



Western Zone Diversity & Inclusion Committee Report
Educate, Initiate, Celebrate
USAS Convention September, 2019

Report Submitted by: Verónica Hernández, WZ D&I Coordinator

Committee Members:

AK	Josh Gregor	WZ Coach Director	Sean Redmond
AZ	Mozette Humphreys	WZ Director	Dale Ammon
CA	Sarah Dawson	Disability Rep	Paul Stockett
CA	Virgil Chancy	WZ Athlete Rep	Maria Davila
CC	Julianne Tuggle	Athlete Rep	Julissa Arzave
CO	Sean Hatzenbuehler	Athlete Rep	O'Shay Birdinground
HI	Michael Osborne	Athlete Rep	Tyryn Empremsilapa
IE	Kevin Eddy		
MT	Susan Huckleby		
NM	Doug Forbes		
OR	Emily Melina		
PC	Kent Yoshiwara		
PN	Dane Wolfram		
SI	Krissy Payton		
SN	Justin Lomas		
SR	Stephanie O'Malley		
UT	Ezra Silva		
WY	Caleb Cohoon		

Activity and Achievement of 2018-2019:

We now have a D&I Chair in Every LSC in the WZ! The majority of LSC's have some kind of funding and are working toward promoting Diversity & Inclusion. Programs such as D&I camp, D&I summits for coach and parent education, water safety days, swim lessons, meet entry fee assistance, team grants, individual athlete scholarships, meet travel assistance, all-star meet assistance, multi-cultural meets, introductory meets, and partnerships with local Sigma Gamma Rho chapters have been established in multiple LSC's. LSC's have funded assistance for coaches to attend Women's Leadership meetings/summits and have started D&I marketing campaigns or Check the Box campaigns. Not every LSC is as active as some, but efforts have been increasing.

The WZ D&I committee has increased the number of athlete participants at meetings, and has encouraged all LSC committees to get athletes involved.

The committee has had multiple discussion on the LSC Bylaws template and have made efforts to encourage D&I Committee Chairs to advocate for a vote on their board. Some boards have already approved their bylaw changes, and some chairs have lost their vote, but of those remaining we are hopeful that D&I Chairs will maintain or gain a vote.

The committee has made a push to have LSC websites updated and contact information for D&I chairs to be made available and visible. LSC's should also be posting information about USA-S's policies and practices on Trans Gender athlete participation and competition for coaches, officials and athletes.

The committee is working to standardize the selection process for the Zone D&I Select Camp across the 4 zones. We have used IMX Scores and Power Points, in combination with Motivational Time Standards in the past, and USA-S is going to incorporate this into the selection for all of the zones.

The National D&I committee has been working on educational materials to share with zones and LSC's. The WZ D&I committee has taken time to discuss these materials to help facilitate discussions within LSC's. Topics include Equity vs Equality, Bias and Unconscious Bias, Inclusive vs Exclusive Language, LGBTQ Vocabulary and Pronoun Usage.

Action Items In-Progress / Pending:

Educate, Initiate, Celebrate – This is the on going mission of both the National and WZ D&I committees. Promoting a diverse and inclusive sport will be ongoing work for all in USA Swimming and we are dedicated to being leaders in this work.

Increasing athlete participation on all LSC D&I committees will continue to be a priority. All LSC's are encouraged to include their athlete reps on the WZ committee.

The WZ will be piloting a new platform for WZ D&I Select Camp applicants. The platform is still in the trail phase, but we are working with USA-S to streamline the process of applying for this camp and hope to make it all paperless for the coming camp cycle.

The next WZ D&I Select Camp is to be held June 11-14, 2020. Multiple LSC's are looking at pools/sites to host the camp, but no bids have been completed yet. Interested applicants click here:

https://usaswimming.az1.qualtrics.com/jfe/form/SV_3DhBYmiylkpZnCd