

*"It doesn't matter what your background is and where you come from.  
If you have dreams and goals, that's all that matters."*

*- Serena Williams*

*Olympian and the only tennis player to ever accomplish a Golden Career Grand Slam  
in singles and doubles.*

Q4 2016



## DIVERSITY & INCLUSION

### Quarterly Newsletter

USA Swimming is committed to a culture of inclusion and opportunity for people of diverse backgrounds including, but not limited to, race, age, income, ethnicity, religion, gender, gender expression and sexual orientation.

[Visit our Website](#)

#### Welcome

What a great time to be a part of USA Swimming. After winning 33 medals at the 2016 Rio Olympic Games, we in the National Team Division are already trying to find ways we can win more in Tokyo!

The demographics of our country are changing and at USA Swimming we need to do the same. This year we had the great pleasure of watching the first African American female win an Olympic Gold medal in swimming. This was an amazing accomplishment by Simone Manuel and holds great significance. Her achievement could drastically change the sport. I had the opportunity to watch Simone's press conference after her win in Rio and I was so impressed at how she handled herself and her new found fame. The most important point she made during the press conference was that she hopes that one day she is referred to as simply an Olympic Champion, not the first African - American swimming Olympic Champion. This is why diversity and inclusion is so important in all levels of our sport and we as a sport have much growing still to do.

Seeing more diversity in USA Swimming's athlete membership is important to the success of our sport. In addition to being passionate about the diversity of our athletes I am also passionate about seeing more gender diversity in our high level coaching membership. For many female coaches the glass ceiling has been very difficult to break. We



need to do a better job as a community supporting female coaches who seek to reach a higher level of coaching. It is important for the young athletes in our sport to know that coaching at a high level can be accomplished by women and men!

Finally, as apparent it is important for me to see diversity in all areas of our sport as I teach my children and watch them grow up. Every day I explain to my children that although we may look different we can all make positive contributions to society and treat everyone the way they would like to be treated. I truly hope my children will not have to have discussions about inclusion and that we will simply become an inclusive society.

**Lindsay Mintenko**  
**National Team Managing Director**

## Diversity Spotlight - 2017-2020 USA Swimming Quad Business Plan Released

The quad plan process started in December 2015 with a planning retreat of senior staff and President Jim Sheehan using a leadership survey and 2013-16 quad results as the basis of the discussion. As a follow-up, staff identified key trends and goals for the organization throughout the spring and held prioritization-setting sessions to focus on the most important aspects. A draft of the Priorities & Strategies was shared and discussed with the Board of Directors at its April 2016 meeting and then approved by the Executive Committee in its July 8 meeting.

Of particular note in the business plan is the commitment by USA Swimming to diversify the sport of swimming so that the sport is inclusive to different groups. This commitment to diversity is reflected in the diversity and inclusion strategies that are in each of USA Swimming's core objective - Build, Promote and Achieve.

Click on the link below to view the summary of the 2017-2020 Quad Business Plan.

[Learn More](#)



As I look back on my 15 years as the Executive Director at USA Swimming, planning for the upcoming 2017-20 quad proved to be the most exciting and the most challenging of all previous quad plans. We are seeing more societal and sport change than ever before. During our quad planning process we identified major trends that impact our future planning. You will see those noted in each section of this overview.

As we look at our next quad, there are some significant shifts in how we will do business in the coming decade that are far different than the previous one including:

- Growing importance of in-person and virtual education programs
- Changing societal needs in youth sports
- Increasing desire for local services
- Increased investment in the future of diversity & inclusion
- "Changing of the guard" on the National Team
- Increasing need for data to identify opportunities and measure our progress
- Evolving USC & Zone role from the 2015-16 study

We also looked at specific trends within our core building blocks of BUILD, PROMOTE & ACHIEVE to develop a plan that builds on our strong past and grows in the future. We have challenged ourselves to think differently, evolve and excel in the years ahead.

The next few pages contain a business plan built on reinforcing BUILD, PROMOTE & ACHIEVE and embracing the future of the sport.

*Chuck Wielgus*

Chuck Wielgus  
Executive Director

## U.S. Aquatic Sports Convention Diversity & Inclusion Track Wrap-up

During the U.S. Aquatic Sports Convention (September 19-25) USA Swimming along with the USA Swimming National Diversity & Inclusion Committee hosted nine educational workshops and sessions for USA Swimming membership. Highlights included Tuesday's D&I Chairs 101 and the D&I Chairs Workshop. During D&I 101, new Diversity Chairs were provided the fundamental basics and learned about the resources available to them so that they're successful in their position. Following the D&I 101 new and returning Diversity Chairs attended the D&I Chairs Workshop. Both D&I



Chairs 101 and the D&I Chairs Workshop will be offered each year at convention. The 'Getting to Know You' session that was held on Wednesday was so popular that it was standing room only.

On Friday USA Swimming, Safe Sport and the USOC co-sponsored the LGBTQ Alliance Breakfast. During the breakfast those in attendance met Schuyler Bailar and his father Gregor Bailar. Schuyler Bailar is the first openly transgender NCAA Division 1 swimmer. The majority of this session was an informative question and answer with the audience.

Later that day during the Diversity Spotlight session, Schuyler and Gregor talked about the challenges Schuyler faced when he decided to compete on an NCAA Division 1 Men's Team.

Click on the link below if you would like to learn more about the Diversity & Inclusion sessions and workshops hosted by USA Swimming and the National Diversity & Inclusion Committee.

**[Learn More](#)**

## **2016 USA Swimming Diversity & Inclusion Award Winners**

Each year the USA Swimming National Diversity & Inclusion Committee gives a top honor to an organization and/or an individual. The Diversity & Inclusion Award is presented to the person or group who has positively heightened the awareness of inclusion efforts through various modes and media resulting in the increase and successful participation of currently underrepresented groups in the sport of swimming.

Past award winners include Olympians Cullen Jones, Maritza McClendon and the Atlanta Hawks Youth Foundation.

This year the committee presented the award to both an organization and an individual.

### ***Diversity & Inclusion Award - Organization Recipient - [Sigma Gamma Rho, Inc.](#)***

In 2012, USA Swimming and Sigma Gamma Rho Sorority, Inc. launched a nationwide partnership aimed at increasing swim participation and decreasing drowning rates among at risk communities.

This partnership was the first of its kind partnership between a historically African American sorority and a National Governing Body (NGB). Since the announcement, the partnership named for the year the sorority was founded (Swim 1922) has led to hundreds of free swim lessons, clinics, and community events that have helped thousands learn how to swim.

### ***Diversity & Inclusion Award - Individual Award Recipient - [Coach Tommy Jackson](#)***

A native of Moultrie, Georgia, Coach Tommy Jackson served three years in the US Army while serving one year of combat during the Vietnam War.



**Pictured From Left to Right:** USA Swimming National Diversity & Inclusion Committee Member - Naomy Grand'Pierre, Diversity & Inclusion Award - Individual Award Recipient - Coach Tommy Jackson, Diversity & Inclusion Award - Organization Recipient - Sigma Gamma Rho, Inc. - Past SGRHO International Grand Basileus Joann Loveless, USA Swimming National Diversity & Inclusion Committee Chair - Kathy Mendez

After leaving the military he later attended Albany State University where he swam and dove competitively for the school's swimming and diving team.

In 1989, Jackson became Head Coach of the City of Atlanta Dolphins Swim Team. Under his guidance the City of Atlanta Dolphins have helped hundreds of swimmers secure swimming scholarships to attend college, developed state, regional and internationally ranked swimmers from the novice level to the Olympic level.

Click on the link below to learn more about Sigma Gamma Rho, Inc. and Coach Tommy Jackson.

[Learn More](#)

## Education and Resource - LGBTQ Guide Released

USASwimming has released the organization's first-ever Lesbian Gay Bisexual Transgender Questioning (LGBTQ) Cultural Inclusion Resource Guide. This resource guide will help coaches, parents and clubs provide a safe and inclusive environment for all athletes. The guide was created to provide resources and tools so that members may enjoy a safe and inclusive environment.

The LGBTQ guide is the third in a series of 'Cultural Inclusion' guides - an [African-American](#) and [Hispanic/Latino](#) guide in both [English](#) and [Spanish](#) were released earlier this year; a guide for Asian-American and Native American communities will be released in coming months. For more information about the guides please contact Mariejo Truex, USA Swimming Director of Programs and Services at [mtruex@usaswimming.org](mailto:mtruex@usaswimming.org).

[Learn More](#)

## Programs - USA Swimming Outreach Membership

USA Swimming offers qualified individuals the opportunity to become a year round athlete member at a reduced price via the Outreach Membership.

The national fee for the outreach membership is \$5 and the Local Swimming Committee (LSC) has the option to set a local fee that may not exceed \$2.00. Each LSC must offer the Outreach Membership to qualified families. Qualification standards are set by LSC's.

For more information about the Outreach Membership please contact Manuel Banks USA Swimming Diversity & Inclusion Membership Specialist at [mbanks@usaswimming.org](mailto:mbanks@usaswimming.org).

[Learn More](#)



## NATIONAL SCHOOL LUNCH PROGRAM (NSLP) AND THE OUTREACH MEMBERSHIP

The National School Lunch Program (NSLP) commonly known as the Free Reduced Cost Lunch Program is a federally assisted meal program that provides nutritionally balanced, low cost or free lunches to children each school day. This program was established under the National School Lunch Act in 1946.

Recent federal rules allow families that do not fall into the low income category to qualify for the NSLP.

The "[Community Eligibility Provision](#)" allows the nation's highest poverty schools and districts to serve breakfast and lunch at no cost to all enrolled students without the burden of collecting household applications.

USA Swimming is aware of the fact that many LSC's and clubs use qualification for the NSLP as a criteria in determining if an athlete qualifies for the outreach membership. With more and more school districts now placing all children in the NSLP regardless of family income LSC's and clubs will need to expand the criteria they use to determine outreach membership eligibility. USA Swimming and the National Diversity & Inclusion Committee are working together to develop a list of criteria LSC's and clubs can use outside of the NSLP to determine outreach membership eligibility. Look to future newsletter editions for more information about the outreach membership.

Click on the link below to view an article that talks about the reasons why families that don't fall in the low income bracket are now included in the free or reduced cost lunch program.

[Learn More](#)

## National Programs - Women's Leadership Summit Recap

The Women's Leadership Summit was held October 21-22 at the Phoenix Convention Center in Phoenix, AZ. The summit was facilitated by Cathy Wright-Eger. She is the founder and director of the John R. Wooden Leadership Institute at Purdue University. During the summit fourteen women from around the nation took the DISC assessment and discussed topics they see on a daily basis including dealing with parents, self-care, hard conversations and developing a championship culture.

The next women's leadership summit will take place in Black Forest, CO April 7-9 and April 21-23. The women's leadership summits are weekend retreats designed for amazing women to convene, connect, brainstorm with others and grow their network. Registration will open on January 30, 2017. If you are interested in attending the next summit please click on the learn more link below for more information.

[Learn More](#)



## USA Swimming Staff Member Recognized by Diversity in Aquatics Program

The Arthur Lopez - Nadar Por Vida Award is given out by the Diversity in Aquatics Program (DAP) to an individual or organization that has given an extraordinary amount of their time, energy and/or resources toward diversifying aquatics. This year the Arthur Lopez - Nadar Por Vida Award was presented to Manuel Banks, USA Swimming's Diversity & Inclusion Membership Specialist at the 2016 Diversity in Aquatics Convention.

Click on the link below for more information about the Arthur Lopez - Nadar Por Vida Award and the other awards that were given out by DAP at this years convent.

[Learn More](#)



### STAY CONNECTED



### Upcoming Events:

#### **NOVEMBER**

11/5-11/6

[Pacific Swimming Diversity & Inclusion Camp and Summit](#)  
Richmond, CA

11/8

[National D&I Committee Conference Call](#)

11/11

USA Swimming D&I Staff Training

11/16

USA Swimming D&I Working Group Meeting

Late November

[Asian American Cultural Inclusion Resource Guide Released](#)

#### **DECEMBER**

12/5-12/6

USA Swimming D&I Team Annual Planning Meeting

12/13

[National D&I Committee Conference Call](#)

12/13

USOC Diversity Champions Quarterly Training

Late December

[Native American Cultural Inclusion Resource Guide Released](#)

#### **2017 Upcoming Events:**

#### **JANUARY**

1/9

[National Diversity Select Camp Coach and Athlete Application \*\*OPENS\*\*](#)

1/10

### Notable Articles & Links:

- [USA Swimming Wants More Diversity In the Pool](#)  
- *The Torch*
- [Olympic Gold Medalist Simone Manuel on defying the odds: There were many hard moments](#)  
- *CNBC*
- [USA Swimming Releases First Ever LGBTQ Cultural Inclusion Resource Guide](#)  
- *USASwimming.org*
- [Black Olympians Promote Urban Youth Swimming](#)  
- *The Washington Informer*
- [Senior swim captain addresses lack of diversity in competitive swimming](#)  
- *WSOCTV.com*
- [Margaret Guo named 2016 NCAA Woman of the Year](#)  
- *NCAA.org*

### **USA Swimming Contacts:**

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#### **Diversity & Inclusion Consultant**

Shaun Anderson

1/13-1/15  
NFS Dr. Martin Luther King Jr. Classic at NCAC  
Nassau County Aquatic Center  
East Meadow, NY

**Diversity & Inclusion Consultant**  
Juan Caraveo  
[jcaraveo@usaswimming.org](mailto:jcaraveo@usaswimming.org)

1/14-1/16  
[AGUA Dr. Martin Luther King Jr. Meet at Asphalt Green](#)  
Asphalt Green  
New York City, NY

1/22-23  
[Safe Sport Leadership Conference](#)  
Denver, CO

## **FEBRUARY**

2/4-2/5  
[FAST Black Legends Invitational Swim Meet](#)  
Theodore D. Young Community Center  
White Plains, NY

2/5  
Native American Cultural Swim Meet & Clinic  
Mitch Park YMCA  
Edmond, OK

2/8  
[Diversity & Indusion Webinar](#)

2/9  
[National Diversity Select Camp Coach and Athlete Application](#) **CLOSES**

2/14  
[National D&I Committee Conference Call](#)

2/17-2/19  
[31st Annual Black History Invitational Swim Meet](#)  
Takoma Park Aquatics Center  
Washington, D.C.

**We want to know more about you. This will help us make improvements. Click on the link below to fill out a short survey.**

<http://vovici.com/wsb.dll/s/83aeg590c6>

***Look for our next newsletter in January!***

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