

Diversity and Inclusion 2016 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 2015

- Garnered support by PVS Board of a budget and implementation of Diversity Grant Program for the 2016-2017 season to assist PVS clubs in implementing outreach programs
- Increase in number of PVS athletes attending the National Diversity Select Camp at the Olympic Training Center in Colorado (one being Alumni of the 2015 PVS hosted Eastern Zone Diversity Camp)
- Participation in local Water Safety USA Swimming Foundation events
- Increased visibility of Diversity athletes, coaches and officials at PVS meets and meetings
- Provided support for Black History Meet by sponsoring an Officials Dinner with special guest Official Cecil Gordon (invited by DCWave)
- Assisted with coordination of Officials training at pool sites that primarily serve an underrepresented community in our sport
- Diversity in type of club with registered outreach athletes from previous season
- Continued to reach out to other organizations for coordination of outreach programs
- Worked to improve coordination of events for diversity athletes and outreach programs with USA Swim Foundation
- Attended numerous meetings and conference calls including Eastern Zone, USAS Convention, LSC Leadership Conference, Diversity in Aquatics Conference,
- Began succession plans for chair position
- Offering "Catch the Spirit Camp" with Olympian Maritza McClendon 5/16/16- over 50 registered athletes two weeks prior to event - expect more.....

2016-2015 Diversity and Inclusion efforts will include:

Continued support of current programs

- Succession planning for Chair position
- Continue to provide one on one diversity/inclusion related consulting to PVS teams
- Continued support of the Black History Swim Meet
- Water Safety Day Festivities - create education & outreach event on or near May 15 and provide resources to PVS member clubs to create local outreach programs in their respective communicated
- Support for cultural meets participation that are highlighted by USA Swimming as a way to encourage diversity in swimming examples of this support would be as in the past we have supported a PVS team to travel to the Black Heritage Swim Meet in North Carolina
 - these funds would also be to provide assistance to individual athletes participating in other cultural meets as listed by USA Swimming

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- these funds may also be used to support other PVS teams that wish to host a meet that celebrates diversity in swimming
- Clinics for diversity coaches, athletes, parents and volunteers to grow and gain support within the sport

Support for Diversity PVS to participate in the Eastern Zone Diversity Camp

- Camp & travel for the minimum participation for 4 athletes, 1 coach and 1 Diversity Chair

Implementation of the PVS Diversity Grant Program - The Grant Program would make the availability of funding for the development of club programs to promote the involvement of underrepresented and economically disadvantage 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.

- **Improve communications by re-implementing and issuing an LSC Diversity Newsletter**
- **Update Webpage on PVS site**

The PVS Diversity Committee will continue to focus on:

“Promoting Inclusion by Creating Opportunities for People of all Ethnicities and Socio-economic 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,

*Merari Chollette
Diversity Chair
Potomac Valley Swimming*