

Potomac Valley Swimming House of Delegates Meeting
Diversity, Equity, Inclusion Chair Report

It has been my honor to serve as your DEI Chair for the last four and a half years. In that time I have learned so much about the hardworking individuals who volunteer their time to ensure that Potomac Valley remains one of the top LSC in the country, and am truly inspired by their efforts to ensure that our swimmers have the opportunities they need to compete and achieve at the highest levels of the sport. I have met so many special people throughout my tenure as chair and would like to acknowledge our current DEI Committee Members and thank them for their service as well.

PVS DEI Committee Members

- Jazz Barry - Athlete
- Marcus Brown - Athlete
- Joclyn Nichols - Athlete
- Ariana Lewis - Athlete
- Jess Fry - Coach
- Marye Carter - Coach/Official
- Mary Bergstrom - Coach
- Jason Cochran - Coach
- Jeremy Cochran - Coach
- Monica Randall - Official
- Tim Husson - Official

With the pandemic keeping us all virtual for much of the year, many of the programs and opportunities that the DEI committee works to bring to our membership were cancelled or postponed indefinitely. The DEI committee was, however, able to provide our LSC board members with valuable Diversity, Equity, and Inclusion education opportunities this past winter by attending the annual [Diversity in Aquatics Virtual Convention](#). Board members were exposed to virtual classroom sessions and panel discussions on a variety of topics and subjects centered around engaging diverse communities and populations, creating inclusive spaces, and becoming allies with underrepresented or marginalized groups and individuals. The PVS DEI Committee and Board felt this education was necessary if we are to fulfill our mission of supporting and promoting excellence for all through competition, education, inclusion, and leadership in a safe, equitable environment. We remain committed to this mission and look forward to continuing the work ahead to create a more inclusive environment for all of our members.

In 2021-2022 we also look forward to bringing back programs and events like the Team DMV - Diversity, Equity, and Inclusion travel team meet in Cary, North Carolina Memorial Day weekend of 2022, The College Knowledge Fair in Spring 2022, and the Black History Swim Meet in February of 2022. Additionally, DEI camp opportunities sponsored by USA Swimming are slated to return in the fall of 2021 and in the spring of 2022.

In addition to these upcoming events, I want to remind all of our members about the existing services and initiatives to enhance DEI support within our LSC and Nationally:

Join the PVS DEI Committee - Our committee is always looking for enthusiastic and passionate individuals with ideas for how we can create a more inclusive environment for all of the swimmers, coaches, officials, and volunteers in Potomac Valley. The DEI Committee meets quarterly and is especially interested in having more athletes join, to ensure that the programs and policies we endorse continue to represent and address the needs of our community. For more information on how to get involved please email pvsdiversity@gmail.com.

Check The Box Campaign - Please remember to check the Ethnicity box for your athletes when registering them this upcoming season, or remind your parents to do the same if they are the ones filling out those online forms. Having accurate data on swimmer membership helps those on the PVS and at USA Swimming Headquarters identify trends in membership demographics and align support and resources appropriately.

PVS Diversity & Inclusion Outreach Grant Program - PVS awards up to \$5,000 annually to local clubs and members with programs that are aimed at encouraging an underrepresented or marginalized population to learn how to swim or become competitive swimmers. This year PVS awarded grant funds to two PVS coaches - Matt Salerno of the Fairfax Foxes Outreach Program, and Mary Bergstrom of SwimUp DC. Both programs are nonprofits that provide free learn to swim classes to low income families and students in their communities.

PVS/USA Swimming Outreach Membership Status - Athletes who qualify for outreach membership are fully reimbursed for meet entry fees at all PVS sponsored meets, receive up to 50% reduction on zone team registration fees, and only pay \$5 for USA Swimming premium membership.

- [PVS Financial Aid Policy](#)
- [PVS Outreach Membership Information](#)

USA Swimming National & Regional Diversity Select Camp - USA Swimming offers both a National (applicants from all 4 zones are selected) and Regional (applicants from select Zones/LSC's are selected) camp experience for high performing athletes that represent an underrepresented community and/or an ethnically underrepresented population that is less than 10% of the current USA Swimming membership. These populations can include African American/Black, Hispanic/Latinx, Asian or Pacific Islander, Native American and others. Other athletes may be accepted if they represent another underrepresented demographic (e.g. LGBTQ+). The goal of these camps is to empower athletes from diverse backgrounds and under-represented populations to:

- Demonstrate the viability of multicultural success in swimming
- Achieve performance excellence at every level of the sport
- Expound the benefits and value of participating in the sport of swimming
- Be positive leaders and role models that others from multicultural backgrounds can emulate.

Respectfully Submitted by,
Rob Green
PVS DEI Chair