OHIO SWIMMING DIVERSITY & INCLUSION COMMITTEE

The primary purpose of the Ohio Swimming's Diversity & Inclusion Program shall be to increase multicultural, ethnic, and socioeconomic diversity and to foster an inclusive environment at all levels of the sport of competitive swimming. It is intended that this program will reach out to underrepresented groups in the overall community.

1. *The Diversity & Inclusion Committee shall develop and administer programs which are aimed at encouraging existing clubs and related organizations to expand opportunities to provide a competitive swimming experience to those athletes currently lacking such opportunities.*
2. *Committee membership shall include representatives from the four commissions (Southwest – Cincinnati, Southwest – Dayton, Central and Northwest), and at least two athletes. Committee members must be active, standing members of Ohio Swimming and USA Swimming. Committee membership is annual, commensurate with the fiscal year (September 1st to August 31st).*
3. *The Diversity & Inclusion Committee shall meet once per quarter at a minimum. Ad-hoc meetings will be called at the discretion of the Committee Chair.*
4. *The committee shall evaluate proposals and make recommendations to the Board of Directors for the allocation of funds to those programs which show promise of achieving their objectives.*
5. *Clubs and organizations requesting support from Ohio Swimming shall submit a written Program Plan which includes the purpose, plan description, test metrics, schedule, budget, funding requested from Ohio Swimming, and manpower expectations. The Committee shall evaluate the requests based on the following criteria:*
   a. *Fulfillment of USA Swimming's Diversity & Inclusion Mission – Educate, encourage and support the membership of USA Swimming to achieve Diversity & Inclusion growth at all level.*
   b. *Fulfillment of Ohio Swimming's Mission – Providing leadership and support to coaches, volunteers and swim programs that maximize every swimmer's potential for excellence.*
   c. *Fulfillment of Ohio Swimming's Core Values – **A**thlete Centric, **D**iversity, **M**utual Respect, **I**ntegrity, **R**esponsible, **E**xcellence (A.D.M.I.R.E.)*
   d. *Benefit to the athletes*
   e. *Innovation*
   f. *Likelihood of success*
   g. *Other sources of funding*
   h. *Available funding from Ohio Swimming*

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

6. *To be eligible to receive funding, the organization and athletes shall be registered members of USA Swimming and Ohio Swimming. Organizations shall provide a copy of IRS documentation of their eligibility for tax deductible donations.*
7. *The committee may recommend limits to funding or time periods for fund availability for any organization requesting funds.*
8. *This program is intended to address innovative new opportunities and is not expected to continue ongoing programs after they have been initially been developed.*

9. *The Committee shall prepare a draft of the annual Diversity & Inclusion budget for submittal to the Treasurer, Board of Directors, and House of Delegates. Funding shall be based upon need and funding amounts shall be determined by the Board of Directors.*
10. *OSI D&I Committee Members & Membership*

	Athlete	Coaches	Non-Athlete
Central	*Ema Rennie – DCST* Harvey Culbert - GCSC	Angie Provo – WOR Brian Botzman – Unified Aquatics	
Northwest	*Brady Ireland – GTAC* *Klava Katayama - FAST*	Brigid Burke - GTAC	William King
SW – Cincinnati	Tiana Anchrum – RAYS	Maddy Shebblesey - Hydra OJ Messina - CLPR	Craig Schoenlein
SW – Dayton	Mike Griffith – DR Sophia McCarty – DR	Dave Back – KCST Evan Mulliken- WTRC	Sam Warren