



Minutes

Board of Directors

Wednesday, September 22, 2021

Board Members in Attendance: Denise Shively, Irene Hawes, Ashley Johnson, Chris Leahy, Emmanuella Tchakmakjian (AEC President), Michele Kraus Bennett, Kimberly Kohut (non-voting; Secretary), Carrie Barton-Garten (General Athlete Representative), Stacey Chapman, Jennifer Jarboe, Jennell Lynch, Linda Loehndorf (non-voting, Past President), Megan Robins (Athlete At-Large)

Staff Members in Attendance: Adam Andrasko

Others: Mariah Bures, Ju'riese Colon (Safe Sport Facilitators), Claire Barton (New Athlete At-Large)

Excused: Morgan Fuller Kolsrud, Lauren Gardner, Kerhyl Gantt, Joanne Pasternack

Called to Order At: 8:30 PM EDT

BY: Denise Shively. A quorum was declared.

Topic	Approval of Minutes from 7.28.21	Presented by	Denise Shively
Discussion	<p>Motion: Irene Hawes motioned to approve the minutes from the Board of Directors meeting on July 28, 2021.</p> <p>Seconded by: Chris Leahy</p> <p>Motion approved.</p> <p>Vote: Yes-9, No-0, Abstain-1</p>		

Topic	Athlete Report	Presented by	Emmanuella Tchakmakjian
Discussion	No report submitted		

Topic	Treasurer's Report	Presented by	Jennifer Jarboe
Discussion	No report submitted		

Topic	VP Competitive Operations	Presented by	Chris Leahy
Discussion	No report submitted		

Topic	VP Diversity, Equality, and Inclusion	Presented by	Ashley Johnson
Discussion	See report Discussion occurred about convention schedule for DEI No action was taken		

Topic	VP Marketing and Member Development	Presented by	Michele Kraus Bennett
Discussion	No report submitted		

Topic	VP Olympic International	Presented by	Irene Hawes
Discussion	No report submitted		

Topic	President's Report/CEO Report	Presented by	Denise Shively/Adam Andrasko
Discussion	<ul style="list-style-type: none"> • Presentation by U.S. Center for Safe Sport for the Board of Directors • Convention Agenda and Expectations (VP's should create a slide that highlights the work of the year, goals for the coming year, and submit a written report) • Thanked Megan Robins and Michele Kraus Bennett for their service on the Board of Directors • Announced the resignation of Carrie Barton-Garten and thanked Carrie for her service on the Board of Directors. Carrie will be replaced by Natalia Vega (General Athlete Representative) for a one-year term • Welcomed Claire Barton (Athlete At-Large) to replace Megan Robins 		

Adjournment at approximately 10:05 PM EDT		
Moved to adjourn by: Irene Hawes	Seconded by: Stacey Chapman	Motion Approved unanimously

Respectfully Submitted,



Kimberly A. Kohut
Secretary

Attachments: VP DEI Report

VP Diversity, Equity and Inclusion

September 2021

DEI Training for BOD and Convention Update

As discussed in last non-emergency BOD meeting we needed to finalize a plan for DEI speaker at convention and training for BOD. Per Adam's request I researched and secured a company specializing in DEI Training- Guardian Quest for the convention and BOD training. Organized an interview meeting with Adam and Monica on September 15th. Followed up with Angi on the 16th to discuss topics for BOD training and convention.

Action Item: Vote on request to have the DEI Training at convention moved to keynote speaker position on Saturday at lunch and have it streamed for membership not attending. If the training cannot be live-streamed then recorded and made available to membership.

Rationale: Strategic Plan for DEI includes offering training to the membership so the culture and environment in the sport can be changed, so making the DEI training at convention a main event fulfills that goal and prioritizes for the organization.

Support for More Male Inclusion

Wrote a letter of support to an aquatic facility for all male artistic swimming team, coaches and athletes.

USOPC DEI Grant Submission

Completed and submitted the USOPC DEI Grant by the deadline.

NGB DEI Action Plan for USOPC 2021-2024

Designed and completed the DEI Action for submission to the USOPC in November.

Follow-Up with GOLDFISH Academy Director

Followed up with director about the partnership and plans to incorporate artistic swimming into their classes at several pilot locations. Hoping this leads to increase exposure and membership in future.

DEI Ambassador Meeting

DEI Committee Meeting for Convention