



**Potomac Valley Swimming
Board of Directors Meeting
October 10, 2013
Diversity and Inclusion Chair's Report**

- Participated in the 1st Annual Diversity in Aquatics Convention in Fort Lauderdale, FL in August.
- Participated in two Eastern Zone Diversity Committee Conference Calls
- Working with several PVS Diversity teams to host Stroke & Turn Clinics for the 2013-2014 season
- Reached out to a new diversity team in PG County (LPSC) to provide support
- Reached out and have held meetings with other Aquatic Sport organizations in the region about collaborating for an outreach event in May 2014 for International Water Safety Day
- Assisted in finalizing location search for the October & November OPEN meets to now be hosted at PG S&L which is located in a culturally diverse minority community
- Researching status of and visiting pools in culturally diverse communities in the PVS region
- Recruiting members for the Diversity Committee and a meeting to be scheduled in October.
- Researching diversity training opportunities for the PVS Board, Officials & Coaches for 2014

At our July Meeting we agreed to move discussion and feedback on the PVS D&I Grant Program to the October Board Meeting. Below is the description of the proposed program.

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.

Respectfully Submitted,

Merari Chollette
PVS Diversity Chair
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