

2009 USA Swimming Diversity Summit Report  
November 12 – 14, 2009  
US Olympic Training Center  
Colorado Spring, CO.

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The 2009 USA Swimming Diversity Summit was held in Colorado Springs over the weekend of November 12 – 14, 2009. PVS was well represented at the summit. Attendees included Sean link from DCPR as the official PVS representative, Manga Dalizu, Miriam Lynch, Art Lopez as a member of the USA Swimming Diversity Committee and John Ertter as a presenter and panelist.

The summit was attended by representatives from 45 USA Swimming LSCs. The summit consisted of a combination of formal presentations from LSCs that are highly active in promoting USA Swimming's diversity initiatives, breakout sessions where LSC's of similar size were grouped together to discuss and brainstorm diversity issues and goals and networking with representatives of other LSC's and members of the diversity Committee.

After two days of intense meetings and discussions, it is apparent that USA Swimming had two primary goals for the conference:

1. To provide information to USA Swimming on the activities being undertaken by LSCs to promote diversity and inclusion. While USA Swimming is heavily promoting this initiative, the headquarters staff has very little knowledge on what, if anything individual LSC's are doing to promote diversity.
2. To have each LSC identify three goals to be accomplished within the next year to promote diversity within the LSC. These goals have been documented by the headquarters staff and LSC's will be asked to provide progress reports on their individual goals.

It was apparent from the discussions that a majority of LSC's while they fully support the USA Swimming diversity initiative, are doing very little to actively promote diversity within their LSCs. This was particularly true of smaller LSCs. Large LSC's which includes PVS are the more active organizations with line item budgets to support diversity programs and with a Diversity Committee or Diversity Chair in place. PVS however is the only LSC with a Diversity Chair holding a voting position on the Board of Directors. PVS is clearly one of the leaders in promoting this initiative and received high marks from the other LSCs and the USA Swimming headquarters staff in recognition of our efforts.

The three goals identified for PVS to accomplish over the next year are as follows:

1. Conduct a Coaches Education Clinic in the District of Columbia with emphasis on attracting inner city swim coaches to the clinic.
2. Conduct a Catch the Spirit Camp at a pool in the District of Columbia with emphasis on attracting inner city children to attend the camp. DCPR will provide the pool at no charge.
3. Assist the District of Columbia in re-establishing a DC Summer Swim League similar to local area summer league programs. This goal will be lead primarily by DCPR with assistance from PVS and USA Swimming.

While it was not identified as a goal, several other large LSC's promote diversity initiatives as members of local Chambers of Commerce. PVS should consider becoming a member of local Chambers in our LSC territory. This will allow PVS to have a voice with local business leaders which would potentially benefit PVS in numerous ways.

As a final observation, it was apparent that other large LSCs devote significantly more money to diversity than PVS. Pacific has an annual \$50,000 budget for diversity. Indiana and Illinois devote similar sums. Based on discussions I had with representatives from these LSC's, they are able to devote these resources because they have much larger financial reserves than PVS. For example, one other large LSC has over \$2.6 million in reserves. Their financial strength allows them to earmark significant money to their initiatives and programs, not just diversity.

Respectively Submitted  
John Ertter  
December 9, 2009