# GENERAL SYNOPSIS (The Big Picture in 3-4 sentences):

# It is important that we all value, support, and respect diversity, and be proactive in the inclusion of all kinds of people within USA Swimming and our LSCs (WI Swimming). We must understand that many people come from so many different backgrounds and experiences. This diversity is beautiful and should be celebrated and embraced. Everyone should have an equal opportunity to be part of the swimming world. POSSIBLE MAIN POINTS OR TAKEAWAYS FOR…

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| LSC Board/Committee Members Be proactive in the inclusion of all people within WI Swimming | Teams in Wisconsin Respect and value the diversity of your team. |
| Coaches | Officials |
| Athletes Be careful of the racist connotations (intended or unintended) your language may have. | LSC Others Be careful of the racist connotations (intended or unintended) your language may have.  Value, Support, and Respect Diversity |

## Additional Notes:

Racial does not mean racist. There are many differences associated with race that are simply racial differences. The recognition of these differences is not necessarily racist. Even racial bias, which everyone has, doesn’t mean someone is racist. The racism comes into play when our preferences decide who we hire/work with/pay/include...etc. Then it becomes discrimination.

We are all different and it is important to recognize these differences and celebrate them.

Language can be an offensive, not only through slurs, but also through the racial connotations that have developed with certain words, for example: “sagging”.

Some people have a difficult time accepting diversity and it is important to identify and understand where they are coming from in their approach to diversity based on past life and generational experiences. Your experiences shape who you are and how you feel. We should be patient while society as a whole is moving toward the embracement of diversity, but every one must realize that the train has already left the station. We need to prepare for and celebrate this inclusive society.