



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

It's been an incredible first few months at USA Swimming from watching the World Championship team top the medal table in Budapest to getting to know the many faces that have made USA Swimming the powerful organization it is today. I have also been fortunate enough to see first-hand the diversity and inclusion efforts of the organization through the women of Sigma Gamma Rho.

The unique partnership between a traditionally African American sorority, Sigma Gamma Rho and USA Swimming is not something you often see in professional sports, but the effect on the community is tangible. Not only were they the presenting sponsor of the FINA World Junior Championships, but nearly 100 SGRho women came to support team USA and learn to swim themselves. A few months later, I had the honor of accepting the Community Service Partnership Award at a reception in Washington, D.C. on behalf of USA Swimming. This is one of the many inclusion efforts of USA Swimming, but it goes to show that the organization has established itself as a leader in diversity and inclusion initiatives and we're only scratching the surface.

As we look toward the future of the organization, the importance of growing the diversity in our sport grows each year. This will be a high priority across all departments over the next quad as we expand diversity and inclusion initiatives into new partnerships and campaigns. I look forward to immersing USA Swimming into more D&I efforts that change the sport for the better in the coming years.



Sincerely,
Tim Hinchey
President & Chief Executive Officer
USA Swimming

USA Swimming Elevates Lindsay Mintenko to Oversee National Team

USA Swimming has named two-time Olympian **Lindsay Mintenko** as the first female senior executive to lead the organization's National Team Division amid a restructuring of the organization's technical swimming staff. She has been a member of the National Team staff since 2006.

A two-time Olympic gold medalist, Mintenko replaces former National Team Director **Frank Busch**, who retired effective Oct. 1. She will retain the title of National Team Managing Director.

Click on the link below to view the full press release.

[Learn More](#)



USA Swimming National Team Managing Director - Lindsay Mintenko

International Sorority Honors USA Swimming

For the second straight year, USA Swimming took part in the Congressional Black Caucus Foundation Annual Legislative Conference. The CBCF Annual Legislative Conference (ALC) is the leading policy conference on issues impacting African Americans and the global black community.

Sigma Gamma Rho, Inc. awarded its Community Service Partnership Award to USA Swimming during a reception at the Renaissance Downtown Hotel in Washington, D.C. Tim Hinchey, President & CEO of USA Swimming accepted the award on behalf of USA Swimming. Sigma Gamma Rho, Inc. also donated \$7,000 to the USA Swimming Foundation to support swim lessons.

USA Swimming's partnership with Sigma Gamma Rho, Inc. is an initiative aimed at increasing swim participation in the community. Nearly 20,000 sorority members and affiliates have participated in scores of swim clinics at colleges and universities and community pools throughout the nation.

For more information about the Swim 1922 partnership click on the link below.

[Learn More](#)



International Grand Basileus - Deborah Catchings-Smith presents USA Swimming President & Chief Executive Officer - Tim Hinchey the Community Partnership Award.



Olympians - Cullen Jones and Maritza McClendon, **USA Swimming Foundation Board Member** - Paris Jacobs, and **USA Swimming President & Chief Executive Officer** - Tim Hinchey received a \$7,000 donation from Sigma Gamma Rho, Inc. for swim lessons.



Olympians Maritza McClendon and Cullen Jones visited schools and held two swim clinics for Washington, D.C. and Maryland youth where the conference was held.

2017 U.S. Aquatic Sports Convention Diversity & Inclusion Track Hyatt Regency Sept. 12-16, 2017 Dallas, TX



USA Swimming Diversity & Inclusion Panel Highlights



USA Swimming National Diversity & Inclusion Committee Member
-Naomi GrandPierre



D&I Panel Pictured From Left to Right: USA Swimming Diversity & Inclusion Consultant - Juan Caraveo (Moderator), Dr. Lisa Brown, Dr.



Pictured From Left to Right: USA Swimming Diversity & Inclusion Team: Diversity & Inclusion Consultant - Shaun Anderson, Diversity & Inclusion Membership Specialist - Manuel "Manny" Banks, Director of Programs and Services - Mariejo "MJ" Truex, Diversity & Inclusion Consultant - Juan Caraveo

2017 USA Swimming Diversity & Inclusion Award Winner

During the U.S. Aquatic Sports Convention, the USA Swimming National Diversity & Inclusion Committee presented the 2017 Diversity & Inclusion Award to Ms. Miriam Lynch for her efforts in increasing aquatic opportunities and providing water safety education to underrepresented groups.

[Learn More](#)

About the D&I Award

The Diversity & Inclusion Award is presented to a 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. The National Diversity & Inclusion Committee reviews and votes on nominations that have been submitted by USA Swimming membership.



Miriam Lynch accepting the USA Swimming Diversity & Inclusion Award at the 2017 U.S. Aquatic Sports Convention



Recommended Practices for the Inclusion of Minor Transgender Athletes

USA Swimming has created a recommended practices for the inclusion of transgender athletes document that will assist membership in developing

a team policy for the inclusion of transgender athletes. The document will provide teams with the following:

-Definitions

-Recommended Policy for Participation

-Recommended Practices for Clubs and Meets

-Additional Resources

USA Swimming encourages teams to review and use this resource to create an inclusive environment in which all membership are respected.

To view the document click on the learn more link below.

[Learn More](#)



USA Swimming Foundation Announces Make a Splash Bridge Program Winners

In an effort to bridge the gap between swim lessons and team swimming, the USA Swimming Foundation launched the Make a Splash Bridge Rewards Contest and awarded six Make a Splash Local Partners a total of \$10,000 to help transition children from learn to swim programs to competitive swim teams.

Make a Splash Bridge Rewards Program Winners:

-\$500 each, 5th place tie: North Providence Pool and Fitness Center (North Providence, RI) and Galveston Island Swim Team Lessons (Galveston, TX)

-\$750 4th place: Swim Strong Foundation (East Elmhurst NY)

Click on the link below to view the complete list.

[Learn More](#)



SAVING LIVES | BUILDING CHAMPIONS

STAY CONNECTED



Upcoming Events:

NOVEMBER

11/11

[7th Annual Hispanic Heritage Swim Meet](#)

White Plains, NY

11/11

[Wyoming Swimposium](#)

Casper, WY

11/14

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

Notable Articles & Links:

- [Simone Manuel Pens Personal Column in Essence Magazine - Swimming World Magazine](#)
- [Olympian Inspires Area Swimmers - The Herald Tribune](#)
- [Olympians Motivate Local Swimmers - New Jersey Herald](#)
- [Caleb Dressel Crowned USA Swimming](#)

11/19

Golden Goggle Awards

JW Marriott at L.A. Live
Los Angeles, CA

11/29-12/02

Winter Nationals

Columbus, OH

DECEMBER

12/6-12/9

Speedo Winter Junior Championships - West
Iowa City, IA

12/6-12/9

Speedo Winter Junior Championships - East
Knoxville, TN

12/12

National D&I Committee Conference Call

12/16-12/18

USA Swimming Diversity & Inclusion

Team Strategic Planning Session

Colorado Springs, CO

***Look for our next newsletter in
January 2018!***

#SWIMCLUSION

Que significa #Swimclusion? #Swimclusion significa el compromiso continuo de parte de USA Swimming que la natación sea un deporte inclusivo para todos. Demuestre su apoyo a la diversidad e inclusión utilizando el hashtag #Swimclusion!

¡ Viniendo en 2018 – El Boletín Informativo en Español!

(Coming in 2018 - Newsletter in Spanish!)

Athlete of the Year - *Swimming World Magazine*

- **USA Swimming To Implement Sweeping Changes to Governance Structure** - *Swim Swam*
- **USA Swimming Announces 2016-17 Scholastic All-America Picks** - *Swimming World Magazine*
- **Olympians Score for USA Swimming Foundation on "Celebrity Family Feud"** - *USASwimming.org*
- **Professor teaches swimming to North Philadelphia youth** - *The Temple News*

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USA Swimming's KrummChucks Dragon Boat team wins Team USA Cup!!

On Saturday, August 26th members of the USA Swimming staff and family members competed in this year's Colorado Springs International Dragon Boat Festival at Prospect Park Lake in Memorial Park. Congratulations to the KrummChucks for winning the Team USA CUP.

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