



# REPORT 2015

USAS United States Aquatic Sports

USA Swimming Convention - Kansas City, MO

Kent Yoshiwara

Diversity and Inclusion Chair

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## Wednesday - September 30

### 10:00 - 11:30 Diversity Meet and Greet - [Julia Lee A/B]

Opening Manny Banks, MJ Truex, Juan Caraneo, Bill Kickner, Committee (Jennie, Kathy, Peter, Allie, Lisa, Stanley, Justin)

- Human Being Bingo
- 2-10% Left-handed
- National Committee introductions
- National Committee members background/experience

### 2:00 - 2:50 Diversity and Inclusion "Hot Topics" Roundtable - [Julia Lee A/B]

National Diversity Committee Panel discussion. Topics:

- What is Diversity?
  - What are the challenges of being a gay athlete?
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- LGBTQ athletes perspective
  - Challenges for African American athletes/coaches
  - What are the issues when dealing with Native American community?
  - Growing up as a brown athlete in the suburbs?
  - How can USA Swimming be more inclusive
  - Importance of friends on the team
  - Be sensitive to Culture
  - Learn who your swimmers parents are
  - Get parents active on the team
  - How do you make swimming fun for the parents too
  - Parent education in the bleachers

Questions and Discussion of the topics listed above, and more

### **1:00 - 5:00 Rules and Regulations Committee - [Bassie AA1]**

Review and discussion of proposed rules changes

## **Thursday - October 1**

### **8:00 - 10:00 Make a Splash 101 - [Truman A]**

#### Local Partner Statistics

#### Local Partner Requirements

- insurance
- Enrollment reports
- Logo for web site - brand recognition
- 6:1 Instructor to student ratio
- minimum 4 hour instruction time
- Certified Lifeguard

#### Benefits

- Welcome kits
- Access to Resource materials

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- Newsletter
  - Marketing and promotional support
  - networking opportunities
  - Grant Opportunities

#### Grant Opportunities

- individual donors
- corporate donors

#### Grant Timeline

- Opens January
- Funded by early April

#### Grant Requirements

- Minimum one year membership
- Complete budgeting overview

#### Grant program concepts for funding

- Seed money
- Potential for growth
- Show growth over time

#### Raise Awareness

- Water safety days
- Expos, Fairs
- Meeting, Conferences, presentations
- Research studies

#### Affiliate Coalition

- Increase Awareness=Water safety education
- Increase participation=increase the number of swim lessons
- Increase revenue=financial support

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## Coming soon

- mobile cause funding platform
- Swim today swim lesson finder
- children with challenges educational course
- water smart babies prescription program
- reward incentives program

★ idea....match funding lsc = make a splash local partner

## Local Partner Fundraising

- mobile platform
- ask extended network
- USA Swimming Foundation will provide communication materials
- percentage goes to USA Swimming Foundation
- They will help with platform, thank you's, follow up

## Swimtoday

- Swimtoday.org
- Make a Splash Partner
- Find a Swim team
- Find swim lessons

## Reward incentives

- 18,003 participants - 11,793 non-USA Swimming -> 6,210 USA Swimming
- Lesson participation: 2009 -> 120; 2014 -> 808,825

## Watersmart babies

- Aquatics for children with challenges
- for instructors, and swim clubs
- Fearful, missing a limb, aspergers, etc...
- bridging the gap, physical therapy, coach, swim instructor
- Online module, followed up with and on-site training session

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- first location: Savannah GA

### **10:00 - 12:00 Diversity and Inclusion - Business Meeting - [Jay McShann B]**

- ❖ Report on D&I efforts related to the corporate USA Swimming - MJ Truex

Diversity camps stepping stone approach - LSC -> Zone -> National

Next year: (Convention)

- Diversity Chairs workshop
- Diversity 101

End Goal - USASwimming population to reflect the US Census

- ❖ Jim Fox - marketing/communications department

updates - Funnest sport in the world, new in 2016 - nov. photo shoot with Olympians, include national diversity athlete in photos, etc... promotional kits, invite kids to come to swimming. give them caps-goggles-etc.... Swim-jitsu - floatable obstacle course. 250 people want to host, instead of an 8 stop national tour.

### **Old business**

- Membership and registration - they are putting a task force together to address diversity and inclusion for non-athletes. Confirmed the need.
- Meet reimbursement need confirmed. need to complete before the next board meeting, so that it can be reported and voted on at the next convention. Then implemented the following year.
- Outreach eligibility - Federal Lunch program has changed. Replacement is base on the city or area. Can the whole community/city be outreach? Committee voted - NO. Committee discussion on the free lunch program. what about the 1.30 or 1.85 of the poverty chart. LSCs to decide. developing a new criteria

Review LSC requirements

- review the milestones - whats required, what recommended. what very important, etc...committee reviewed those items that LSC will need to address.

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- discussed time frames for all items discussed.
  - mentor the lacking LSC's, then it goes to the Board to lose their charter.
  - most is a formalization, of current practices

### **1:00 - 3:00 LGBTQ Athletes: Promoting Equal Access, Safe and Support - [Bassie CC1]**

- terminology
- cultural background
- Importance of coming out
- what does the athlete experience
- impact of silence
- Group exercise on how it might feel, to come out

### **3:00 – 4:50 Cities need Swimming Presentation and Workshop [12th Street]**

Session moderated by Bill Kirkner

Lack of Pool Space=Existential Threat

Two part problem

- Not enough new facilities being built to meet demand
- Shutdown of existing facilities due to cost

USA Swimming Response: Workshops

- Build a pool
- Save a pool

What's the role of the LSC:

- When a pool used by a team in the LSC is threatened
- When funding to maintain pool hours may be cut

USA Swimming's core objective as a national governing Body

- Build a base

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- Promote the sport
  - Achieve sustained success

#### Diversity/Inclusion Challenges

- Cost of participation
- Access to practice locations
- Cost to travel to meets

#### Why Swimming needs cities?

- Promote the sport
- Build the base
- Achieve sustained competitive success

#### Why do you need to be engaged?

- Its not just a swim team

#### Buffalo City Racers

- Buffalo City Swim Racer
- \$10K to 95K, budget
- 98% African American
- Education is important
- Partner with schools...bus kids from school to pool
- Seek grant funding

#### Swimming supports the growing elderly population in cities

- Low impact exercise
- Social interaction
- Cardiac Rehab

#### Lifeguarding is a workforce development program

- Year round employment
- Swimming instruction

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- EMS>Medical>Police>Fire Department
  - Chicago Park and Rec

EXERCISE:

Pools don't exist.....

### **7:00 - 9:00 Western Zone General Meeting- [Bassie]**

review meeting minutes

meeting out of order

break out sessions

- Officials
- Coaches
- Athletes (i attended athletes session)

## **Friday - October 2**

### **8:00 - 9:50 Burning Issues for Officials [Bassie AA1]**

Questions from the audience

- how to get evaluators during march, with so many championship
- is there a minimum requirement for evaluators?
- be careful on who you choose for you evaluators
- how to set up mixed relays? 2 male + 2 females [only]
- how are transgender athlete times handled? assign time based on identifying gender
- ineffective communication from the Officials Committee to the Officials Chairs, to the Official, how can this be improved?
- training videos have gone out to all LSC Officials Chairs
- for a bonus heat, a missing swimmer's lane can be filled with an alternate
- when to start the heat with flyover starts? depends on the pace of the meet, swimmers, computer operators, officials. Safety first!



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- is undulation during the breaststroke allowed? yes
  - Meet referee observes and over rules a call....Bad practice
  - swimmer with t-shirt and shorts are not legal, and can be DQed. let them swim
  - Why wardrobe change for national meets? National Champs has a uniform, but all other meet can be different
  - plus many other questions.

### **10:00 - 12:00 Diversity and Inclusion-Policies and Enforcement [12th Street]**

Bill Kirkner - regulatory under pinnings. substantial rules in the code of conduct. amateur sports act from 1978. there are local, state, federal, and olympic codes governing participation. does an action prohibit participation. need to report violations to the national board of review.

Scenarios for discussion -

- requirement for mandatory apparel
- swimmer on travel trip uncomfortable with room mate
- coach seen on social media causes issue
- technical committee scheduling in conflict with religious events
- swimmer can't afford apparel

### **1:30 - 3:20 Diversity and Inclusion-Now, New, Next [12th Street]]**

Group exercise - Ice Breaker

What is privilege?

<https://www.youtube.com/watch?v=hD5f8GuNuGQ>

Sigma Gamma Rho - partnership

<https://www.youtube.com/watch?v=hD5f8GuNuGQ>

**Religious Freedom Laws** - Angela Monte

**Zone and LSC Camps** - Ally

- Eastern Zone

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- Southern Zone
  - Pacific Swimming

**New** - Jennie, Stanley, Peter, Angela

- 1-2-3 Finish at the NCAA

**LGBTQ** - Gender identity

- Coaches Tool Box,...
- Outreach for adult volunteers - Stanley
- Coaches...Athletes....Officials
- in Virginia all parents of outreach athletes are eligible for financial

**Next** - Lisa Dahl

- new transgender athletes
- Locker room....Suits...
- Conversation picked up from SwimSwam
- safe sport web site has info for transgender "minor" athlete

**Coach mentorship from USA Swimming** - Manny Banks

- 3 or 4 year old program

Overview of this session - Covered many very serious topics. there were several very emotional responses. Ranging from Racial/Ethnic/Culture/Sexual Orientation.

**3:30 - 5:30 Western Zone General Meeting- [Bassie BB1]**

minutes approved as amended

approved meet bids

legislation changes - numerous amendments

report of officers [i gave my report for the diversity committee]

Audrey Bell (UT) - made presentation for the Diversity Camp.

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meet bids - Roseville

elections

**7:00 - 9:00 House of Delegates [Imperial]**

Memorial presentations (Brian Malik (PC)

Presidents report

Presentation to Lifemembers Mary Rudell (PC)

Presentation to Past Board Members

Awards

**Saturday - October 3**

**9:00 - 2:00 House of Delegates [Imperial]**

Membership

USSIC Report

USA Swimming Foundation Report

Credentials Report

USA Swimming State of the Sport Report

2016 Budget

USA Swimming Zone Directors Election Results

Rules and Regulations

VP Report requiring action

Old Business

New Business

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Adjournment

**one on one, group, and side conversations:** (excluding PC members)

peter malone-virginia, audrey bell-utah, dustin fukuda-hawaii, nadine-potomac valley, mike swialski-niagara, kathy mendez-oklahoma, mike jafari-southern california, suzanne dangelmaier-louisiana, manny banks-usa swimming, gwen-hawaii, bill kumm-usa swimming, john yearwood-new york, dave coleman-hawaii, mj truex-usa swimming, debbie meyer-sierra nevada, cecil gordon-potomac valley, lisa dahl-pacific northwest, vicki marsh-snake river, carri oviatt-utah, nadine day-us masters, katheryn-utah, juan caraveo-usa swimming, justin correia-florida?, john king-us masters, larry-hawaii, reed-hawaii, kenny chew-hawaii, sean redmond-san diego, ben britten-WZ dir, dave coddington-WZ dir, debi baldwin-san diego, josh-utah, switha-usa swimming foundation

**other random thoughts.....**

use section 8 housing, free lunch program, medical care, how can we use federal poverty charts to identify outreach qualifications, how to partner with the usa swimming foundation, need athletes for wz diversity committee. are there local noational level athletes for the camp, for next year - can we move the camp up to coincide more with the Olympics?