



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

Welcome to the 3rd edition of USA Swimming's Diversity and Inclusion Newsletter. This publication is one of the ways that we keep members informed and in touch with our ongoing D & I initiatives. Our internal D & I staff team is working hard to develop and execute programs that make our sport more inviting for underrepresented populations.

Why is this important? Because the demographics of the USA are changing rapidly and dramatically. From an ethnic perspective, USA Swimming membership is predominantly Caucasian. According to the US Census Bureau, by 2044, that group will comprise less than 50% of the nation's population. If USA Swimming is to sustain its position as the most successful Olympic sport in this country, our membership must better reflect the changing demographics of the nation.

In fact, the need to be more inclusive goes beyond protecting the long-term success of the sport. For those of us that are devoted swimming enthusiasts, inclusion is also about sharing this great sport, and all of the positive things that it does for young people, with groups that have not traditionally participated. We want more people to share the benefits as well as contribute to the overall experience enjoyed by all.

As I write this introduction, we are literally days away from the start of the Olympic Games in Rio de Janeiro. For the first time ever, the US Olympic Swim Team includes two African American women, Lia Neal and Simone Manuel. Both young ladies



serve as pioneers and role models for current and future generations and both have participated in USA Swimming programs designed to promote diversity and inclusion. They are great ambassadors for the sport and look forward to cheering for their continued success in Rio. Go USA!

Sincerely,
Pat Hogan
Club Development Managing Director

Diversity Spotlight - U.S. Olympic Team Trials - Swimming An African American Parent's Perspective

What were the best moments?

Over the last couple of weeks I have been asked that question by swim coaches, friends and coworkers. My viewpoint is different than most because I didn't grow up swimming. I learned how to swim in college. In my opinion there were many moments at this year's U.S. Olympic Swim Trials to cheer and celebrate the sport of swimming, a sport that I have come to enjoy and respect. Just like everyone in attendance I clapped and cheered when Michael Phelps swam his last race and marveled at Katie Ledecky's continued swimming dominance. The moment that made me pause was when Simone Manuel and Lia Neal made the U.S. Olympic Swim Team. For the first time in swimming history two African American women earned a spot on the swim team at the same time. Think about that. First time **EVER!**

To fully understand and recognize the importance of Simone Manuel and Lia Neal earning a spot on the U.S. Olympic Swim Team one has to look back at the history of African Americans in swimming. African Americans have been competing in swimming for decades. Some have come close to making the Olympic Team. Over 20 years ago Byron Davis missed qualifying for the Olympics by three-tenths of a second. At the 2000 Summer Olympic Games in Sydney, Australia Anthony Ervin became the first person of African American descent to medal in swimming. 2004 marked another milestone as Maritza Correia McClendon became the first black woman to make the United States Olympic Swim Team. The breakthrough for people of color continued when Cullen Jones earned a spot on the Olympic Swim Team in 2008.

Last year Simone Manuel and Lia Neal along with Natalie Hinds set a milestone by becoming the first African American swimmers to sweep the 100 yard freestyle event at the NCAA National Championships.

Simone Manuel and Lia Neal earning a spot on the U.S. Olympic Swim Team is a seminal moment in swimming history. African American boys and girls will now see athletes that "look like them" swim in the Olympics. This may encourage them to join a swim team and become the next Simone Manuel, Lia Neal, or Maritza Correia McClendon. As an African American father of four young girls who love swimming I couldn't help but think of my girls when Simone and Lia made the Olympic Team. Maybe one of my girls will become an Olympian one day.



Congratulations to Simone Manuel and Lia Neal and the rest of the athletes that made the U.S. Olympic Swim team.

Go Team USA!

Manuel "Manny" Banks III
Diversity & Inclusion Membership Specialist

Click on the link below to learn more about the U.S. Olympic Trials - Swimming.

[Learn More](#)

Aqua Zone - SwimToday Mosaic

Held alongside the U.S. Olympic Trials-Swimming, the USA Swimming Aqua Zone fan festival featured 40-plus Olympian Autograph sessions and 35 interactive experiences. One of the highlights of the Aqua Zone was the USA Swimming Swim Today Mosaic. Fans who used the hashtag #SwimUnited may have been featured in the Swim Today Mosaic. Using the #SwimUnited shows the diversity and the togetherness of the sport of swimming and how we all #SwimUnited.



Click on the link below to view a full sized picture of the Swim Today Mosaic.

[Learn More](#)

Education and Resource - U.S. Aquatic Sports Convention Diversity & Inclusion Track

The USA Swimming National Diversity & Inclusion Committee and staff will be hosting educational workshops and sessions during the U.S. Aquatic Sports Convention. This year's convention will be held September 19-25, at the Hyatt Regency Atlanta in downtown Atlanta, GA.



Diversity & Inclusion sessions are open to all convention attendees. Session descriptions are below.

D&I Chairs 101
Tuesday, September 20
3:00-4:00 p.m.

This program is meant for all NEW Diversity Chairs. The 101 will provide Diversity Chairs the fundamental basics and resources available to succeed in their position. Returning Diversity Chairs are welcome.

D&I Chairs Workshop
Tuesday, September 20
4:00-5:30 p.m.

This program directly follows the D&I 101. It is geared towards both new and returning Diversity Chairs.

Getting to Know You
Wednesday, September 21
10:00-11:30 a.m.

Convention attendees will be able to meet the members of USA Swimming's National Diversity &

Inclusion Committee and the USA Swimming Diversity & Inclusion staff. During the meet and greet attendees will have the opportunity to network.

From the D&I Field

Wednesday, September 21

2:00-2:50 p.m.

During this session the latest news and topics will be discussed by a panel that have done Diversity & Inclusion work that has impacted individuals at the National, Zone, LSC, and the club level.

National Diversity & Inclusion Committee Business Meeting

Thursday, September 22

10:00-11:50 a.m.

Attendees are invited to attend the National Diversity & Inclusion Committee Business Meeting. During this meeting the committee will discuss various topics and programming aimed at supporting USA Swimming's membership.

Diversity & Inclusion Training: LSC Camps

Thursday, September 22

3:00-4:50 p.m.

If your LSC is looking to host a one day or a two day LSC Diversity & Inclusion Camp then this is the session that you should attend. Past LSC Diversity & Inclusion Camp hosts will be on hand to share best practices when hosting a LSC Diversity Camp.

LGBTQ Affinity Breakfast Cosponsored by Safe Sport and the USOC

Friday, September 23

6:45-7:45 a.m.

\$10 Fee. \$10 Fee can be paid at the registration table.

Come join us for breakfast in support of the LGBTQ community. Meet Schuyler and Gregor Bailar who will be on hand for an informal meet and greet.

Diversity & Inclusion Scenario Based Training

Friday, September 23

10:00-NOON

This session will put attendees through real life scenarios that will help them navigate the procedures to follow in the event attendees have questions about how USA Swimming handles certain situations.

Diversity Spotlight: Meet Schuyler Bailar

Friday, September 23

1:30-3:20 p.m.

Special guest speakers Schuyler and Gregor Bailar will talk about the trials and tribulations Schuyler faced on his journey as the first openly transgendered athlete to compete on an NCAA Division 1 Men's Team. Gregor Bailar will give his perspective as a parent on Schuyler's journey.

At the conclusion of the speech a workshop on creating a safe space for LGBTQ athletes will follow.

For more information about the U.S. Aquatic Sports Convention Diversity & Inclusion Track please contact USA Swimming Diversity & Inclusion Membership Specialist Manuel Banks III at mbanks@usaswimming.org.

[Learn More](#)

National Programs - Women's Leadership Summit

Registration Is Now Open!

Female coaches can now register for the USA Swimming Women's Leadership Summit. The summit will be held September 4-5 in Ft. Lauderdale, FL at the Courtyard Fort Lauderdale Beach. The Women's Leadership Summit provides an opportunity to grow both personally and professionally. Although our target audience is coaches we also welcome administrators, team owners, and non-USA Swimming members. The Summit will be a weekend retreat designed for amazing women to convene, connect, brainstorm with others and grow their network.

For more information about the Women's Leadership Summits please contact USA Swimming's Program & Services Manager Morgan Weingberg at mweinberg@usaswimming.org or (719) 866-4578.

[Learn More](#)



STAY CONNECTED



Upcoming Events:

AUGUST

8/3-8/7

National Association of Black Journalist & the National Association of Hispanic Journalist Joint Convention - Race & Sports Panel - Panelist Include - Maritza McClendon - Olympic Silver Medalist & USA Swimming Swim 1922 Ambassador, Cullen Jones - Olympic Gold Medalist & USA Swimming Foundation Ambassador, Jemele Hill - ESPN and other notable personalities and celebrities. Washington, D.C.

8/9

National D&I Committee Conference Call

8/5-8/21

SUMMER OLYMPICS

Rio de Janeiro, Brazil

SEPTEMBER

9/4-9/5

Women's Leadership Summit
Ft. Lauderdale, FL

9/7-9/18

PARALYMPIC GAMES

Rio de Janeiro, Brazil

9/13

National D&I Committee Conference Call

9/19-9/25

U.S. Aquatic Sports Convention - Diversity & Inclusion Track
Atlanta, GA

Notable Articles & Links:

- [Local Attends Prestigious Camp](#) - *The San Diego Union Tribune*
- [At 35, Anthony Ervin gets another shot at Olympic gold](#) - *US Today*
- [Brooklyn native ready for second shot at Olympic glory](#) - *Brooklyn Daily*
- [First-Time Olympic Swimmer Simone Manuel Is Perfectly Nicknamed 'Swimone'](#) - *Us Weekly*
- [40 Top African-American Athletes](#) - *Essence.com*

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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 October!

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