

The Past year on the board and as committee chair has gone by so fast. I feel the Board has really been supportive in making DI a priority. DI is really a part of everything we do as an LSC. A highlight for me is the valuable insight I gained USA Conference in Chicago. In addition, I couldn't have asked for a better committee. The Iowa Swimming Diversity and Inclusion Committee is active, hard working, innovative and conscientious. We are made up of athletes, parents, officials, and coaches. Many of our "new recruits" are active in response to the Constant Contact Communication approved by the BOD and sent out earlier this year.

Here are our Top 10 accomplishments from 2019:

1. The BOD provided funding for 2 female athletes and 2 female coaches to attend a Women's Leadership Summit in Colorado. This funding was instrumental in "getting the ball rolling for DI". It was our first "Win" and it promoted our Women in Swimming Initiative. The participant reports are listed on the DI tab of the ISI webpage. These athletes continue to be involved within the committee.
2. Diversity and Inclusion was able to aid the LSC by having the Registration and Outreach Documents, as well as FAQs docs professionally translated into Spanish. We were asked again in July to translate new Registration Documents, and one of our committee athletes was able to do this for us! Those are found on the registration page.
3. DI created and disseminated a survey to assess Outreach Opportunities in the LSC by obtaining a complete profile of what Outreach currently looks like within the LSC. Collection of these responses will provide us the information we need to fulfill one of our most important goals--increasing youth access and participation in Iowa Swimming. We need to view outreach as an Opportunity, not just a cost.
4. DI tracks trends. DI analyzes data collected by Iowa swimming in outreach, ethnicity, gender and disability-- to name few--as a way of understanding who we are so we can better increase access and participation. However, the composition of our sport remains somewhat a numerical mystery. Did you know that in 2018, 29.27% of Iowa Swimming members did not report their ethnicity to USA Swimming? That is an increase of ~3% from the previous year! We hope to change that!
5. Iowa DI has been working with National Initiative, "Check the Box" to encourage clubs and athletes to declare their ethnicity/disability. Our Committee created a "Check the Box flyer." We placed this flyer as an ad (attached) in the LC Championship Meet Program. In addition, Jen sent this flyer along with a letter from DI out to all Clubs and Coaches explaining the need to report ethnicity and disability. (We realize the location of the "box" is inconvenient, but the extra effort is appreciated!)
6. The importance of Checking the Ethnicity Box isn't just for important for outreach memberships. It is *vitaly important* to identify if this program has been successful in *not just attracting low-income families to the sport but to see if the program has attracted non-Caucasian members*. Improving the ethnicity box response is something USA Swimming's National Diversity and Inclusion Committee has established as a top goal. Knowing the Numbers allows us to track the trend and Access to new swimmers is an issue that affects us all.
 - o Speaking of trends that increase the membership of our sport—Did you know that Iowa shares a trend with USAS Nationally? Nationally, though USAS saw a decline in membership over the past year, outreach membership increased. The outreach

2019 Diversity & Inclusion Chair Report
20 August 2019

membership trend has been documented for several years. This is happening in Iowa, too. In 2018, Iowa swimming experienced a decrease in membership of .7% but outreach increased by just over 2%. Within this trend is another interesting tidbit: a shift within this 2% change shows a decrease in female outreach membership in Iowa. Conversely, male outreach membership significantly rose over the past year.

7. The DI committee has also been working with Technical Planning to encourage adoption of motivational time standards for Para athletes. We helped facilitate TCP's efforts by networking with other LSCs and, after gathering data, forwarded their Para information along with the new National Time standards on to TCP (the experts) to use as templates. We have also accessed national resources for officials regarding Para athletes that we will distribute to the Officials Committee.
8. DI is working with Splash Multi-Sport to bring clubs access to an outreach program that helps offset the initial start-up costs associated with swimming—equipment. More to come!
9. The DI has been trying to encourage 3 subcommittees of Women in Swimming—Coaches, Officials and Athletes.
 - The “Women in Officiating” subcommittee gathered nominations from female officials nominating an Official for the National Officials Excellence Award. The nomination process included telling the subcommittee how these officials promoted the recruitment, advancement and inclusion of female officials in Iowa through leadership, mentorship, support and Education. After a subcommittee vote these Nominees were presented to the full DI committee and presented to the Officials Recognition Subcommittee to recommend for this National Award. The officials hope to promote other ways of recognizing and encouraging female leadership.
 - As mentioned above, the BOD promoted leadership for female athletes and coaches through attending the Women's Summit. To reach an even larger population of women in swimming DI hopes to facilitate a workshop for female coaches and athletes held in Iowa.
10. DI Secured budget funding from BOD and at HOD. We are really excited about the support for Diversity and Inclusion within the LSC and the opportunities it will bring. We are grateful for funding that will bring about programming that educates, initiates and celebrates Diversity and Inclusion in Iowa.

Goals for 2019/2020

1. Promote Para Athlete inclusion.
2. Foster outreach environment that builds the base and looks for new membership for Iowa Swimming.
3. Educate the athletes, leaders and other members about the need and purpose of DI within Iowa Swimming to foster a more inclusive culture in both action and policy.
4. Celebrate this culture through recognition and opportunity as well as a social media presence.
5. Continue to promote and gather demographics for the LSC and USA swimming.