



2013 – 2014 Statement of Needs/Budget Proposal and End of Year Report Diversity and Inclusion Committee

During the 2012-2013 swim season the Diversity Committee transferred leadership to a new Diversity Chair, Merari Hall-Chollette (as of February Board meeting). Under the new leadership the Diversity Committee has been able to accomplish the goals as set forth while continuing to grow in the numbers and were able to provide free and educational programs for the athletes and families of PVS. We continue to celebrate and promote diversity and inclusion in swimming. Because of the growth of creative programs where the PVS athletes can learn, mentor and give back to their surrounding community, the diversity and inclusion committee has seen the need to increase the budget for the committee from \$10,000 to \$27,000 through the HOD (House of Delegates) in May for the following programs listed.

2013 - 2014 Diversity and Inclusion Committee :

1. The Creation of a Grant Program (\$12,000)
 - a. The creation of the Grant Program would make the availability of funding for the development of club programs to promote the involvement of underrepresented and economically disadvantage youth and volunteers in swimming open to all PVS members. The Grant Program will fund PVS clubs to establish, enhance, expand and/or provide comprehensive swim programs with a focus on encouraging participating from underserved and disadvantaged populations. This is in line with the core objectives and goals set forth by USA Swimming.
 - b. The Diversity and Inclusion Committee would invite proposals for the Grant Program under an annual competitive Request for Proposal process and will award grants that strengthen the capacity of PVS Swim Clubs to increase participation in swimming within the PVS LSC.
 - c. Timeframe: Grants will be made on a two time bases (Fall “Sept” and Spring “March”, with applicants eligible to reapply for new funding only 1 time per year.
2. Athlete and USA Swimming Member Assistance Program. (\$5000)
 - a. This program would mirror the current athlete assistance programs done with PVS for athletes who compete with National Meets but would expand to include the reimbursement of officials as well. The Head Coach must file this request within thirty days of the conclusion of competition. The Head Coach is attesting that the athletes listed under QUALIFIED have satisfied all eligibility criteria as set forth by the Diversity and Inclusion Committee and approved by the PVS Board.
 - b. Timeframe: Grants will be made on a two time bases (Winter “March” and Summer “August”), with applicants eligible to reapply for new funding a maximum of 2 times per year.
3. Development and initial implementation of a 3 year Diversity, Outreach & Inclusion (DOI) training program for PVS members. (\$5000)

This training program would provide all PVS audiences with information, awareness and resources related to the importance of DOI in the sport of swimming as it may impact their role (Coach, Official, Club Owner/Team Manager, Parent, Swimmer. This training will be conducted in an interactive workshop setting with speakers and presentations, roundtable discussions and break out group sessions. This training sessions would be offered between mid-Sept to mid-Oct. The training curriculum would be in line with the USAS Diversity & Inclusion Mission Statement “*To assist USA*

Swimming in creating a culture of inclusion and opportunity for people of diverse backgrounds, including, but not limited to, race, age, income, ethnicity, religion, gender, and sexual orientation.”

- a. Year 1 - 2013 - Provide training for Coaches, Official, Team Managers/Club Owners/Meet Managers
- b. Year 2 - 2014 - Provide training for Parents, Swimmers
- c. Year 3 - 2015 - Weave this training in all Swimposium tracks for all audiences

Year one related costs for the budget year of 2013-2014 may include:

- location rental expenses
 - speaker expenses
 - printing of training materials & other information pamphlets (would also be available in electronic form)
 - light refreshments
4. Continued support of current programs (\$5,000)
 - a. Continued support of the Black History Swim Meet
 - i. Host a coaches/ team rep luncheon
 - b. Water Safety Day Festivities - create a large scale education & outreach event on or near May 15 and provide resources to PVS member clubs to create local outreach programs in their respective communicated
 - c. Clinics for coaches, athletes, parents and volunteers to grow and gain support within the sport
 - i. Coaches Clinics
 - ii. Officials Clinics
 - iii. Diversity Athlete/SwimClinics
 - iv. College Knowledge Event
 - v. Parent Education Clinics (to cover aspects of the sport of swimming that may be less understood within under represented communities)

The accomplishments for the 2012-2013 year include:

Support for Local Teams/ Diversity Programs

- Diversity and Inclusion Clinic. This year we held our 1st Diversity and Inclusion Officials clinic. The clinic was a success as it has helped to certify a number of new parents into the. Cecil Gordon and Local PVS Official John Fraser were the instructors for the day.
- Continued to support the Black History Swim Meet.
- On April 21th, 2013 the PVS Diversity Committee will conduct “Born to Swim” swim clinic with World Record Breaker Sabir Muhammad. This event was open to both experienced and developing swimmers. We were able to accomplish the goal of creating a positive environment that empowered, motivated and educated swimmers from a diverse background to continue in the sport and to reach for their goals.
- Host swim clinic for the participants of the NC Black Heritage Meet. This event will be held on April 14, 2012 at Takoma Park Recreation Center.
- Support for PVS Swimmers to travel to the Black Heritage Meet in NC. The committee currently has 110 athletes signed up for the travel team down to the 11th National Black Heritage

Meet in Cary, NC. The travel Date is May 23 – 25, 2012 with 9 coaches from various teams from PVS a part of the staff.

- Plans continue to be made for the Eastern Zone Diversity Camp to be held June 20-23rd in Boston, MA. PVS will select 2 athletes, a Diversity Chair and Coach to attend the camp.

Other Work

- We continue to utilize the PVS Diversity Web Page and have started the Eastern Zone Diversity and Inclusion Website with the help of Tim Husson. The committee has also converted PVS Group to expand communication and participation in our programs.

During this initial time of transition within the Diversity Chair position, if anyone has questions or concerns in regards to the information presented, please do not hesitate to contact, Merari Chollette or Miriam Lynch using the information provided. Thank you.

Respectfully Submitted,

Merari Chollette and Miriam Lynch
Potomac Valley Swimming