

2021 ILLINOIS SWIMMING FALL HOUSE OF DELEGATES
ILLINOIS SWIMMING DIVERSITY AND INCLUSION COMMITTEE UPDATE

To: The honorable Chair of Illinois Swimming Jeff Arce, the board of Illinois Swimming, and the Illinois Swimming House of Delegates

Members of the board of Illinois Swimming, House of Delegates, and constituents of the LSC, we are proud to share with you that the Diversity, Equity, and Inclusion Committee has made significant strides since the last time we gathered. We have identified our progress under three categories: networking, operational design, and community engagement. They can be summarized as follows.

Our committee members have been meeting with both Zone and USA Swimming Staff to identify the best networks for collaboration and information sharing as it relates to current DEI efforts. We hope that these flourishing partnerships return us to a position where we can begin to share information in a more meaningful way not only with the zone and national body, but with other LSCs. We are working now to identify best practices and reaffirm our commitment to athletes by using the most up-to-date strategies and tactics to ensure all members have the resources, education, and opportunities that they need to participate in sport.

The progress that we are making now from an operational design perspective is related predominantly to the overhaul we made to restructure our committee with standing sub-committees. This restructuring process also allowed us to give more discretion and resources to the members we have who work with topics that fall under the disability umbrella. We believe that this decision will further empower our athlete and disability sub-committee leads to deliver more relevant information, training, resources, and experiences for people in our LSC. It is under this new framework that we hope we can recruit and empower members across the LSC to serve on a temporary basis to provide their expertise for designated sprint cycles within these sub-committees to achieve our challenges at hand.

Finally, we believe that we are in need of opening opportunities for feedback and responsibly run in-person competition or camps. Our first steps to address the needs of the LSC will be seen in the coming month as we structure and open up focus groups to receive feedback on issues related to DEI with a specific group established to provide insight into how we can work best and provide opportunity equitably for disability athletes. We hope to use these findings to further inform our LSC on what our most sustainable track will be and to set the agenda for the sprint cycles that we will run within our sub-committees.

We hope that these efforts position us in the next six to eight months to host an in-person competition or camp, build meaningful relationships with athletes that empower them, and grow the credibility of the committee in a way that furthers the mission of the LSC and its partners.

Respectfully submitted,
The Illinois Swimming Diversity Equity and Inclusion Committee