

Diversity and Inclusion Chair's Report

Diversity Committee Member Recruitment

We will recruit PVS members during July and early August to become active members of the PVS Diversity Committee. I am requesting that BoD members feel free to recommend coaches, athletes, officials, parent volunteers that can represent the diversity of our member clubs and athletes. A communication will also be sent to all Clubs via FlashMail next week with an application to be submitted for those interested in serving on the committee. We are hopeful to have representation from large and small teams, coaches, officials, athletes, etc.. Meetings may be held via conference call to facilitate greater participation due to our large geographic region.

PVS D&I Grant Program

Below is a draft of the proposed 2013-2014 grant program based on other LSC best practices. This Grant program would facilitate PVS in it's policy to develop a program to permit applications to be solicited so additional grants [similar to that made to the group Nadar Por Vida]is made under this program. This is to encourage member clubs to apply for grants to support this type of activity in the future and expand the PVS reach to underrepresented and economically disadvantaged youth.

Proposed PVS Diversity Grant Program

The purpose of the Diversity & Outreach Grant Program would be to increase multicultural, ethnic, and socioeconomic diversity and to foster an inclusive environment at all levels of the sport of competitive swimming. Twice a year, Potomac Valley Swimming clubs and other organizations would be encouraged to submit an application for a Potomac Valley Swimming Diversity Grant Program. Available funding for each grant period would be dependent on the approved annual budget. The deadline for submission of grant applications would be October 1 and March 1.

Clubs or organizations requesting support from Potomac Valley Swimming would submit a written Program Plan which would include the purpose, plan description, test metrics, schedule, budget, funding requested from Potomac Valley Swimming, and manpower expectations. The Diversity Committee then evaluates the requests based on the following criteria:

- Fulfillment of the USA Swimming Outreach program mission, which is to provide opportunities in swimming to the underrepresented and economically disadvantaged youth in the United States)*
- Fulfillment of the Potomac Valley mission, which is to promote swimming and foster equal access for competitive opportunities for the benefit of swimmers of all ages and abilities*
- Benefit to PVS athletes or potential PVS athletes in the PVS geographic region*

- *Innovation*
- *Likelihood of success*
- *Other sources of funding*
- *Available funding available from Potomac Valley Swimming*

Upon approval by the committee and BOD, the requesting club or organization would be advised to enact the Program Plan and upon completion or reaching appropriate milestones, provide written report to the committee outlining the results. Documented expenses up to the amount allocated for the program would be reimbursed; however, an advance could be considered prior to submittal of final reports. The committee in its report to the BOD would have the right to recommend discontinuance, further evaluation, or approval for continuation and/or expansion of the program

In order to be eligible to receive funding, the club or organization and athletes must be registered members of USA Swimming and Potomac Valley Swimming. Any non PVS Club organizations requesting funding must also provide copy of their IRS documentation of their eligibility for tax deductible donations

The Diversity Committee may recommend limits to funding or time periods for fund availability for any club or organization requesting funds.

The program is intended to address innovative new opportunities and is not expected or designed to continue ongoing programs after they have been initially developed.

Eastern Zone Diversity Summit

We had two PVS athletes from Machine Aquatics and Potomac Marlins and a coach from ERSC attended the Eastern Zone Diversity Summit in Boston for June 20-23, 2013. Miriam Lynch, Eastern Zone Diversity Chair has submitted a detailed report about the summit. The athletes and the coach have reported back to me that they enjoyed the summit and were very pleased with the opportunity to attend.

At the June board meeting it was determined that it is appropriate to approve full funding for the Summit to cover the over budgeted amount for the PVS athletes and coach participation in the Summit. I am submitting expenses to our comptroller for PVS to reimburse for their participation and travel. There was an unexpected expense on the return flight for one of the athletes due to their designation as a minor traveling alone.

Respectfully Submitted,

Merari Chollette
PVS Diversity Chair
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