

CULTURAL INCLUSION RESOURCE GUIDE

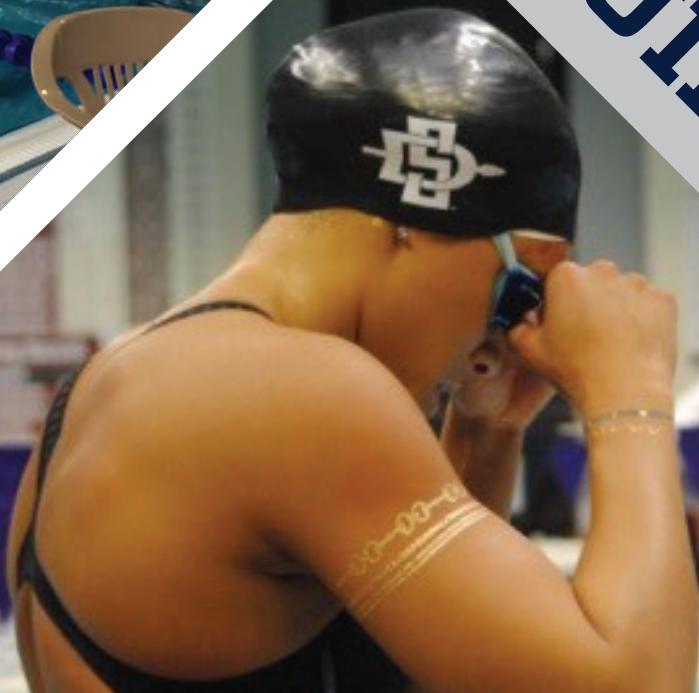




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OUR MISSION

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.

Our organization is sensitive to differences between ethnic/cultural groups, and is dedicated to values of inclusion and respect. We recognize and respect that the terms “Native American” and “Native Alaskan” refer broadly to people, tribes, and cultures with historical ties to North America. For the sake of this Cultural Resource Guide, the term Native American is used to refer generally to anyone identifying geographically, linguistically, or culturally with North American origins.

We will use the term “Native American” as a representative term for all groups.



68%

of Native Americans
**DON'T
KNOW
HOW**
to swim

88%

Formal swim lessons can
REDUCE the
likelihood of
childhood
drowning
by 88%

10

people drown in the US **EVERYDAY**



321.4

million people in the U.S.



339,903

year-round athletes
registered with
USA Swimming

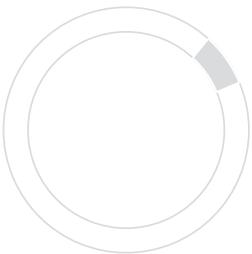
1.6%

5,200,000 of whom are
Native American

418

of whom are
Native American = .12%

*These are estimations based on the 2010 census and 2014
USA Swimming membership information.*





STUDIES SHOW

In 2010, USA Swimming Foundation and the University of Memphis teamed up to identify key barriers to urban minority group participation in swimming. These barriers actively prevent minority groups from wanting to engage in the sport:

- Fear factor (both swimmer and parent)
- Swimming ability
- Physical appearance
- Parental influence/encouragement
- Role model recognition/influence
- Access to facilities

USA Swimming recognizes the value of diversity in our organization and our swim teams. We are dedicated to addressing these obstacles and extending our reach to minority groups.



WHY SWIM?



1

PREVENT DROWNING: Drowning is a leading killer of American children. Almost 54% of children between 12 and 18 can do no more than splash around the shallow end of a pool.

Source: National research study by the USA Swimming Foundation and the University of Memphis

2

PROMOTE FITNESS: Over 30% of kids are at risk for obesity-related illnesses. Swimming is a lifetime activity for ages 1 to 101. It is easy on joints and relatively injury free compared to other youth sports. Swimming also reduces exercise-induced asthma and burns calories quickly.

3

SKILL AND STRENGTH: Swimming teaches skill development and improves strength and coordination. Many super-stars in other sports started as swimmers, where they gained the strength and coordination necessary to excel.

4

PHYSICAL SUCCESS: Swimmers are motivated to strive for self-improvement. They learn how to set goals and work towards them in practice and at meets.

5

LIFE VALUES: Swim teams cultivate a positive mental attitude and high self-esteem. Kids work together to achieve team goals and learn sportsmanship as they deal with winning and losing. Swimmers also learn to work with officials, teammates, and coaches.

6

SUPPORT SCHOLARSHIP: Swimming encourages a healthy balance between athletics and academics. The NCAA validates this fact with the "Academic Progress Rate Score" (APRS). The results of APRS data show that swimmers are among the top performing students when it comes to academic eligibility, retention and graduation.



PROGRAMS

CAMPS SYSTEM

The National Diversity Select Camp (NDSC) is a camp that invites 48 athletes from underrepresented demographics to a 3-day camp that includes pool and classroom sessions with a focus on leadership. For more information please visit:

<https://www.usaswimming.org/camps>

To progress to the NDSC, camps are also available at the Zone and LSC (Local Swimming Committee) level.

MENTORSHIP PROGRAM

USA Swimming offers a Diversity Coach Mentorship Program. This program focuses on matching diverse mentee coaches with experienced mentor coaches.

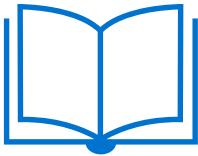
<http://www.usaswimming.org/diversity>



COMMUNITY SWIM TEAMS

Along with the help of LSCs, USA Swimming looks to partner with diverse communities around the country in order to increase the diversity of our membership.

<http://www.usaswimming.org/diversity>



CULTURAL RESOURCES

USA Swimming's Diversity and Inclusion Resource webpage has articles, videos, resource guides, and other materials in both English and Spanish, to help LSCs and clubs develop multi-cultural programming at the grassroots level.

<http://www.usaswimming.org/diversity>



MAKE A SPLASH

The USA Swimming Foundation's Make a Splash initiative is a national child-focused water safety campaign, which aims to provide the opportunity for every child in America to learn to swim.

For information on lesson opportunities near you, please visit:

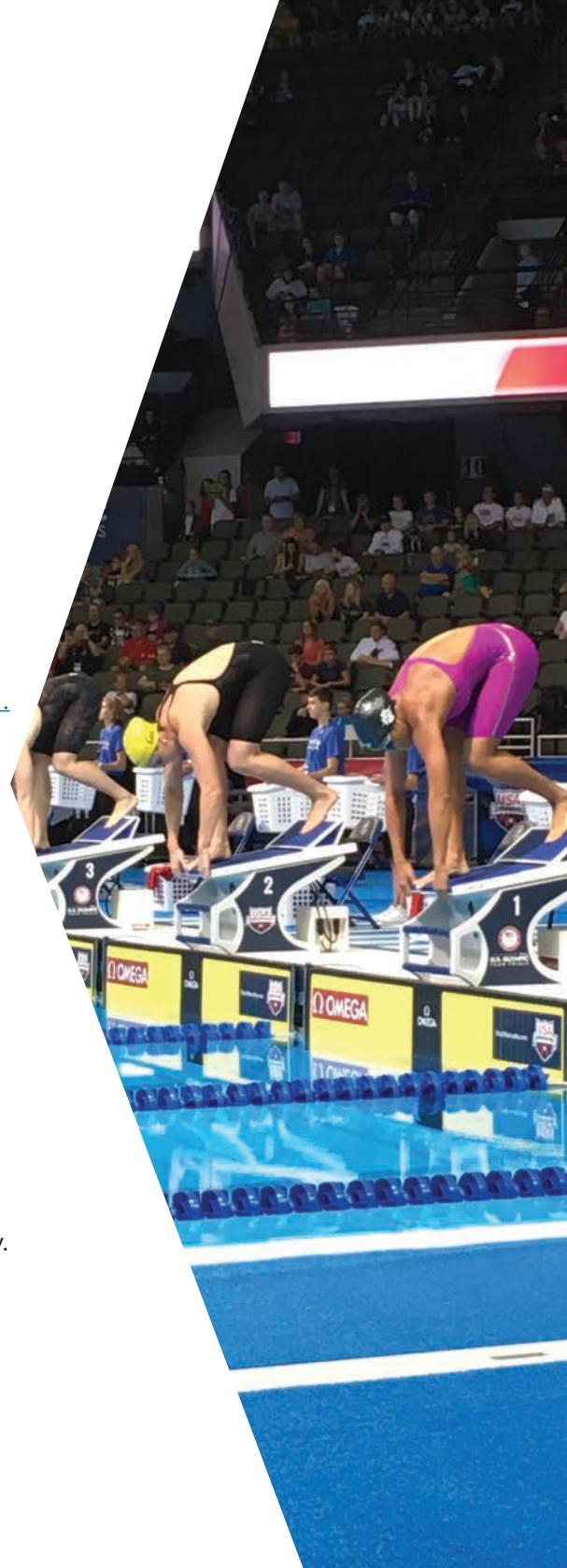
<http://www.usaswimmingfoundation.org>



OUTREACH MEMBERSHIP

USA Swimming offers an Outreach Membership program that provides a discounted membership fee to need-based youth in the community.

<http://www.usaswimming.org/diversity>



WHO'S WHO?

THE FOLLOWING ATHLETES HAVE ACHIEVED SUCCESS IN THE SPORT OF SWIMMING EITHER IN OR OUT OF THE POOL.



TAYLOR JOHNSON ▲

Taylor Johnson, a California girl, was destined to be in the water. She began swimming at 13 with her first summer league team and, soon after, began competing year round as a sophomore in high school. Taylor then went on to swim with and compete for the San Diego State Aztecs on an athletic scholarship. A few of her career highlights include winning the 50yd freestyle at the 2016 Mountain West Conference Championships, becoming an All-American, competing in the 2015-16 NCAA Championships and competing at the 2016 Olympic Trials in the 50m freestyle. Being one of few in her family to swim, Taylor believes her Cherokee and African American background shows athletes that there is diversity in the success of this sport. In the pool, Taylor learned the meaning of hard work and dedication while also enjoying a fun atmosphere with the support of friends and family. She thinks swimming is a great sport to participate in because of the relationships that can be built and the opportunities to challenge yourself everyday.



GRANT SANDERS

A 2015-2016 National Junior Team member in the 400 IM, an NCAA Division I swimmer at the University of Arizona and an Olympic Trials Qualifier, Grant Sanders has already accomplished a great deal and hopes to encourage others to do as well. Grant's mom, Jody Sanders, is a member of the Assiniboine and Sioux Tribes at the Fort Peck Indian Reservation, one of the smallest in the nation. His grandpa, Lonnie Shields, is a full blood Indian, making him very proud to be one quarter Indian. A former swimmer himself, Grant's father, Gary Sanders, piqued the family's interest in swimming. Both Grant and his younger brother, Vance, who was number 1 in the nation for the 100 backstroke in 2013, became very involved in swimming. Gary and Vance are now the inspiration behind everything Grant does in the water. Grant feels blessed to have found a culture and activity that both he and his family enjoy participating in and experiencing together. He believes that more involvement in swimming on and off reservations would benefit Native American kids and help provide the opportunities and exciting experiences that have been available to him.



HANNAH SAIZ

Hannah Saiz fell into a pool at age eleven and hasn't climbed out since. Hannah swam in the finals of the 200m butterfly at the 2016 USA Olympic Trials and then won the event at the 2016 US Open, making her first USA National Team at age twenty-five. While attending Division III School, Kenyon College, Hannah set multiple school records and, in 2013, won an individual national title in 200 butterfly. Post-graduation she sees no reason to exit the natatorium. Hannah's quest for continued chlorine exposure has taken her to Wisconsin to train with the Schroeder YMCA. While here, she has made a successful venture into the uncharted waters of professional swimming. Hannah is a Native Alaskan of the Inupiaq tribe, boasting 13/32's native blood from her mother's side. Adopted as an infant, Hannah grew up with parents who were intent on giving her exposure to her heritage while living apart from her native culture. Though her native background feels more like a curiosity on occasion, Hannah has begun making moves to reconnect with the history and culture of the indigenous peoples. She hopes that by doing so she can help bring swimming, a sport that has given her much joy, to others.

O'SHAY BIRDINGROUND

Thirteen-year-old O'Shay Birdinground cannot keep himself away from the pool. He was born in Crow Agency, Montana on the Crow Indian Reservation. O'Shay is a member of the Crow (Apsaalooke) Tribe. On his first birthday, O'Shay was given his Crow name, liwaaxiasshish, meaning "Use As An Example" by his Great Grandfather. This title appears very fitting for O'Shay who has found himself passionate about a sport not frequently found within Native American communities where basketball and cross country are more popular. Having tried activities such as baseball, soccer and lacrosse, O'Shay continued to return to the pool. At age 10, O'Shay's parents, Gary and Jolene, supported him as he tried out for and joined his first swim team learning what it is like to compete on a team and race other athletes. In his first 3 years, O'Shay has enjoyed traveling to compete, made new friends on his team and off and continually participates in meets proudly earning 33 medals thus far. O'Shay and his family truly feel they have found a great support system in swimming through coaches and parents. They love that the sport teaches the definition of hard work and responsibility, but that it also brings an abundance of fun for everyone.



ANDREA THREE IRONS

Andrea is the twelve-year-old daughter of Alan and Jackie Three Irons. She is a proud swimmer for the Hardin Otters and an enrolled member of the Crow Tribe in Montana. Coming from a long line of basketball players on both her mother and father's sides of the family and growing up on the Crow Reservation, Andrea knew that basketball is widely thought of as THE sport to be in. But she chose to swim. Andrea's choice challenged her parents and grandparents to learn and understand a sport very few Indian families are familiar with. Andrea's efforts and accomplishments in the pool have even changed the hearts of her two

older sisters who went to college on basketball scholarships. They are now a couple of her biggest fans. Joining at age 8, Andrea has always been an exceptional swimmer in her age group. Andrea loves that swimming allows you to meet so many new people and go to new places and her favorite event is the back stroke. Since she joined the sport, Andrea has been inspired by other athletes who motivate her to be the type of person other young swimmers will look up to in the future. Andrea hopes that her swimming and involvement in her community and tribe will show other young American Indians that you can try anything and actually be great with a little hard work and dedication.

T. CLAYTON CAGLE

Coach Clayton Cagle has been an active participant in swimming for over 40 years and hopes he can inspire all athletes to get involved and have fun. Coach Cagle identifies as half Arikara and is currently enrolled at three affiliated tribes of Newton, North Dakota. In 1979, he graduated from Drury University and then became the Head Coach at Jefferson City Swim Club before taking a position as Assistant Coach at the University of Kansas in 1982. Since he started coaching, Clayton has enjoyed watching his swimmers grow and progress within the sport. While teaching them, he gained plenty of experience and knowledge which allowed him to coach the Cypress-Fairbanks swim Club, the Colony Lakeside Aquatic Club, the US Team at the 2001 Goodwill Games and the 1995 Men's Junior National Champs. Some of Coach Cagle's biggest accomplishments include 12 Sectional Championships, being named 4x Gulf Coach of the Year and 2x Texas Coach of the Year and coaching National Champion and Olympian Andrew Livingston, as well as Olympians Jamie Rauch and Camille Adams.





GET INVOLVED?

Getting into the sport of swimming is now easier than ever and it all starts with a phone call or click of a button.

To find swimming lessons in your community visit:

<http://www.usaswimmingfoundation.org>

To find a swim team in your area please visit:

<http://www.swimtoday.org>

To learn more about USA Swimming's diversity programming, please contact our Diversity and Inclusion Team:

<http://usaswimming.org/diversity>



