



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

We just wrapped up the 2017 FINA World Championships with one of the most successful meets ever. USA Swimming walked away with a record 41 medals and six world records. It seems as if we've just barely settled down from 2016's amazing Rio Olympics, and we've gotten spoiled yet again by another dominant performance by our athletes.

One athlete that has quickly become an international mainstay is Simone Manuel. Last year, as we all remember, she upset the favored Australians to tie for gold in the 100-meter freestyle and become the first African-American to win an Olympic gold. This year, despite being the defending Olympic champion, she again came in as the underdog, and again she defeated the very deep field to take the World Championship title. I can only imagine how many young girls and boys see her on TV and can now visualize themselves in her place, and I imagine many of these kids did not see swimming as an option before. Having Simone, Nathan Adrian, Lia Neal and Jay Litherland as successful role models only benefits our sport and it's exciting to see it continue to have such a positive impact.

Diversity and Inclusion not only adds to our sport by including athletes such as these, but it also allows us to continue to grow as humans. Having athletes from many different backgrounds makes our teams stronger—we all have different experiences and through these experiences, we are able to navigate challenges far better. As a coach, my team is significantly benefited with kids from different cultures and backgrounds; our athletes learn how to communicate more effectively when a shared language isn't an option, it opens their eyes to



different backgrounds and gives them perspective on the bigger picture when they learn about someone's history, and it allows our team to ultimately grow closer and therefore stronger, in the end.

I spent this past weekend at a meet and overheard a young swimmer excitedly tell his mother that he wanted to be just like Simone Manuel when he grew up. I can't think of a better goal!

Sincerely,

Emily Melina
Head Coach Lake Oswego Swim Club
USA Swimming National Diversity & Inclusion
Committee Member

2017 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 11-17 at the Hyatt Regency in Dallas, TX.

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

D&I Chairs 101 **Tuesday, September 12** **3:00-4:00 p.m.**

This program is meant for all NEW Diversity Chairs. The session will provide Diversity Chairs the fundamental basics and resources available to succeed in their position. Returning Diversity Chairs are welcome, as well as anyone who might be thinking of becoming a Diversity Chair.

D&I Chairs Workshop: Role Playing Common Scenarios **Tuesday, September 12** **4:00-5:30 p.m.**

This program directly follows the D&I Chairs 101 session. It is geared toward both new and returning Diversity Chairs, although anyone interested is welcome.

During this workshop attendees will role play scenario based training sessions that will help participants understand different diversity & inclusion situations that they may come across and the tools to best handle each situation.

Breaking Down Barriers: D&I Grab and Grin **10:00-10:20 a.m.** **Let's Talk: Opening up the D&I Conversation** **10:20-11:30 a.m.**

Wednesday, September 13

Convention attendees will be able to meet the members of USA Swimming's National Diversity & Inclusion Committee and staff as well as network with others in the room. An overview of the Quad Goals will be discussed along with ways you can get involved.



Following the meet and greet members of the national committee will discuss D&I fundraising opportunities, keys to successful D&I partnerships & collaborations, and how your team can become an asset to the community.

National Diversity & Inclusion Committee Business Meeting

Thursday, September 14

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 Spotlights:

Diversity Panel: D&I Outside the Industry

2:00-3:00 p.m.

Panelist from outside the swimming industry will discuss the following topic - *"Why Diversity and Inclusion is important and what they do to ensure that D&I is reflected in their industries."*

Meet G. Ryan

3:00-3:50 p.m.

Special guest speaker G. Ryan will talk about the challenges that they have faced in swimming and the sacrifices that they have made to participate in the sport that they are passionate about.

LGBTQ Affinity Group Breakfast sponsored by Diversity & Inclusion and Safe Sport

Friday, September 23

7:00-8:00 a.m.

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

Come join us for breakfast in support of the LGBTQ community. Meet G. Ryan, National Team member from 2012-2015, who identifies as genderqueer. They will be on hand for an informal meet and greet.

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](#)

Zone Diversity & Inclusion Camps

The Eastern Zone Diversity Select Camp was hosted by Niagara Swimming at the University of Buffalo in Buffalo, N.Y. June 15-18. Mike Switalski, the Niagara Swimming Diversity and Inclusion Chair, was the camp coordinator. Head Coach for the camp Helen Garcia was assisted by Marty Keating, Denis Flores, Mike Jafari, Natalie Melenric and Alejandro Contreras. The 48 athletes who participated in the camp enjoyed four pool sessions and multiple classroom sessions covering topics including a visit from National Team Member Giles Smith. The athletes also enjoyed time at Niagara Falls and the Buffalo Bisons minor league baseball game.



The Southern Zone Diversity Select Camp was held at the Mecklenburg County Aquatic Center in Charlotte, N.C. June 22-25. Suzanne Dangelmaier, Rodney Sellars and Cedric Rawls organized the camp. Janelle Atkinson-Wignall was assisted by Mitch Dansky, Jesus Salcedo, Krissy Payton and

Marcus Green. Thirty athletes participated in four pool sessions, enjoyed a visit from Olympic medalist Katie Meili and attended several classroom sessions. On Saturday afternoon, the camp athletes took a trip to the U.S. National Whitewater Center where they got to experience whitewater rafting and other outdoor activities.

Click on the link below to view pictures.

[Learn More](#)



(Photos provided by EM PhotoDesign)

Diversity & Inclusion Regional Summits Wrap-Up

Held alongside the Zone Diversity & Inclusion Camps, the Diversity & Inclusion Regional Summits brought USA Swimming's membership together to discuss best practices for fostering growth at the LSC and team levels in underserved populations. During the three-day summit attendees heard from key leaders in diversity & inclusion, USA Swimming headquarters staff, and other invited guests on the latest diversity & inclusion topics and initiatives.

This year Eastern Zone Swimming and Southern Zone Swimming hosted summits. Eastern Zone Swimming hosted the first summit at the University of Buffalo in Buffalo, NY June 15-18, 2017. Eighteen individuals went through workshops and goal setting sessions that gave them the tools to make an impact in USA Swimming Membership at the LSC level. During the summit attendees went to Niagara Falls and attended a local minor league baseball game.

Southern Zone Swimming hosted the second summit at the Mecklenburg Aquatic Center June 22-25, 2017. During the summit Capt. Billy Nolan the Senior Vice President of Safety, Security and Operations for Airlines for America (A4A) discussed what airline companies are doing to recruit a diverse group of pilots. Dr. Shante Williams with the Charlotte Black Chamber of Commerce talked to summit attendees about the different ways they can work with their local Black Chamber of Commerce

The next opportunity for D&I education will be at the 2017 U.S. Aquatic Sports Convention. Click on the link below to view the D&I schedule of sessions.

[Learn More](#)



(Photo provided by EM PhotoDesign)



Nominations for the USA Swimming Diversity & Inclusion Award Close this Monday, August 28th!

Each year USA Swimming's National Diversity and Inclusion Committee presents the Diversity & Inclusion Award to an individual and/or group or organization that positively impacts USA Swimming's membership through various programming or initiatives that successfully increases swimming participation in underrepresented groups and heightens the need to be culturally inclusive through creative educational programming. Past award winners include Olympian Cullen Jones (2007), Chuck Wielgus (2008), the Atlanta Falcons Youth Foundation (2010), and Olympian Maritza (Correia) McClendon (2013). This year the committee will present the award to an individual and a group/organization. The description for each award is below.



Diversity & Inclusion – Individual Award

This individual has shown excellence and gone above and beyond their daily role to address the needs and concerns of underrepresented individuals in the sport of swimming. This individual has made a significant impact in providing countless individuals with the opportunities to explore issues regarding diversity, identity development, multicultural education, and leadership initiatives in swimming.

Or the award can be given to a Team/Group or Organization.

Diversity & Inclusion – Team/Group or Organization Award

Given to a team/group or organization that has demonstrated a consistent pattern of breaking barriers while cultivating and promoting diversity initiatives that establish and foster a more inclusive and equitable environment, thus leading to recruitment, retention and promotion of individuals of underrepresented populations.

The deadline to submit candidates for consideration is August 28th, 2017. Please email nomination forms to Manuel Banks, USA Swimming Diversity & Inclusion Membership Specialist at mbanks@usaswimming.org or send via fax to (719) 866-4669. Winners will be announced at the 2017 United States Aquatic Sports Convention.

Learn More

Education and Resources - Safe Sport Mondays

Safe Sport Mondays is a program designed to generate a national conversation within swim clubs about everyday issues that clubs face. Having regular short conversations about different team and Safe Sport related issues can strengthen a club's values and open productive communication channels.

How Safe Sport Mondays work:

-Every month, a scenario and discussion guide will be emailed out to you to distribute to coaches in your LSC.



-Coaches will be asked to read the scenario with their swimmers of all ages on the first Monday of the month and have a short, 5-10 minute discussion about the scenario.

Questions about Safe Sport Mondays should be directed to Safe Sport Education Specialist, **Maggie Vail**.

[Learn More](#)

Disability Swimming Coaching Awards

The purpose of the Disability Swimming Coaching Awards is to recognize significant contributions by coaches to the inclusion of swimmers with a disability in USA Swimming programs. The most prestigious coaching honor is the James Raymond "Jimi" Flowers Disability Swimming Coach of the Year Award. The award is named in honor and memory of Jimi Flowers, an incredible coach who developed numerous Olympic and Paralympic champions. Flowers passed away in a diving accident in the summer of 2009.

James Raymond "Jimi" Flowers Disability Swimming Coach of the Year Award

One national-level award shall be presented annually at the annual USA Swimming Convention.

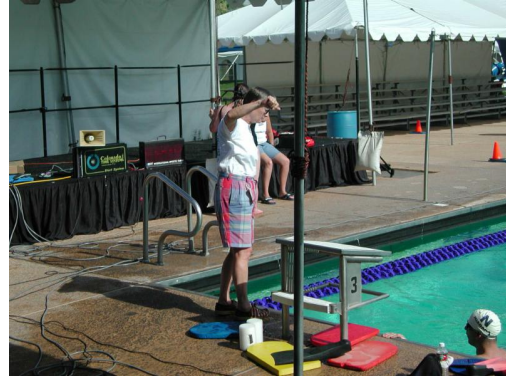
Disability Swimming Outstanding Coach Awards.

Up to five awards shall be presented annually. Winners of these awards will receive certificates suitable for framing, with certificates distributed via convention delegates from the coaches' LSCs or via mail service.

For more information about these awards please contact **Randy Julian**, USA Swimming Staff Liaison for the Disability Swimming Committee.

USA Swimming Disability Page - [Click Here](#)

[Learn More](#)



USA Swimming Foundation Awards an Additional \$130,000 in Make a Splash Grant Funding

To help swim lesson providers nationwide offer lessons to children who otherwise would not have the opportunity, the USA Swimming Foundation has awarded approximately \$500,000 through its 2017 grant fund. After awarding \$342,000 in March 2017, the Foundation was able to fund an additional \$150,000 this summer. Since 2007, the Foundation has awarded more than \$4.4 million dollars to help fund learn-to-swim programs across the country.

Through USA Swimming Foundation funding this year, more than 35,000 children will be served



through grants provided to 114 Make a Splash Local Partners. This is the most children the USA Swimming Foundation has served through its annual grant fund in a given year, and the most Make a Splash Local Partner grantees. Over the last 10 years, more than 4.9 million children have received formalized swim instruction through the Make a Splash Local Partner network.

[Learn More](#)

Sigma Gamma Rho, Inc. and the Greenview Dolphin Swim Team partner together to impact kids in Columbia, SC

On Saturday, July 15th the Iota Omicron Sigma Chapter of Sigma Gamma Rho Sorority, Inc. in partnership with the Greenview Dolphins Swim team hosted a free swim lesson day in Columbia, SC for children ages 4-16. The event was held at the Charles R. Drew Wellness Center Pool. From 10:30 a.m. to 12:30 p.m. 60 kids learned valuable water safety tips and participated in free swimming lessons.

Head Coach Stanley McIntosh, on the reason why the Dolphins partnered with Sigma Gamma Rho, Inc. "We wanted to teach safety in around the pool, exposing children and parents to swimming. The importance of knowing how to swim."

To view pictures from this event click [here](#).

The partnership with Sigma Gamma Rho is a initiative that seeks to strengthen USA Swimming's commitment to Diversity and Inclusion by partnering with [Sigma Gamma Rho Sorority, Inc.](#) to increase swim participation and decrease drowning rates in the community.

Click on the link below if you would like to learn more about Swim 1922.

[Learn More](#)

USA Swimming Sponsors the National Association of Black Journalist (NABJ) Annual Convention and Career Fair in New Orleans, LA

USA Swimming was a sponsor of the National Association of Black Journalists' National Convention & Career Fair. We hosted a panel called "Hidden Figures: The challenges of covering the black athlete in Olympic sports" with Olympic medalists Simone Manuel, Cullen Jones and Maritza McClendon. ESPN anchor Michael Eaves moderated and Gary Washburn of the Boston Globe was also on the panel to share the perspective of journalists who cover Olympic sports.

In addition to the meet & greet and panel, USA Swimming hosted a Swim 1922 booth in the Coffee and Career Exhibition Hall with Sigma Gamma Rho





Later this month, Sigma Gamma Rho will be the presenting sponsor of the 2017 FINA World Junior Championships in Indianapolis, Ind., which will feature an early look at young athletes who could vie for positions on their respective nations' Olympic Games Tokyo 2020 rosters. USA Swimming's D&I team is sponsoring the photo booth in the athlete area as well as activating #SWIMCLUSION with banner signage and D&I specific materials and giveaways.

This is the first time a black sorority has sponsored a swimming competition and this sponsorship has grown from the Swim 1922 program. Swim 1922 is the partnership between USA Swimming and Sigma Gamma Rho, created to increase swim participation and decrease drowning rates within the African-American community by engaging local communities with swimming programming.

[Learn More](#)

Fina
WORLD JUNIOR
SWIMMING
CHAMPIONSHIPS

presented by  SIGMA GAMMA RHO
SORORITY

STAY CONNECTED



Upcoming Events:

AUGUST

8/19-8/20

[2 Day SwimJitsu \(Open to All\)](#)

Olympic Training Center Pool

Colorado Springs, CO

8/22

9/14

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

8/28

[Diversity & Inclusion Award Nomination Forms Due](#)

SEPTEMBER

9/11-9/15

[U.S. Aquatic Sports Convention D&I Track](#)

[Hyatt Regency](#)

[Dallas, TX](#)

9/14

[National D&I Committee In Person Meeting](#)

OCTOBER

10/10

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

10/21

[Pacific Swimming Diversity Camp & Summit](#)

San Jose, CA

10/21-10/22

[Southern California Diversity Camp & Summit](#)

Torrance, CA

Notable Articles & Links:

- [Olympic Medalist Wants Every Black Kid to Swim](#) - *Miami Patch*
- [Olympic Swimmers provide free water safety clinic in New Orleans](#) - *WWL TV*
- [Drowning a leading cause of death in children](#) - *13WMAZ*
- [Grosse Pointe Sailfish win swim clinic with Olympian by raising money for Detroit Swims](#) - *WXYZ Detroit*
- [Olympic Gold Medalist Josh Davis brings swim knowledge to Amarillo](#) - *Amarillo Globe-News*
- [Simone Manuel Holds off 400 Free Relay Anchors for USA Gold](#) - *Swimming World Magazine*
- [Manuel Shocks with Another Win in the 100m Free](#) - *USASwimming.org*
- [U.S. Wraps Up Meet with WR in Women's Medley, Gold in Men's Medley](#) - *USASwimming.org*

USA Swimming Contacts:

Director of Programs and Services

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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!

#SWIMCLUSION

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Safe Sport Activity Book Released!

USA Swimming has released the organization's first-ever Safe Sport Activity Book. The Activity Book was created to share the Safe Sport message with a younger audience. The mission of the USA Swimming Safe Sport Program is to help teams foster a fun, healthy and safe environment for all their members.

The Safe Sport Activity Book is one of many tools that the organization offers to assist clubs, coaches and volunteers to create a Safe Sport environment at meets, practice and at home.

[Learn More](#)

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