

## BOARD OF DIRECTORS MEETING MINUTES

July 6, 2020 at 7:00-9:30 pm

### WELCOME AND CALL TO ORDER

RaeAnne Rose called the meeting to order at 7:00 pm.

### ATTENDANCE

Voting: RaeAnne Rose, Rosoleen Rutherford, Rhonda Vanderfluit, Anne-Marie North, Marina Chekunova, Mandy Curtis, Carol Stewart, Jordan Wuest

Staff: Jennifer Keith, Tanya Magee

Regrets: Elise Fagnan

### OPENING BUSINESS

#### 1. Welcome & Approval of Agenda

**MOTION:** (North/Rutherford) to approve the Agenda as circulated. Carried

#### 2. Declaration of Potential Conflict of Interest

No conflicts of interest were declared.

#### 3. Minutes from June 1, 2020 – Review & Acceptance

**MOTION:** (Stewart/Curtis) to approve the Minutes as circulated. Carried

#### 4. Action Items

Keith reminded the Board that the Commit to Kids Training needs to be completed by September 30, 2020.

**ACTION:** Board Members to complete the Commit to Kids training by August 30, 2020.

#### 5. IN-CAMERA

Keith provided an updated on Human Resources issues.

#### 6. Reports

The following reports were submitted and are attached:

##### a. President's Report

Rose provided an update on the Canada Artistic Swimming Bylaws Review process noting that the amendments will not be considered until the AGM in September.

**ACTION:** During the national ED meeting on July 8, Keith will inquire about the deadline to submit issues or concerns about the current draft of the Bylaws.

Tanya Magee joined the meeting at 7:24 pm.

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- b. Executive Director's Report  
Keith referred to the report submitted with the meeting package noting she had no additional items to present.
  - c. Financial Report  
Keith reviewed the Financial Report that was included with the meeting package and the financial projections for fiscal 2019-20.

**ACTION:** Keith to request an extension to the Gaming Capital Projects Grant due to COVID-19.

- d. Sport Development Report  
Magee referred to the report submitted with the meeting package noting she had no additional items to present. Magee presented the findings from the COVID-19 Coach Readiness Survey.

**ACTION:** During the Return to Artistic Swimming presentations on July 9 and 11, Keith to highlight the need for Clubs to support administering the new COVID-19 protocols to allow coaches to focus on training.

**MOTION: (Stewart/Rutherford) To accept the Reports as presented.**

**Carried**

#### **BUSINESS CARRIED FORWARD**

##### **7. COVID-19 Risk Assessment Update – Return to Sport Guidelines**

Keith reviewed the final changes to the Return to Sport Guidelines, alternate Club Safety Plan template and presented the COVID-19 Resources webpage.

**ACTION:** Keith to apply for the Red Cross Grant for personal protective equipment and disease prevention training for all Clubs before July 31, 2020.

**ACTION:** Keith to update the section about physical distancing and the training environment to note that coaches projecting their voices is considered exertion so coaches should wear masks during training sessions.

**ACTION:** During the Return to Artistic Swimming presentations, Keith to clarify that youth recreation athletes are not permitted to participate in artistic swimming at this time, except online activities.

**ACTION:** Magee to have the Technical Leaders Working Group define training camps in the context of artistic swimming and to identify a maximum duration of training sessions during the COVID-19 era.

##### **a. RFD 2020-114 – Approval of BCAS Return to Artistic Swimming Guidelines**

**MOTION: (Stewart/Rutherford) To approve the BCAS Return to Artistic Swimming Guidelines as amended.**

**Carried**

##### **b. RFD 2020-115 – Lift Suspension of All In-Person Artistic Swimming Activities in BC**

**MOTION: (Vanderfluit/Stewart) To lift the suspension of all in-person artistic swimming activities in BC and allow clubs who demonstrate compliance with the directives and**

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conditions outlined in the BCAS Return to Artistic Swimming Guidelines to participate in Outdoor Group Land Training, Virtual Events, and Outdoor Group Training in Water. Carried

**8. EVOLVE Project Update**

Keith noted that Sport Canada had approved the most urgent requests to adapt the EVOLVE program in the COVID-19 era. Additional considerations will be given once the state of the 2020-21 season is known. The Advance Coaching Program has launched with the distribution of the Discovery Survey to national stream club presidents and coaches. Nadia Kyba of Now What Facilitation has advised that she is likely relocating to Toronto in September for a year but will be available to complete her work by virtual means and in person if necessary.

**ACTION:** Keith to verify the number of BCAS Board responses Discovery Survey from New History Consulting and to redistribute the survey as appropriate.

**NEW BUSINESS**

**9. CAS Diversity & Inclusion Letter**

There was a discussion about the open letter distributed by CAS. Rose would like to prepare a response to CAS on behalf of BCAS and asked the Board to provide feedback. It was agreed that clarification will be sought on a number of items:

- How will the CAS Diversity & Inclusion Task Force be formed and be reflective of diversity?
- Potential to research the discrimination in artistic swimming across the country to fully understand the scope and organizational acknowledgement of the past
- Invite CAS or the CAS Diversity & Inclusion Task Force to review where there have been successes in creating a diverse and inclusive membership and creating safe community spaces for families of diverse backgrounds.
- Prioritize diversity in the imagery used in national programs such as Respect in Sport.
- Consider domestic and international rule changes that continue to be discriminatory such as allowing male athletes to wear make-up and athletes to wear Sikh Kara bracelets.
- Request information on the potential changes that are being proposed to the judging and scoring system or judge development pathway to promote diversity and inclusion?
- Request for discussion on the issue of “uniformity” in international artistic swimming, its impact on team selection in Canada, access to funding, and its influence at the provincial level for athlete identification.
- Request for discussion on the role of officials in influencing diversity

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**10. RFD 2020-113 – Diversity & Inclusion Committee**

**MOTION:** (Stewart/Curtis) To change the name of the Adaptive Artistic Swimming Committee to Diversity & Inclusion Committee. Carried

**ACTION:** Magee to activate the new committee.

**11. RFD 2020-116 – Conduct Policy Amendments**

**MOTION:** (Stewart/Curtis) To adopt the proposed amendments to the BCAS Conduct Policy as presented. Carried

**ACTION:** Keith to finalize the policy and post it on the website.

**ACTION:** During the Return to Artistic Swimming presentations, Keith to highlight that the Standards of Behaviour in the Code of Conduct have been updated to reflect compliance with the Return to Artistic Swimming Guidelines.

**12. RFD 2020-117 – Coach Certification Policy Amendments**

**MOTION:** (Stewart/Curtis) To adopt the proposed amendments to the BCAS Coach Certification Policy as presented. Carried

**ACTION:** Keith to finalize the policy and post it on the website.

**Next Meeting**

**ACTION:** Keith to distribute a meeting request to the Board to determine if a quorum will be present on July 27, 2020.

The meeting was adjourned at 9:24 pm.

**FUTURE BOARD OF DIRECTORS MEETING DATES:**

July 27, 2020	7:00 – 9:30 PM	GoTo Meeting
September 14, 2020	7:00 – 9:30 PM	Synchro BC Office / GoTo Meeting
October 5, 2020	7:00 – 9:30 PM	Synchro BC Office / GoTo Meeting
November 2, 2020	7:00 – 9:30 PM	Synchro BC Office / GoTo Meeting