Diversity and Inclusion Series:

Creating a LSC Diversity & Inclusion Camp that Reaches Multiple Audiences

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Outreach Initiatives

This webinar will discuss how LSCs can establish a Diversity and Inclusion Camp for athletes from under represented groups, a description of Pacific Swimming's Diversity and inclusion Camp.
Overview

This presentation covers:

• Importance of the represented athletes
• Why a LSC Diversity Camp?
  • Diversity Camp Progression
• Creating an LSC Diversity Camp
  • Structure
  • Logistics
  • Pit falls
Creating an LSC Diversity and Inclusion Camp
Under Represented Athletes

Why is important to bring under represented athletes together?

• Importance of “TEAM”
• Competition
• Support
• Building the Sport
Under Represented Athletes

Importance of a team

- Does the athlete feel included?
- Is anyone excluded?
- What are the team dynamics?
- Being comfortable
Under Represented Athletes

Competition

- Opportunities
- Success
- Goals
Under Represented Athletes

Support

- Meet others, with similar background
- Share experiences
- Develop and maintain friendships
Under Represented Athletes

Building the Sport

• Opportunity for friends to join
• More local kids participating
• More family participation
• More media exposure
• More role models
Why a Diversity and Inclusion Camp

Diversity Camp Progression

• National Diversity Camp
• Zone Diversity Camp
• LSC Diversity Camp
Creating an LSC Diversity and Inclusion Camp
Why a Diversity and Inclusion Camp

At the LSC

• Less selective
• Path to the Zone level Camp
• Path to the National Camp
• No minimum entry requirement
• Opportunity to meet others
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –

**Structure**

- Full Day Camp
- Use the Catch the Spirit program
- Modeled after the Pacific Swimming Camp format
- Diversity Summit (added in 2014)
Creating an LSC Diversity and Inclusion Camp & Summit
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Creating an LSC Diversity and Inclusion Camp
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –

Structure

7:30- Coaches Arrive to help with set-up
7:45- Kids show up and check-in/hand out caps and t-shirts, swimmers get changed
8:15- Coach/Staff Introductions
8:30- Camp Goal: What does Diversity & Inclusion Mean? What is a Champion?
8:45- Team/Group picture in camp shirt (send to Costco)
9:00- Dynamic stretching
9:15 Get ready and get in
Warm-up set: ?
Kick set: ?
Workout set: ?
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –

Structure

10:15  Get out, grab a snack and water, Goal Sheets
10:45  Stations (surf training and – 20 min rotations)

Starts:  Jesus 2 lanes, Station 1
Open Turns:  Vern 2 lanes, Station 2
Flip Turns:  John 2 lanes, Station 3
Butterfly:  Benicia 1 lane, Station 4
Backstroke:  AJ 1 lane, (Athletes can choose only one of the strokes
Breaststroke:  Kyle 1 lane

12:15  Lunch – Raffle for goodies
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –

Structure

1:00   Guest Speaker
1:30   Ultimate Frisbee and Team Building Games
2:30   Get water and get ready to get in
2:40   Short warm-up set
2:50   Relays
4:15   Fill out survey
4:30   Dinner & check-out
5:00   Kids go home
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –
Logistics

• Secure funding (budget year before the camp)
• Find a Date (check LSC meet Schedule for potential conflicts)
• Find a Location
• Assemble Coaching Staff
• Assemble Camp Staff
Creating an LSC Diversity and Inclusion Camp
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming – Logistics

- Payments/Contracts to the pool operator
- Complete all insurance forms
- Complete Catch the Spirit paperwork
- Apply for event Sanction
- Develop all athlete paperwork
- Publicize event – Coaches and Athletes
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming – Logistics

- Develop camp menus/shopping lists
- Solicit donations for camp give a ways
- Prepare site for Athlete Check in
- Convert site for Dry Land Activities
- Convert site for meal / snack time
- Prepare for Camp Photo
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming – Pit Falls

- Marketing / Advertising
- Finding a Featured Athlete/Speaker
- Conflict with an established swim meet
- Logistics of the location
Creating an LSC Diversity and Inclusion Camp

At Pacific Swimming –

History

• First LSC Diversity Camp 2010

• Locations
  • 2010 Oakland – Laney College
  • 2011 San Jose – Independence HS
  • 2012 Albany – Albany HS
  • 2013-14-15 San Francisco – MLK Pool
  • 2016 Richmond – Kennedy HS
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At Pacific Swimming – History

- Guest Speakers
  - Anthony Ervin
  - Dominic Cathey
  - Nathan Adrian
  - Josh Daniels
  - BJ Johnson
  - Miriam Lowe
  - Alex Cushing
DIVERSITY & INCLUSION

The primary objective of Pacific's Diversity & Inclusion Program is to increase multicultural, ethnic, and socioeconomic diversity and to foster an inclusive environment at all levels of the sport of competitive swimming. The Diversity & Inclusion Committee develops and administers 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.

For more information about the Diversity Fall Grant Program, see below or click here for an application. Applications are due October 15th.

Outreach Registration

Pacific participates in the USA Swimming Outreach program by offering USA Swimming registration at $5 to eligible swimmers. To be eligible, a swimmer's family must meet the eligibility requirements for the Free School Lunch Program or Food Stamps, or must have family income below the state poverty level.

Click here for the current Outreach Athlete Registration Form.
Questions / Answers

• Thanks for your participation…

• Time for Questions / Answers…
Contact Information

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