



To: The Board of Illinois Swimming
From: The Diversity Equity and Inclusion Committee

Honorable Members of the LSC,

Since the beginning of 2022 we have secured our project teams, begun a resource audit, developed a modified meet packet that includes updated information regarding athletes with disabilities, and begun planning for our presence at the multicultural meet in Indiana later this year. We have been able to secure a commitment from all the coaching staff present on the committee that they will prioritise attending the meet and we hope that this will help us all to know better the kind of impact our work will be having for our LSC constituents.

For the multicultural meet, we have begun to move forward with with Alex Cramer as the team manager. We have full confidence in Alex to take us forward and hope that it will be an experience that allows athletes to not only compete at a high level representing their home state, but one that pushes them to learn about each other and work together.

Developments regarding disability education and awareness were made as we restructured the templated meet packet for Illinois Swimming. It is our hope that this new packet will better inform all constituents of how we can create more accessible competition for athletes, and that it will promote athletes with disabilities to compete.

Included in this report is a diagram showing our current projects and task backlogs. We will be looking at the end of January to begin networking with the coaches, officials, and athletic chairs to begin identifying our next steps with our efforts to initiate focus grouping and soliciting survey feedback. We also are drafting a proposal to use platforms such as Tik Tok to highlight how to communicate common swimming terms using American Sign language (ASL).

Respectfully submitted,

Alex Cramer & Ben Pearthree

