



## 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

Happy New Year! USA Swimming is thrilled to present the first-ever Diversity and Inclusion Newsletter! This newsletter will be sent out quarterly with occasional special editions, and will contain information about upcoming events, D&I programming, and a brief educational piece.

The USA Swimming Diversity and Inclusion Team consists of Manuel Banks, Shaun Anderson, Juan Caraveo, and myself, Mariejo Truex. As we prepare for the 2020 Quad, we will hold two intensive planning meetings in February with members of our senior staff and our Executive Director, Chuck Wielgus. Our team continues to collaborate with the USA Swimming Safe Sport team to create more educational pieces for our Diversity Chairs, LSC Leaders, coaches, and clubs. Additionally, we hope to create more opportunities for subcommittees and task forces to help extend the reach of USA Swimming; in particular, to reach out to anyone interested in being involved with our D&I efforts.

We look forward to this upcoming year and hope to meet as many of you as we can.

*Sincerely,*  
**Mariejo "MJ" Truex**  
*Director of Programs and Services*



#### Diversity Spotlight - A New Leader

After four years on the USA Swimming National Diversity & Inclusion Committee, Kathy Mendez

takes the helm as Chairman for the 2016-2018 term. In this position, she will lead the committee in their efforts to introduce and support programming aimed at increasing USA Swimming's diverse membership. Kathy is the founder of the Native American Swim Meet and Clinic in Oklahoma which she started with the support of Oklahoma Swimming and the Oklahoma Diversity and Inclusion Committee. Kathy has also spent the last 20 years providing swim lesson clinics for the New Day Camp in Oklahoma, which services children ages 8-12, with incarcerated parents. As a former competitive swimmer, swim parent, and USA Swimming Coach, Kathy considers her work with these two programs to be her crowning achievement in swimming and looks forward to the work ahead with the National Diversity & Inclusion Committee.



[Learn More](#)

## Education and Resource

In this section, we will explore resources to engage diverse populations across the United States. Education is currently the most powerful tool our organization can use to bring new populations to the sport of swimming.

USA Swimming has released its first-ever Spanish version of its Swim Essentials instructional video series. The videos provide basic teaching techniques for the four main strokes and starts and turns to help coaches in their athlete development.

Click [here](#) for more.

To read in Spanish, click [here](#).



## Programs Coach Mentoring

The coach mentorship program is valuable for a variety of reasons: mentors are seasoned coaching professionals that can offer new perspectives on coaching and valuable advice, and mentors often act as a sounding board for coaches that need to bounce ideas off someone with experience.

The USA Swimming Diversity Coach Mentorship Program is geared toward active coaches looking to raise their skill level. Through meetings and practice observations, qualified coaches are matched up with mentors that can provide the expertise they need..



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STAY CONNECTED



### Upcoming Events:

February [Black History Month](#)

### USA Swimming Contacts:

Director of Programs and Services

2/4-6 D&I Team Planning Meeting  
Colorado Springs, CO  
2/7 [Native American Cultural Swim Meet](#)  
2/9 D&I Committee Conference Call  
2/12-14 [Black History Invitational Swim Meet](#)  
2/16 [1st USA Swimming Cultural Resource  
Guide](#)  
2/26 National Diversity Select Camp  
athletes and coaches announced

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Shaun Anderson  
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**March**

3/4 Diversity Coach Mentorship Application  
Launched  
3/7 [Make a Splash Regional Summit  
San Diego, CA](#)  
3/8 D&I Committee Conference Call  
TBD D&I Enrichment - USA Swimming Staff  
Colorado Springs, CO  
3/29-4/1 [NDPA Educational Conference](#)  
3/31-4/3 [SwimBiz# Conference](#)

**Diversity & Inclusion Consultant**

Juan Caraveo  
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**April**

4/10-12 [Women's Leadership Summit](#)  
4/12 D&I Committee Conference Call  
4/22-24 USA Swimming Leadership  
Conference  
(Safe Sport Chairs, D&I Committee,  
General Chairs and Education  
Committee), Denver, CO

**May**

5/5-8 [National Diversity Select Camp](#)  
5/10 D&I Committee Conference Call  
TBD D&I Enrichment - USA Swimming Staff  
Colorado Springs, CO

**June**

6/12-14 [Central Zone Diversity Select Camp](#)  
6/14 D&I Committee Conference Call  
6/16-19 [Western Zone Diversity Select Camp](#)  
6/26-7/3 [Olympic Trials](#)

**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 the  
spring (April/May)!***

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