



## **Diversity and Inclusion House of Delegates Report**

Merari Chollette was voted in as the new Diversity Chair, May 2013. Since then there have been a number of goals accomplished and new ideas and initiatives evaluated to continue to support and celebrate the expansion of the sport through diversity, inclusion and outreach. PVS Diversity will continue 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 May 2013:**

- We had two PVS athletes from Machine Aquatics and Potomac Marlins and a coach from ERSC attend the **Eastern Zone Diversity Summit** in Boston, MA from June 20-23, 2013.
- Participated in the 1st Annual **Diversity in Aquatics Convention** in Fort Lauderdale, FL in August., 2013
- Participated in **Eastern Zone Meeting and Eastern Zone Diversity Committee Conference Calls**
- Implemented a new application process for **recruitment of committed members for the Diversity Committee** and held committee meetings to address and explore issues and opportunities in our LSC.
- Worked with several PVS Diversity teams to **host Stroke & Turn Clinics** for the 2013-2014 season. This year we held two **Diversity and Inclusion Officials clinics** at the practice sites of DCPR and ERSC.
- Reached out and held **meetings with other Aquatic Sport organizations** in the region about collaborating for outreach programs
- Assisted in finalizing **location search for the October & November OPEN meets** which were hosted at PG S&L which is located in a culturally diverse minority community
- Began and continue research and visit **pools in culturally diverse communities** in the PVS region that are currently under used and not serving the surrounding communities. Assisted in a PVS team expanding their practice sessions to two new sites, one that did not have any swim team activity and another to expand swim team to a hispanic community.
- Continued to support the PVS Approved **Black History Swim Meet at the Takoma Aquatic Center**. PVS sponsored the officials shirts for the volunteer officials of the meet. Diversity Chair was interviewed by local media along with Coach Green, meet manager. Coverage was shown via television prime time news hour and via social media websites
- Supported a smaller PVS diversity club as first time meet hosts of one of the sites of the PVS Nov Open
- On April 25th, 2014 the PVS Diversity Committee **hosted a Diversity Coaches Forum** at Takoma Aquatic Center. This event was open to both PVS and Eastern Zone Coaches attending the Regional Coaches Clinic. We were able to accomplish the goal of creating a positive environment that empowered, motivated and educated coaches to continue to work with minority and other athletes. The forum was facilitated by USA Swimming Consultant Peter Clark and also supported by the attendance and participation of Miriam Lynch, Eastern Zone Diversity & Inclusion Chair, Bill Kirkner, USA Swimming Diversity Chair, Manny Banks, USA Swimming Diversity & Inclusion Specialist and Scott Colby USA Swimming Sport Performance Consultant. Coaches attending the forum came from a diverse group of clubs within the LSC with varying levels of expertise including Pete Morgan from NCAP.

- Encourage PVS Swimmers to travel to the **Black Heritage Meet in NC** in Cary, NC to celebrate diversity in swimming.
- Submitted an application and was awarded the bid to host the **USA Swimming 2015 Eastern Zone Diversity Select Camp** to be held in June 2015.

## **Other Work**

- Continued to utilize the **PVS Diversity Web Page** and communications via Constant Contact to all PVS clubs to keep members aware of diversity related activity and opportunities with a PVS Diversity Newsletter.
- Continue to explore and research the future implementation of a **Diversity & Inclusion Grant program**. This Grant program would facilitate PVS in it's 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.
- Reached out to support Nadar por Vida, a local drowning prevention outreach program in Northern Virginia as their program transitions into a different phase of operations.
- Continue to look for **socially responsible swimming related community outreach** opportunities for PVS members to participate in.
- Negotiated and finalized agreement with BagTags, inc on behalf of PVS for a **group discount to PVS clubs and the PVS LSC**.
- Continuing discussions with local aquatic related organizations regarding the planning of **National Water Safety Month and International Water Safety Day outreach activities in May** . These activities would create awareness, education and outreach to encourage enrollment in learn to swim programs which will hopefully also encourage increased participation in competitive swimming.

## **2014 - 2015 Diversity and Inclusion efforts will include :**

1. Increase support of more active members on the PVS Diversity Committee
2. The creation and implementation of a Diversity Grant Program
3. Host the 2015 Eastern Zone Diversity Select Camp in PVS
4. Development of Diversity, Outreach & Inclusion (DOI) training program for PVS members
5. Follow up Diversity Coaches Forum
6. Coaches Forum for smaller PVS Clubs
7. College Knowledge Event for PVS parents and athletes
8. Review and update of policies and procedures for PVS outreach
9. Continued support of:
  - a. 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,

Merari Chollette  
*Potomac Valley Swimming*