



Proposed - PVS Diversity Grant Program Description

The purpose of the proposed PVS Diversity & Inclusion Grant Program is to fulfill the PVS Policy and Procedure A-3. Athlete Scholarships and Outreach (3/04) which states that

“It is PVS policy to develop a program to permit applications to be solicited so additional grants [similar to that made to the group Nadar Por Vida] is made under this program. This is to encourage member clubs and other individuals to apply for grants to support this type of activity in the future.”

It is also in fulfillment of the PVS Mission and Vision statements which are to promote swimming and foster equal access [to a diverse group of athletes] for competitive opportunities for the benefit of swimmers of all ages and abilities

It is also the objective of this program to increase multicultural, ethnic, and socioeconomic diversity to PVS membership and to foster an inclusive environment at all levels of the sport of competitive swimming.

Procedure

Twice a year, Potomac Valley Swimming clubs would be encouraged to submit an application for a Potomac Valley Swimming Diversity Grant. Available funding for each grant period is dependent on the approved annual budget.

Clubs requesting support from Potomac Valley Swimming submit a written Program Plan which includes the purpose, plan description, test metrics, schedule, budget, funding requested from Potomac Valley Swimming, and manpower expectations. The Committee then evaluates the requests based on the following criteria:

- Fulfillment of the USA Swimming Outreach program mission, which is to provide opportunities in swimming to the underrepresented and economically disadvantaged youth in the United States)
 - Fulfillment of the Potomac Valley Swimming mission, which is to encourage participation and the pursuit of excellence in swimming
 - Benefit to the athletes
 - Innovation
 - Likelihood of success
 - Other sources of funding
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- The Grant Program would make the availability of funding for the development of club programs to promote the involvement of underrepresented and economically disadvantaged youth and volunteers in swimming open to all PVS members. The Grant Program will fund PVS

clubs to establish, enhance, expand and/or provide comprehensive swim programs with a focus on encouraging participating from underserved and disadvantaged populations. This is in line with the core objectives and goals set forth by USA Swimming.

- To qualify for this grant, a club must be in good standing, be represented at the House of Delegates meeting and Competition Committee meetings
- The Diversity and Inclusion Committee would invite proposals for the Grant Program under an annual competitive Request for Proposal process. The Diversity Committee would present to the PVS Board of Directors the proposals being considered for the grants for consensus and will award grants that strengthen the capacity of PVS Swim Clubs to increase participation by underserved populations in swimming within the PVS LSC.
- Timeframe: Grants will be made on a two time bases (Fall“Oct” and Spring “April”, with applicants eligible to reapply for new funding only 1 time per year.
- An application will have to be submitted with the grant proposal submitted to the Diversity Chair for review by the Diversity Committee members assigned to reviewing grants (athlete, Senior and Age group chair, coach rep, diversity chair, finance chair)
- Initial grants could be initially capped if determined by the committee to be in the best interest of the LSC program. If a program that is very successful and program manager requests additional funds a special request to the grant committee can be presented. If so, additional funds must be approved by the BOD and grant committee.
- Initiation and completion of program must be within the current swim season
- A mid program report is to be submitted to the grant committee and reported to the PVS Board.
- At completion of the program/project a presentation must be made to the PVS Board with a written report of how the funds were used, what the positive outcomes of the program were.

Grantee Reporting Requirements

- 1) Provide info on the number of athletes that were served How many athletes benefited from your program?
- 2) Show the diversity of the group What is the diversity of your team?
- 3) Show how the funding helped your program
- 4) Indicate the type of improvement resulting from your program.
- 5) Show how you can increase the size or effectiveness of your program How can you grow your program?
- 6) If items were purchased, please provide copies of receipts or all purchases.

7) Provide photos (make sure that you have permission for the photos to be posted on-line)

Sample of funded programs....

- Swim for Life – tutoring and swim lessons
- Look like a team – assistance with apparel
- Help local swimmers learn and compete
- Assist the older swimmer with coaching support
- Partner with local at risk high school
- Provide Equipment and Apparel

Policies & Procedures

PVS DIVERSITY & OUTREACH Grant Program Policies

1.0 The primary purpose of the Diversity & Outreach Program shall be to increase multicultural, ethnic, and socioeconomic diversity and to foster an inclusive environment at all levels of the sport of competitive swimming. It is intended that this program will reach out to underrepresented groups in the overall community.

2.0 The Diversity & Outreach Committee shall develop and administer programs which are aimed at encouraging existing clubs and related organizations to expand opportunities to provide a competitive swimming experience to those individuals currently lacking such opportunities.

3.0 Committee membership shall include the Diversity Chair and representatives from the Age Group, Senior, and Coaches and Finance Committees, and at least one athlete.

4.0 The committee shall evaluate proposals and make recommendations to the Board of Directors for the allocation of funds to those programs which show promise of achieving their objectives.

5.0 Clubs and organizations requesting support from Potomac Valley Swimming shall submit a written Program Plan which includes the purpose, plan description, test metrics, schedule, budget, funding requested from Potomac Valley Swimming, and manpower expectations. The Committee shall evaluate the requests based on the following criteria:

- Fulfillment of the USA Swimming Outreach Program Mission, (i.e. Provide opportunities in swimming to the underrepresented and economically disadvantaged youth in the United States)
- Fulfillment of the Potomac Valley Swimming Mission (i.e. Encourage participation and the pursuit of excellence in swimming)
- Benefit to the athletes
- Innovation

- Likelihood of success
- Other sources of funding
- Available funding from Potomac Valley Swimming

Upon approval by the committee and the Board of Directors, the requesting organization shall be advised to enact the Program Plan and upon completion or reaching appropriate milestones, provide a written report to the committee outlining the results. Documented expenses up to the amount allocated for the program shall be reimbursed; however, an advance may be considered prior to submittal of final reports. The committee in its report to the Board of Directors may recommend discontinuance, further evaluation, or approval for continuation and/or expansion of the program.

6.0 To be eligible to receive funding, the organization and athletes must be registered members of USA Swimming and Potomac Valley Swimming.

7.0 The committee may recommend limits to funding or time periods for fund availability for any organization requesting funds.

8.0 This program is intended to address innovative new opportunities and is not expected to continue ongoing programs after they have been initially been developed.

9.0 The Committee shall prepare a draft of the annual Diversity & Outreach budget for submittal to the Finance & Audit Chairman, Board of Directors, and House of Delegates.