



Metropolitan Swimming
Diversity, Equity, and Inclusion Committee
Committee Chair Report

May 1, 2022

The Diversity Equity and Inclusion Committee (DEI Committee) serves the Metro community by providing education, support and quality opportunities for members to achieve excellence in a diverse swimming community. Our committee is made up of Metropolitan Swimming members who volunteer their time in service of our LSC.

Outreach membership

USA Swimming and Metropolitan Swimming offers a membership program to help and encourage the economically disadvantaged youth who are unable to afford the USA Swimming membership fees.

Currently we have a total of 115 swimmers that are registered outreach within our LSC. This number is an increase from the 73 registered swimmers during the previous FY 20-21.

Looking forward to working with member clubs to find ways to increase membership through outreach and ensure the swimmers who are currently registered continue to receive the support they need.

Meet Fee Reimbursement

Program continues to offer financial support in the form of meet entry fee reimbursement to qualifying registered outreach athletes within the LSC. Additionally, for the second year in a row, the committee was able to cover costs for any registered outreach athletes who competed in this years short course Metropolitan Swimming JO Championships.

Looking forward to continuing this program into the next fiscal year, with hopes of being able to support swimmers in need.

Donations

DEI committee received small number of donated swim equipment and gently used tech suits from the Metro membership community. Additionally, a large number of TYR swim equipment was also received from Metro Office. As was done in the past, these items were distributed amongst the teams within the LSC to be handed out to swimmers in need.

DEI Committee Meetings & Members

Committee included many new members who were committed to and willing to bring new creative ideas to the committee. Committee successfully held 3 meetings via zoom, each in July 2021, September 2021 and January 2022. Goal for upcoming year is to try and have more in person committee meetings.

DEI University (DEI 101)

Committee Chair held the 1st ever DEI 101 session on January 8th, 2022 at the NCAC facility in Long Island. Great session with the Senior Group of LIAC-MR. Congratulations to the LIAC Senior group who attended on being the first graduation class of DEI 101. Any teams interested in having their clubs participate in this program, please reach out to the DEI Chair.

Special thanks to Dave Ferris and Ginny Nussbaum for their generous monetary donation to Metropolitan Swimming's DEI. The committee is looking forward to developing a plan to utilize this donation for the purposes that it has been earmarked for.

**Respectfully Submitted,
Lamar DeCasseres- DEI Chairperson**