers within the LSC
- Carrying out any activities delegated to it by the Board of Directors or General Chair that advance the cause of diversity within the LSC

3. Recommendation 3: GA Swimming Website Diversity Link Information

- We are recommending that the following language and information be added to the diversity link on GA Swimming's website:

We, the community of athletes, coaches, officials, and volunteers of Georgia Swimming, celebrate the diversity that exist among us and we embrace the challenges that this diversity brings. We are committed to the growth and development of a culture of inclusion, equity, and diversity.

The Committee for Diversity, Equity, and Inclusion (DEI) is tasked with addressing the challenge of diversity through education and programs that build awareness and foster our commonality, competitive swimming.

Our mission, in harmony with the mission of Georgia Swimming, is to *“Increase opportunity, recognition and growth in competitive swimming. We believe that swimming provides life-changing experiences for young people.”*

Our vision, in harmony with the vision of Georgia Swimming, is to support and develop strong clubs, successful athletes and great citizens of the State of Georgia.

What is Diversity, Equity & Inclusion in Georgia Swimming?

Georgia Swimming’s Committee for Diversity, Equity, and Inclusion endeavors to create real change by laying the foundations for a more diverse swimming community. Georgia Swimming has a tremendous opportunity and responsibility to lead by example in this endeavor and to pursue a greater sense of equity, improve inclusion and spur a growth in diversity in Georgia Swimming. Race, socio-economic status, gender equity and inclusion are ever present in today’s society, and the responsibility rests on us to create a collective effort that addresses how we continue to move forward. WE can lead and WE can be the example, for not only USA Swimming but, all amateur sports. Let’s work together to create a brighter future for everyone and be the example. We define diversity, equity, and inclusion as:

- Diversity: Georgia Swimming will bring together individuals with a broad range of backgrounds, experiences, beliefs, cultures, and social views to promote growth and new opportunities for all members.
- Equity: Georgia Swimming will ensure fairness in sports, equality of access, and recognize inequalities and take steps to address them.
- Inclusion: Provide equal access for all Georgia Swimming Members and their families to activities, processes and decision making.

GASI Specific DEI Programs

- Georgia Swimming Diversity Age Group Camp (11-13)
- Georgia Swimming Diversity Senior Camp (14-16)
- The Georgia Swimming Diversity Invitational

Opportunities

- **Education Opportunities and Scholarships** (Active link for colleges to alert athletes to educational and scholarship opportunities)
- **Job Opportunities** (Active link for municipalities and business offering swimming related jobs to post ads for which athletes can apply)

Report Discrimination

Georgia Swimming strives to promote an atmosphere of healthy competition in an environment where its athlete members, coaches, officials, non-athlete members, and volunteers treat each other with dignity and respect. The Board and Club Members of the Georgia LSC believe that there is no place for discrimination in the sport of swimming. As constituent members of United States Swimming, we are governed by the

Amateur Sports Act of 1978 and are charged with providing an equal opportunity to all who desire to participate in the sport.

As such, discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited (USA-Swimming Rules & Regulations §304.3.2). Such actions by USA-Swimming members constitute a Code of Conduct violation and may result in revocation of membership. Cases of discrimination are not handled locally, but by a National Board of Review.

If you believe you are the victim of discrimination, you are encouraged to report the incident to USA-Swimming's Associate Counsel & Director of Safe Sport, Abigail Howard (ahoward@usaswimming.org or 719-866-3529). Please provide a complete description of the incident as well as a way to contact you and/or other parties involved.

The Committee for Diversity, Equity, and Inclusion

- Coach Tommy Jackson (Chairperson)
- Coach Zeddy Perry
- Coach Marianne Countryman
- Coach Brandon Little
- Coach Tim Demott
- Coach Elisha Bashir
- Coach Kai Smith
- Official Shami Jones
- Athlete Sarah Brown

4. Recommendation 4: We are recommending that the following information for reporting discrimination be added to all meet information.

- **Report Discrimination**

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5. Recommendation 5: The Georgia Swimming Diversity Invitational

We are recommending that the Georgia Swimming Diversity Invitational be added to the meet calendar as a statewide open invitational, like the state championships and sectionals. We recommend that The Diversity Invitational will be under the administration of the DEI Committee.

We recommend that the GA Swimming Diversity Individual be hosted or co-hosted with at least one minority owned or coached team.

We also recommend the awards listed below be granted recognition in line with current GA Swimming Awards.

Purpose:

The purpose of the GA Swimming Diversity Invitational is to provide a platform for education, and greater awareness to the challenges of diversity, equity, and inclusion that we face in our society and in the community of athletes, coaches, officials, and volunteers of Georgia Swimming. In addition, we wish to celebrate the commonality we all share in our love and passion for the sport of competitive swimming, despite our differences.

The Diversity Invitational will also be a vehicle to raise funds earmarked to support GA Swimming's DEI outreach program for member athletes, and to support clubs in their efforts to provide an aquatics education through learn to swim programs for underprivileged areas of our communities, and to support clubs aiding underprivileged competitive athletes attached to their teams.

Proposed Dates and Suggested Locations:

- First, second or third weekend in April (Tentative location: WGPAC)
- Second or third weekend in October (Tentative location: WGPAC)
- Third or fourth weekend in February (Tentative location: WGPAC)

(WGPAC-West Gwinnett Park Aquatic Center)

Awards

The Tommy Jackson Diversity Award is an award given to a senior minority female and male athlete, ages 15-18, who are recognized for their outstanding efforts in education, athletics, and community involvement. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and of equal importance, participation in and recognized achieved for non-swimming activities, such as education and school-related activities, church, and community service, etc.

The Georgia Swimming LSC Inclusion Award is an award given to a female and male athlete, ages 15-18, who are recognized for their contribution to and in support of the mission of GA Swimming and the DEI Committee. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and contributions and efforts to assist the LSC, DEI, and the community through volunteerism and education.

Outstanding Junior Athlete Diversity Award (Non-monetary recognition) is given to a minority age group female and male athlete ages 12-14, who are recognized for their outstanding efforts in education, athletics, and community involvement. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and of equal importance, participation in and recognized achieved for non-swimming activities, such as education and school-related activities, church, and community service, etc.

6. Recommendation 6: The GA Swimming Diversity Camp

- Proposal: The GA Swimming Diversity Select Camp will be aimed at providing a unique holistic experience for under-privileged and minority members of GA Swimming. It will include athletic and educational components that offer training in life skills.

Proposed Date: Summer 2022

The diversity camp will be broken into two groups over three-night, two-day weekend (One night and one day per group). The groups are as follows:

- Group 1: Ages 11-13
- Group 2: Ages 14-16

Proposed selection requirements include but are not limited to the following:

- A minimum BB time or better in at least strokes or two events
- A minimum "C" grade point average or better with a consideration for athletes that excel at attendance but maybe struggling with academic achievement
- A brief character reference from a teacher or counselor regarding scholastic achievements, attendance, participation in extracurricular education programs
- A brief character reference regarding athlete's contribution to the community (Ex.: Girl or Boy Scouts, church volunteerism, feed the hungry community programs)

Events and itinerary include but is not limited to:

- Inviting speakers of diverse backgrounds to discuss subjects such as life skills, college readiness and in-water skills training.

7. Recommendation 7: DEI Committee have the ability to raise funding from outside sources

- Proposal: Given the cost of providing financial resources to assist clubs with their outreach efforts, funding for diversity camp, and funding for the diversity swim meet, we are recommending that the DEI Committee be allowed to raise funds from outside sources (Corporations, etc.) earmarked for specific programs organized by the DEI Committee.



Business Manager Report

February 7, 2021

1. All Star towels are in final check with all teams. Submitting list to towel vendor next week.
 - a. 701 swimmers
 - b. 650 towels
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3. Revamped the Weekly Newsletter to make it easier to add and remove stories.
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6. Have been looking into a LSC store for swimmers to buy GA Swimming swag. (Shirts, sweatshirts, beanies or hats, and other items)
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Things to discuss

1. Need to decide on a face to face or a virtual meeting for HoD and Spring Meetings
2. The Senior and Age Group Committee need to look ahead at Long Course State and see if there are going to be enough places to host.

John Pepper

Coaches Report February 2021

-Abbie Fish has been booked for our Spring LSC meeting as guest speaker and clinic for swimmers

-Senior Coach of the Year has been chosen and will be announced at that coaches site at senior state.

-Age Group Coach of the year ballot has been emailed and second round votes will start this week. Winner will be announced at age group state.

Senior Committee

Senior is working on firming you meet information for March senior state. Basic framework has been approved for 3 locations March 19-21.

Mark Schilling

Congratulations to the committee athlete rep, Vica Beelner, as she has signed to swim with Emmanuel College! Best of luck to her as she travels through this next stage of her life!

There has been no news from World Para Swimming about the upcoming meets. As I have said before, the meets are scheduled but need to have the facilities approval as well as WPS and USP approvals. So much to look into with quarantines, vaccines, travel, hotels, etc. WPS did send out a booklet as a guideline as to what to expect should you be hosting a meet. Interesting read, it's on the WPS website.

The World Series travels from Europe to North America in April with Indianapolis hosting the World Series for the fourth time at the Indiana University Natatorium.

Indianapolis 2021 World Series, USA.

US Paralympic Trials are set for June 17 - 20, 2021 in Minnesota.

2021 Tokyo Paralympics are scheduled for 24 August - 5 September 2021

US Paralympic Swim Teams announce National Team Members:

McKenzie Coan National A team member

McClain Hermes National C team member and is Journalism Intern for Swim World Magazine.

Gia Pergolini National A team member

Glenda Orth
Chair

Members of the Board,

In preparation for tonight's meeting, please review the following: The Tech Panning committee recommends that the Board approve the following motion, lifting associated restrictions and allowing Division reps and meet hosts the greatest possible amount of flexibility to develop as many creative solutions as needed to run meets that will offer race opportunities to the broadest range of Georgia swimmers. The motion does not lift USAS imposed restrictions on sanctions or GA Swimming safety protocols.

My expectation is that GA Divisionals will see a lot of multi-site meets, virtual meet results, and other meet format innovations.

Motion: In the continued spirit of flexibility, GA Swimming will agree, as a one-time exception for the 2021 Short Course Divisional meets, to offer the greatest amount of flexibility possible in sanctioning Divisional meets by lifting all restrictions pertaining to Divisionals (including but not limited to allowing waivers to the following requirements laid out in the Governing Documents):

Rules & Regulations 8.1, which requires Divisional meets to adhere to a prelim/final format in order to be classified as a Divisional meet, which allows teams to assess a \$10 facility surcharge (8.2), and 8.7, which requires eligibility to be restricted by Division.

Policies & Procedures 5.3.3, which prohibits Flex Members from participating in Divisional Championships.

Thank you,
Wes