



**Potomac Valley Swimming
Diversity, Equity & Inclusion
2023 House of Delegates Report**

PVS Diversity, Equity and Inclusion (DEI) continues to work towards offering creative programs to support and encourage diversity among PVS clubs, athletes, coaches, parents and volunteers and to discover new ways to serve our community.

2022-2023 DEI Highlights

- **PVS Support for the 36th Annual Black History Invitational**
 - The annual Black History Invitational is regarded by USA Swimming as the premier Diversity, Equity and Inclusion swimming competition in the United States and is a USA Swimming approved competition. PVS is honored to continue hosting this prestigious event for the past thirty-six years!
 - DC Wave hosted 900 athletes from thirty-four (34) different clubs and several different cities including Los Angeles, Atlanta, Detroit, Cleveland and New York!
 - Several staff members from USA Swimming made the trip out to Washington, DC to support this year's meet. A big thank you to all our volunteers and everyone that made this meet a huge success!
 - [Complete Results & High Point Awards](#)
- **USA Down Syndrome Swimming**
 - USADSS is building partnerships and raising expectations for swimmers with Down Syndrome. This 100% volunteer non-profit welcomes all swimmers with Down Syndrome who want to compete at the local, national or international level.
 - The DEI Committee will continue working with USADSS to advocate for people with developmental disabilities.
 - You can find more information about USA Down Syndrome Swimming [here](#).
- **SWIM UP**
 - In 2019, SWIM UP, Inc. and DC Parks and Recreation partnered with Bishop Walker School for Boys (a tuition-free private school for children from traditionally under-served communities) to provide weekly swim and water safety instruction to students. In January of 2021, SWIM UP implemented the program into the curriculum at The Washington School for Girls. Mary Bergstrom was excited to bring SWIM UP back to Barry Farm pool this season and the PVS DEI Committee was happy to support this program. We

will continue to do so and welcome anyone that has the desire to volunteer or support the program in any way possible.

- **PVS Diversity, Equity & Inclusion Outreach Grant Program**
 - PVS awards up to \$5,000 annually to local clubs and members with programs that are aimed at encouraging an underrepresented or marginalized population to learn how to swim or become competitive swimmers. The application will be posted to the PVS website in May. All club teams and its members will be notified when the application is available to fill out.

PVS DEI Future Events & Programs

- **World's Largest Tread-A-Thon**
 - The purpose of the World's Largest Tread-A-Thon on May 15 is to celebrate International Water Safety Day. This celebration is a collaborative effort with the International Water Safety Foundation, Diversity in Aquatics, Colin's Hope and Counsilman-Hunsaker to tread and raise funds toward land-based water safety education.
- **Summer Tread-A-Thon**
 - The purpose of the Summer Tread-A-Thon is to encourage participants to become advocates for water safety during the summer months with their teams and organizations. The Summer Tread-A-Thon can take place during the months of June, July and August.
- **College Knowledge Seminar – May 2024**
 - The College Knowledge Seminar is hosted by the PVS DEI Committee to provide our swimmers and parents with information regarding the college selection, recruitment and application process.
- **DEI Day Camp**
 - The goal of this camp is to offer classroom and pool sessions for athletes of diverse ethnicity and/or athletes who identify with the LGBTQ+ community. We would like to also offer a day camp to athletes with disabilities. We would like enough support for this camp to offer it to the athletes without any cost.
- **Educational Series on Social Media**
 - The goal of this series is to provide education and information on important DEI topics. We would like to host special guests outside of the LSC and members from PVS, including athletes, coaches, officials. etc. More information will be shared with all club teams and its members in the near future.

How to Support PVS DEI

- **Join the PVS DEI Committee**
 - Our committee is looking for enthusiastic and passionate individuals with ideas for how we can create a more inclusive environment for all of our PVS members. The DEI Committee meets throughout the year and is especially interested in having more athletes and coaches join to ensure that the programs and policies we endorse continue to represent and address the

needs of our community. For more information on how to get involved, please email pvsdiversity@gmail.com.

- **Check the Box Campaign**
 - Please remember to check the Ethnicity Box for your athletes (or encourage families to do so) when registering for the upcoming season. Having accurate data on our membership helps those in PVS and USA Swimming identify trends in demographics and align support and resources appropriately.
- **PVS/USA Swimming Outreach Membership Status**
 - Athletes who qualify for outreach membership are fully reimbursed for meet entry fees at all PVS sponsored meets. They also receive up to a 50% reduction on zone team registration fees and only pay \$5 for a USA Swimming premium membership.
 - [PVS Financial Aid Policy](#)
 - [PVS Outreach Membership Information](#)
- **USA Swimming National & Regional Diversity Select Camp**
 - USA Swimming offers both a National (applicants from all four zones are accepted and swimmers are selected from those applications) and Regional (applicants are accepted and selected from designated Zones/LSC's) camp experience for high performing athletes that represent an underrepresented community and/or an ethnically underrepresented population that is less than 10% of the current USA Swimming membership. These populations can include African American/Black, Hispanic/Latinx, Asian or Pacific Islander, Native American and others. Other athletes may be accepted if they represent another underrepresented demographic (e.g., LGBTQ+). The goal of these camps is to empower athletes from diverse backgrounds and underrepresented populations to demonstrate the viability of multicultural success in swimming, achieve performance excellence at every level of the sport, expound the benefits and value of participating in the sport of swimming and be positive leaders and role models that others from multicultural backgrounds can emulate.
 - Please encourage your athletes to apply for these camps if they meet the requirements (applications can be found on [USA Swimming's camp page](#)).

NEW CANDIDATE FOR 2024-2026 TERM

I am pleased to announce Clifton Gordon as my nomination for the PVS DEI Chair for the 2024-2026 term. Cliff has spent twenty-five years in USA Swimming and is currently the lead coach for Gold 2 at Nation's Capital Swim Club (Georgetown Prep). He was the head coach at Hillsborough Aquatic Club for seven years and served as the Diversity, Equity and Inclusion Chair for North Carolina Swimming. Cliff is incredibly passionate about DEI and I am excited to continue working with him in the future.

It has been my pleasure to serve as the PVS DEI Chair for the past two years and I look forward to continuing serving on the committee!

Respectfully submitted,

Jessica Fry-Mack

PVS DEI Chair

pvsdiversity@gmail.com