



## 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

USA Swimming's commitment to diversity and inclusion is among our most important priorities. We began taking serious steps forward almost a decade ago, and over the ensuing years we have introduced a number of initiatives, with varying degrees of success. Two things that have become abundantly dear to us are: (1) diversity and inclusion requires deliberate efforts; and (2) change will not come quickly.

The good news is that we are seeing real progress. We have made deliberate efforts to bring more diverse talent to our staff, and this is good for our business environment. The National Diversity Select Camp, which will take place May 5-8th at the Olympic Training Center, is among the most inspirational programs we organize and host. And this summer, we will produce a special edition of this newsletter that will highlight some of the athletes who are gaining attention at the national level.

This past February, USA Swimming published an African-American Cultural Resource Guide; and later this month we will produce a Hispanic/Latino version. We are currently working on a LGBTQIA Cultural Guide that we hope to launch later this summer. A number of other educational programs are in the works. Diversity and inclusion will be a topic at the coming LSC Leadership Workshop in Denver. USA Swimming will also be sponsoring Regional Diversity Summits in June; and a D&I Workshop and 101 Training Session will be held at the U.S. Aquatic Sports Convention in Atlanta next September.



Across the country, D&I issues are becoming increasingly part of the national dialogue. Only recently, we are seeing controversial actions being taken in North Carolina and Mississippi. It is important that we stay abreast of these issues, but it is even more important that we continue to make progress to extend the opportunities for participation in our sport. We truly have the opportunity to improve the lives of individuals, families and communities.

In closing, I want to thank all of our many volunteers and others who are helping to make USA Swimming a community in which all are welcome to participate and enjoy the benefits of a lifelong sport.

*Sincerely,*  
**Chuck Wielgus**  
*Executive Director*

## **Diversity Spotlight - Albany Armada Aquatics Head Coach Helen Garcia**

Whether as a collegiate or a club swimmer, Albany Armada Aquatics Head Coach Helen Garcia has been involved in swimming for many years. As a youth she swam for Coach Don Watkins who during his 40 year coaching career he has coached swimmers to Jr. Nationals, Nationals, Olympic Trials and numerous international events. Garcia won the Junior Nationals in the 200 Breaststroke.

Coach Garcia swam for the University of California under the tutelage of Coach Teri McKeever, the head coach of the 2012 U.S. Women's Olympic Swimming Team. She was Coach McKeever's very first signed recruit. She competed for four years and was elected team captain as a senior.

Recently Coach Garcia was chosen to take part in the USA Swimming Diversity Coach Membership Program. The USA Swimming Diversity Coach Mentorship program focuses on active coaches that are from or serve underrepresented populations. The mentorship program develops coaching skills and expertise both on and off the deck.

Last Month Coach Garcia attended the Women's Leadership Summit in Black Forest, CO. Thirty-seven women gathered together for professional and personal development and to network with each other. Click on the link below to learn more about Coach Garcia and her experience at the Women's Leadership Summit.

[Learn More](#)

### **2016 DIVERSITY COACH MENTORING APPLICATIONS ARE NOW AVAILABLE!**

Applications are now available for the 2016 USA Swimming Diversity Coach Mentorship Program.

Participants are active coaches in urban areas with an interest in raising their level of expertise and skill. Click on the link below for more information.

[Learn More](#)



## Education and Resource - Cultural Inclusion Resource Guides

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.

The Cultural Inclusion Resource Guides identify different ethnic oriented information, pillars of the sport and programming that can be used to reach out to various multi-cultural groups. Whether you are trying to connect with the African American, LGBTQ, Native American or Hispanic audiences in your LSC these guides can be used to educate coaches and current swimmers about different cultural groups or be used as a way to educate new swimmers about the numerous cultures in swimming.

Click on the link below for more information about the Cultural Inclusion Resource Guides.

### [Learn More](#)

#### **THE HISPANIC/LATINO RESOURCE GUIDE IS HERE!**

The Hispanic/Latino Cultural Inclusion Resource Guide has just been released. This guide will provide you with the pertinent information you need to reach out to Hispanic/Latino groups. Click on the link below for more information.

### [Learn More](#)

## Programs - Diversity & Inclusion Training Opportunities

### **Welcome New Diversity & Inclusion Chairs!**

USA Swimming hosts cultural inclusion training events for LSC Diversity and Inclusion chairs, coaches, and volunteers. These training workshops and summits include unique motivational and educational experiences that will increase the knowledge base of everyone in attendance and also provide ways for individuals to connect with different cultural groups through innovative and exciting programming. Below is the 2016 list of workshops and summits that LSC Diversity and Inclusion chairs, coaches, and volunteers, or anyone interested in diversity and inclusion can attend.

#### **APRIL**

4/22-24

Diversity & Inclusion Chair Workshop **\*Pilot\***  
Denver, CO

#### **JUNE**

6/16-19

Regional Diversity & Inclusion Summit  
**\*Revised Format\***  
Omaha, NE



6/16-19  
Regional Diversity & Inclusion Summit  
**\*Revised Format\***  
Salt Lake City, UT

## **SEPTEMBER**

9/19  
LSC Diversity & Inclusion Chair 101 Training  
**\*New\* (All D&I Chairs)**

Diversity & Inclusion Chair Workshop **\*New\***  
Atlanta, GA

9/20-25  
U.S. Aquatic Sports Convention  
D&I Educational Track  
Atlanta, GA

The workshops and the summits are designed to empower individuals with the necessary tools so that they can go back to their LSC and make a difference.

For more information about the Diversity & Inclusion Chair Workshops, the Regional Diversity & Inclusion Summits, and the Diversity & Inclusion track at the U.S. Aquatic Sports Convention please contact Mariejo "MJ" Truex, Director of Programs and Services at [mtruex@usaswimming.org](mailto:mtruex@usaswimming.org) or Manuel Banks, USA Swimming Diversity & Inclusion Membership Specialist at [mbanks@usaswimming.org](mailto:mbanks@usaswimming.org).

[Learn More](#)

## STAY CONNECTED



## **Upcoming Events:**

### **APRIL**

4/16  
[USA Swimming, USA Swimming Foundation & Howard University Learn to Swim Clinic](#)  
Howard University, Washington D.C.

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](#)  
Colorado Springs, CO

5/17  
D&I Enrichment - USA Swimming Staff  
Colorado Springs, CO

5/18  
D&I Working Group Monthly Meeting  
Colorado Springs, CO

5/10  
National D&I Committee Conference Call

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**JUNE**

6/14

National D&I Committee Conference Call

6/16-19

Central Zone Diversity Select Camp

Omaha, NE

Regional Diversity & Inclusion Summit

**\*Revised Format\***

Omaha, NE

6/16-19

Western Zone Diversity Select Camp

6/16-19

Regional Diversity & Inclusion Summit

**\*Revised Format\***

Salt Lake City, UT

6/26-7/3

OLYMPIC TRIALS

Omaha, NE

**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 Olympic Trials newsletter in June!***

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