



Diversity and Inclusion 2015 House of Delegates Report

PVS Diversity continues to work towards offering creative programs to support diversity among PVS clubs, athletes, coaches, parents, and volunteers and to reach out to the community.

The accomplishments and primary activities since HOD May 2014:

- Participated in the 2nd Annual Diversity in Aquatics Convention in Fort Lauderdale, FL in August., 2014
- Participated in the USAS National Convention and attended Coach Forums, Diversity Meetings, Make A Splash, Safe Sport presentations to garner information that will be helpful in consulting to local PVS teams
- Distributed 50 packets of PVS Diversity Information to attendees of the PVS Swimposium to raise awareness of USA Swimming and PVS Diversity resources.
- Hosted a very well attended “Swimming in College” Presentation and Swim Clinic at Takoma Aquatic Center - special guest national team coach Sergio Lopez
- Participated in Eastern Zone Meeting and Eastern Zone Diversity Committee Conference Calls
- Coordinated with DCPR and sponsored Diversity and Inclusion Officials clinics at the Takoma Aquatic Center in October, 2015.
- Reached out to other Aquatic Sport organizations in the region about collaborating for outreach programs
- Established a relationship with a Swim Foundation to assist clubs in receiving grants to reach out to underprivileged and under served communities for an affordable swim team option for children and youth.
- Continue research and visit pools in culturally diverse communities in the PVS region that are currently under used and not serving the surrounding communities.
- Continued to support and encourage participation in the PVS Sanctioned Black History Swim Meet at the Takoma Aquatic Center. This is a USA Swimming recognized cultural swim meet that is highlighted in the USA Swimming yearly calendar.
- Observed an increase in diversity athletes at LSC and Zone championship meets
- PVS has experienced the number of Outreach athletes:
 - 2014-2015 up to now 33 (out of 11332)
 - 2013-2014 17 (out of 11754)
 - 2012-2013 9 (out of 11505)
- PVS had an athlete qualify to attend the USA Swimming National Diversity Select Camp in May 2015.
- PVS will be co-hosting the USA Swimming 2015 Eastern Zone Diversity Select Camp to be held in June 2015 at the University of Maryland in June 2015.

Other Work

- Conducting consulting meetings with clubs interested in establishing or expanding outreach and diversity programs at their clubs
- Continue to explore the future implementation of a **Diversity & Inclusion Grant program**. This Grant program would facilitate PVS in its policy to develop a program to permit

applications to be solicited so additional grants made under this program. This is to encourage member clubs to apply for grants to support this type of activity in the future and expand the PVS reach to underrepresented and economically disadvantaged youth.

- Assisted in helping a diversity team receive a Grant from a Swim Foundation to reach out to underprivileged and under served communities for an affordable swim team option for children and youth.
- Continue to look for **socially responsible swimming related community outreach** opportunities for PVS members to participate in.

2015-2016 Diversity and Inclusion efforts will include :

1. Increase support of more active members on the PVS Diversity Committee
2. Continue to provide one on one Diversity, Inclusion and Outreach consulting to teams
3. The implementation of a Diversity Grant Program
4. Follow up event to the 2014 Diversity Coaches Forum
5. Follow up event to the 2014 Swimming for College Event for PVS parents and athletes
6. Review and update of policies and procedures for PVS outreach
7. Continued support of:
 - a. DCPR Black History Swim Meet
 - b. Water Safety & Drowning Prevention Activities
 - c. Clinics for coaches, athletes, parents and volunteers to grow and gain support within the sport
 - i. Coaches Clinics
 - ii. Officials Clinics
 - iii. Diversity Athlete/SwimClinics
 - iv. Parent Education Clinics (to cover aspects of the sport of swimming that may be less understood within under represented communities)

The PVS Diversity Committee will continue to focus on:

“Promoting Inclusion by Creating Opportunities for People of all Ethnicities and Socioeconomic Backgrounds to Participate and Advance in the Sport of Swimming”

This is in alignment with USA Swimming goals which are

“to create a culture of inclusion and opportunity for people of diverse backgrounds, including, but not limited to, race, age, income, ethnicity, religion, gender, and sexual orientation”.

Respectfully Submitted,

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Potomac Valley Swimming

