

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

Honorable Members of the LSC,

We wish to inform you that all of our committee members have been chosen and our committee is in good standing. Those who have joined the committee are Yordi Divelbess (Athlete), Jon Wong (Non-Athlete), Leigh Tharrington (Non-Athlete), Leonore Moran (Non-Athlete), Danielle Rose (Athlete) and Shinyi Ding (Athlete). We are also awaiting confirmation of USA Swimming non-athlete member status for Elena McNab.

We are now in the process of seeking out and interviewing potential individuals to work on task forces for different projects. We have created a form that allows interested individuals to share their strengths, skills and passions with the committee co-chairs. After receiving a new form, we will interview them to determine best placement within task forces based on their responses. This form has not been placed on the Illinois Swimming website yet and is only being sent to individuals who reach out to the committee first. It also has been reviewed in a preliminary capacity to meet requirements regarding the collection of personal data for USA Swimming Safe Sport and the Children's Online Privacy Protection Act (COPPA). We will be using this information to also track interactions that we have with people across the LSC to build future contact lists.

Our outreach to clubs continues, generally in person at meets, to push the DEI resource list out. We are also asking clubs we've been in contact with to consider finding a DEI Ambassador within their team to be in direct contact with us. We hope this will alleviate extra work for head coaches. Athlete member, Shinyi Ding, is leading a resource list audit with our other athlete members to ensure that links work and are still relevant to our members. The following teams have posted either a link to the resource list on Illinois Swimming or the entire list onto their team websites: Barrington Swim Club, Cats Aquatics, Chicago Wolfpack, Core Aquatics, Glenbrook Swim Club, Highland Park Aquatics, Hornet Swim Club, Mundelein Mustangs, NASA Wildcats, Patriot Aquatics, Palatine Park District and St. Charles Swim Team.

We have begun to create an example meet packet which includes information for athletes with disabilities. This will allow coaches and athletes the ability to better understand how to declare an accommodation for races. Our intention is to share this example with clubs across the LSC and for all meet packets to be updated with this information by the start of the Spring 2022 season.

Lastly, on Thursday, December 16th our committee will meet to decide on project leads and begin planning DEI events which include Positive Coaching Alliance (PCA) workshops and a Multicultural meet that is being hosted in Evansville, Indiana.

Respectfully Submitted,

Alex Cramer
Ben Pearthree