



## 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

On behalf of USA Swimming, I would like to welcome you to the first Diversity & Inclusion Newsletter of 2017! USA Swimming is excited about this past year's accomplishments and look forward to an even more vigorous agenda in 2017. As part of our business plan for the next quad, USA Swimming will position the sport as the most inclusive and welcoming sport to all cultures and lead the charge of inclusion, welcoming kids from all backgrounds.

Join us as we take a look back at the year and highlight the diversity and inclusion initiatives and celebrate the recognition that our D&I team has received for their efforts.

This year, we've seen exponential growth in the USA Swimming Diversity Coach Mentorship Program. Throughout the year, coach mentees participated in several on-site visits with their coach mentors and attended USA Swimming programs and events to enhance both their knowledge and increase their confidence in their roles as Coach.

In 2016, USA Swimming released the award-winning Cultural Inclusion Resource Guides which included the organization's first-ever African-American, LGBTQ and Hispanic/Latino guides in both English and Spanish. This is one of many projects the organization's Diversity & Inclusion team used to create a culture of inclusion and opportunity for people of diverse backgrounds, including but not limited to race, age, income, ethnicity, religion, gender expression and sexual orientation.



This past spring, USA Swimming hosted its 10th Annual National Diversity Select Camp at the U.S. Olympic Training Center in Colorado Springs. The purpose of the camp is to instill a vision of success and inspire athletes from ethnically under-represented populations to become leaders in the sport of swimming. Swimmers nationwide attended the highly competitive three-day camp, which included pool training, motivational and education sessions and team-building activities.

As we transition into 2017, we're excited about new initiatives including our new partnership between USA Swimming and Chicago Parks and Recreation where athletes and coaches are enrolled as USA Swimming members, granting them access to compete in USA Swimming-sanctioned events, increased resources for technical instruction and safety training, and mentorship and educational activities.

Due to its popularity and success, we've expanded USA Swimming's Women's Leadership Summit in 2017. The Summit provides female coaches with an opportunity to grow both personally and professionally during a weekend retreat designed for amazing women to convene, connect, brainstorm with others and grow their network.

USA Swimming will continue to address issues of Diversity & Inclusion by adding initiatives and programs that offer resources and services for our members. None of which could be possible without the dedication of USA Swimming's D&I team led by Mariejo 'MJ' Truex and her team, Shaun Anderson, Manny Banks and Juan Caraveo.

I hope you will have the opportunity to participate in some of our upcoming 2017 events and learn more about our organization, as we continue to champion, educate, and raise awareness within the sport of swimming.

Sincerely,

***Nailah Ellis Timberlake***  
***Manager of USA Swimming Productions***

## **USA Swimming Recognized by PR News with a Diversity & Inclusion Award**

USA Swimming was honored with the PR News Diversity & Inclusion Campaign Award during PR News' Annual Winter Awards Luncheon in Washington, D.C. at the National Press Club. PR News highlighted USA Swimming's Cultural Inclusion Resource Guides which included the organization's first-ever [African-American](#), [LGBTQ](#) and [Hispanic/Latino](#) guides in both [English](#) and [Spanish](#).

The PR News Diversity and Inclusion Awards showcase top public relations professionals, organizations and campaigns that put diversity and inclusion at the center of its messaging and demonstrates an overall commitment to diversity for the organization.

**[Learn More](#)**



*USA Swimming Director of Programs & Services -  
Mariejo "MJ" Truex*

## USA Swimming Renews Partnership with Sigma Gamma Rho Sorority, Inc.

USA Swimming and historical black sorority Sigma Gamma Rho announced a multi-year extension of their successful partnership to prevent drowning and increase swim participation, with the **Swim 1922** program serving as an influential part of USA Swimming's diversity and inclusion initiatives. The two organizations will advance their efforts to increase awareness about water safety, the need for swim lessons and participation in swimming at a grassroots, community-based level. Members of Sigma Gamma Rho will continue to promote participation in communities across the country through in-water safety events, workshops and fitness swimming. For more information about the **Swim 1922** partnership, visit: [www.usaswimming.org/swim1922](http://www.usaswimming.org/swim1922).

[Learn More](#)

## USA Swimming Foundation Grant Opportunity, Deadline: February 15th!!!!

This year, the USA Swimming Foundation will invest at least \$340,000 in grants to help its Make a Splash Local Partner Programs provide services to young people who, otherwise, would not have the opportunity to participate in swimming lessons. We invite all eligible and interested USA Swimming Foundation Make a Splash Local Partners to submit proposals that advance this purpose [here](#).

\*[Click here](#) to see all 2017 grant guidelines

Not yet a Make a Splash Local Partner? [Click here to apply](#) today and you will still be eligible to apply for 2017 funding!

[Learn More](#)

## Sigma Gamma Rho, Inc. Donates to USA Swimming Foundation

In October, senior leadership of the Sigma Gamma Rho Sorority visited Colorado Springs to meet with USA Swimming staff to discuss the growth of the four-year Swim 1922 partnership. Over the next quad, SGRho pledges to increase its member participation in the partnership by 20 percent, provide 22 annual swim scholarships, create a Swim 1922 public service announcement and host a Swim 1922 Swim Safety day. As part of the visit, the sorority generously donated \$1,922 dollars to the USA Swimming Foundation as a commitment to learn to swim programming. With 500 nationwide chapters, the sorority has hosted informational 'Swimming in the Deep' seminars and conducted swim lesson events across the country with Olympic medalist and SGRho member Maritza McClendon. The consistent "1922" or "22" references are a tribute to their founding year of 1922 at Butler University in



Members of Sigma Gamma Rho, Inc. and USA Swimming Foundation Executive Director - Debbie Hesse

Indianapolis and they keep that numeric theme in many of their efforts.

[Learn More](#)

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## Education and Resource - Asian American Cultural Inclusion Resource Guide Released!

USA Swimming has released the Asian American Cultural Inclusion Resource Guide. The resource guide will provide coaches, clubs, and volunteers pertinent educational resources and opportunities for community engagement with Asian Americans.

The Native American Cultural Inclusion Resource Guide will be released in the next couple of weeks. Stay tuned!

To view the Asian American Cultural Inclusion Resource and the rest of the current resource guides (African American, LGBTQ, & the Hispanic/Latino) click on the learn more link below or go to [USASwimming.org/diversity](http://USASwimming.org/diversity).

[Learn More](#)

## National Programs - 2017 Diversity Select Camp Applications Available!

The 2017 National Diversity Select Camp application for both athletes and staff is now open. The deadline to be considered for the camp is Friday, February 10, 2017. Applications are available for those that are interested in attending as swimmers, assistant coaches, or assistant managers.

Each year USA Swimming invites 48 athletes from underrepresented groups to participate in a three day camp program which includes pool training, motivational and educational sessions and team-building activities.

The purpose of the camp is to inspire athletes from underrepresented population to develop into leaders of the sport. Click on the link below to start the application process.

[Learn More](#)



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## USA Swimming Safe Sport

USA Swimming is committed to fostering a fun, healthy, and safe environment for all its members, and in 2010, it formally implemented a comprehensive Safe Sport program to respond to and prevent instances of abuse and misconduct within the sport of swimming. Since then USA Swimming Safe Sport has worked tirelessly to



educate members, put policies in place, and empower LSCs and clubs to create the best possible environments for all members.

For further information about the USA Swimming Safe Sport program please click on the link below.

[Learn More](#)



## Aquatics for Children with Challenges!

The Children With Challenges Online Course is the first step in a learning journey. Developed as a collaborative effort between the Aquatic Therapy and Rehab Institute (ATRI), USA Swimming, USA Swimming Foundation, and the Starfish Aquatics Institute (SAI), the course provides a basic introduction to working with children with challenges in a swim lesson or swim team setting.

Upon completion, learners will have access to a wide variety of additional optional professional development experiences, including Children With Challenges workshops, a social networking and idea sharing group, and more advanced training through a network of approved "Professional Providers".

Click on the link below for more information or to register for the online course.

[Learn More](#)

### Aquatics for Children With Challenges



#### STAY CONNECTED



### Upcoming Events:

#### **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 & Inclusion Webinar](#)

2/9

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

2/14

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

2/17-2/19

### Notable Articles & Links:

- [Simone Manuel and Reflections on 2016](#)  
- *Swimming World Magazine*
- [USA Swimming Partnership With TYR Sport Continues](#)  
- *Swim Swam*
- [After 2 decades, Chuck Wielgus leaving as head of USA Swimming.](#)  
- *The Spokesman-Review*
- [Third Annual #SWIMBIZ Features Top Marketing Professionals from Uber & The Carolina Panthers](#)  
- *USASwimming.org*
- [Chuck Wielgus Retires from USA Swimming, Leaves Monumental Legacy](#)  
- *Swimming World Magazine*

31st Annual Black History Invitational Swim Meet  
Takoma Park Aquatics Center  
Washington, D.C.

**MARCH**

3/14

National D&I Committee Conference Call

**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 April!***

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**USA Swimming Lunchtime Potluck**



A few months ago all headquarters staff were invited to join a lunchtime potluck. We were encouraged to bring a dish that represents our home state, our heritage or culture, a special tradition or a signature dish. We had a smorgasbord of food and were able to learn more about each other as descriptions and stories came about as to why these dishes were important to us. This was simple, included any and every one, and we all had a lot of fun. Implement this with your team and see how much fun it is!

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