



# USA Swimming National Disability Committee



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## ROAD MAP

## ADDING TRIPLE 'E' TO DISABILITY

# USA SWIMMING – DISABILITY COMMITTEE ROAD MAP

**EDUCATE**

**EMPOWER**

**ENGAGE**

## WHY USE A ROAD MAP?

- KNOW WHERE WE ARE GOING BEFORE WE START
- CLEAR & SPECIFIC GUIDELINES TO BENCHMARK ALL PROPOSED ACTIONS
- SHOWS EVERYONE WHERE WE ULTIMATELY WANT TO BE
- ENSURES WE STAY ON TRACK AND DON'T LOSE SIGHT OF THE GOAL
- IF ROAD BLOCKS ARE ENCOUNTERED:
  - ALLOWS DETOURS TO IDENTIFIED AND RECOGNIZED FOR WHAT THEY ARE
  - GUIDES THE CHOICE OF THE BEST ALTERNATIVE

# USA SWIMMING – DISABILITY COMMITTEE ROAD MAP

**EDUCATE**

**EMPOWER**

**ACTIVATE**

## WHO IS THE TARGET AUDIENCE?

- LSC DISABILITY CHAIRS
- LSC BOARDS
- COACHES
- CLUB BOARDS AND OWNERS
- OFFICIALS
- MEET DIRECTORS AND MEET ORGANIZING COMMITTEES
- ATHLETES
- PARENTS
- NEWS MEDIA

# USA SWIMMING – DISABILITY COMMITTEE ROAD MAP

**EDUCATE**

**EMPOWER**

**ENGAGE**

## WHAT IS THE TOPIC OF EDUCATION?

- LSC DISABILITY CHAIRS
  - How do they advocate for the swimmers in their LSC
  - How do they change the mind set from “Disabled person” to “Athlete with an impairment”
- LSC BOARDS
  - Move from “doing the right thing” to “Inspirational leadership”
  - Think in terms of inclusion as a motivator for the athletes rather than the correct thing to do

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## WHAT IS THE TOPIC OF EDUCATION?

- **COACHES**

- How do they coach “outside of the norm”
- How can they utilize their lane time effectively
- What does it take to be successful with an athlete who is an exception rather than an athlete who is disabled

- **CLUB BOARDS AND OWNERS**

- Many of the same concerns as the coaches – in some cases they are the same
- Realize the benefits of inclusion and promotion of athletes with an impairment rather than the fear of the unknown

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## WHAT IS THE TOPIC OF EDUCATION?

- OFFICIALS
  - Move past the “feel sorry for” and “make exceptions for” and view the swimmers as athletes
  - Disability clause in the rule book is too often interpreted as “Don’t judge them too harshly” rather than “Hold them accountable for”
  - Change “**Don’t judge** what they don’t have” to “**Judge** them on ability”
- MEET DIRECTORS AND MEET ORGANIZING COMMITTEES
  - What does it take to make the meet successful and hold the timelines while still accommodating athletes who are exceptional?

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## WHAT IS THE TOPIC OF EDUCATION?

- ATHLETES

- Kids are more accepting but they can also be cruel
- Need to educate all the athletes on the benefits and opportunities of inclusion

- PARENTS

- Two groups of parents
  1. Parents of swimmers with impairments can often be “in your face” because other approaches have failed – need to provide a support structure and a welcoming culture within USA-S
  2. Parents of swimmers without impairment often want only **the very best** for their children – can be intolerant and exclusive



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## WHAT DOES EMPOWER MEAN?

- *DICTIONARY: TO GIVE POWER OR AUTHORITY TO*
- WITH INCREASED KNOWLEDGE, IDEAS AND ACTIONS ARE GENERATED
- MOVE PAST THE 'FEEL GOOD' TO A 'BENEFICIAL TO INCLUDE' MIND SET
- CREATE AN ENVIRONMENT WHERE IT IS SAFE TO TRY NEW THINGS
- CREATE A CULTURE WHERE EXCEPTIONAL RESULTS ARE EXPECTED RATHER THAN DESIRED – FOR ALL ATHLETES IN USA SWIMMING – NOT JUST THE ELITE
- ENROLL PARTICIPANTS TO HELP DEFINE SUCCESS AND THEN RAISE IT TO NEW LEVELS

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## HOW DO WE ENGAGE?

- DON'T KNOW YET – HAVE NOT REACHED THIS PART OF THE JOURNEY
- IT IS WHERE WE WANT TO GO, BUT HAVE CHOICES ON HOW TO GET THERE
- AS WE JOURNEY THIS WILL BECOME CLEARER AS WE GATHER PARTICIPANTS
- WE HAVE UNCERTAINTY AND DECISIONS YET TO BE MADE
- IF WE DO NOT START THE JOURNEY – WILL NEVER REACH THE DESTINATION
- FULL ENGAGEMENT IS THE END OF THIS JOURNEY WE HAVE A MAP FOR
- IT WILL ALSO BE THE START OF A NEW ROAD MAP AND JOURNEY AS WE CONVERT POSSIBILITY TO REALITY

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## WHAT IS YOUR ROLE

- Memorize
- Recite
- Advocate
- If we are not committed to this being successful, who else will champion it?

# USA SWIMMING – DISABILITY COMMITTEE ROAD MAP

**EDUCATE**

**EMPOWER**

**ENGAGE**

**EDUCATE EMPOWER ENGAGE**

**A ROADMAP FOR SUCCESS**

**BUT MORE IMPORTANTLY**

**A REALIZATION OF A COMMITMENT**

# USA SWIMMING – DISABILITY COMMITTEE ROAD MAP

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## Questions?

