



**WESTERN ZONE DIVERSITY, EQUITY & INCLUSION CAMP  
and DIVERSITY, EQUITY & INCLUSION SUMMIT  
May 28-30, 2021  
Hosted via Zoom Conference Call  
Information Sheet**

**Purpose:** Instill a vision of success and inspire athletes from under-represented populations to become leaders in the sport of swimming.

**Goals:** To empower athletes from ethnically underrepresented populations, those economically disadvantaged, and LGBTQ+ and their coaches to:

1. Demonstrate the viability of inclusiveness in swimming within their local LSC.
2. Achieve performance excellence at every level of the sport.
3. Expound the benefits and value of participating in the sport of swimming.
4. Be positive leaders and role models that others from socioeconomic backgrounds can emulate.
5. To connect, network, and promote the virtues of the sport of swimming through a comprehensive strategy involving the athletes, coaches, volunteers and LSC Diversity, Equity & Inclusion (DEI) Chairs in their own local LSC's and throughout the Western Zone.

**Site:** Due to the uncertainty surrounding the COVID-19 pandemic, the 2021 WZ DEI Camp will be hosted in an online format via Zoom.

**Dates:** May 28-30, 2021.

**Number of Attendees:** 4 athletes from each LSC in the Western Zone. Each LSC may also submit up to 2 athlete alternates. 1 DEI Chair per LSC, 1 Athlete Representative and up to 2 other volunteers, which may include a coach, DEI Committee member, official and/or other volunteers from each LSC.

If, after the deadline, there are openings available for additional swimmers or summit participants, the alternates submitted by each LSC will be considered to attend the camp/summit. LSCs will be notified by May 1 if their alternates have been accepted. Payment for alternates attending the camp must be received by May 15.

**Athlete Age:** Camp participants should be 13-16 years of age at the time of the camp. Athlete Representatives attending the Summit should be between 13-18 years of age at the time of the summit.

**Preferred Qualifications:** Athletes must have an "A" time in one or more events in any course either as a 13-14 or a 15-16 year-old athlete. Designate the time standard achieved and age on the application.

**Secondary Qualifications:** If an LSC has no athletes apply who meet the preferred qualifications then the LSC may select athletes who have qualified in at least one individual event in their local LSC championship meet (Junior Olympics) in either SCY or LCM seasons.

**Additional Information:** If an athlete has attended a previous in-person Western Zone Diversity and Inclusion Select Camp or a USA Swimming National Diversity Select Camp, the athlete may not attend this Western Zone Diversity, Equity, & Inclusion Select Camp. An athlete may attend only one in-person Western Zone Diversity, Equity, and Inclusion Select Camp. Attending this virtual camp will not bar an athlete from attending a future in-person camp.

**Camp Schedule:** The camp program will include a combination of dryland training, motivational and education sessions and networking sessions for all participants. There will be two session per on Saturday and Sunday of the camp, plus a short introductory session on Friday evening.

**Summit Schedule:** The summit program will include strategic planning sessions and goal-setting with their LSC specific athletes, team building sessions and facilitated discussion on DEI topics. There will be two session per on Saturday and Sunday of the summit, plus a short introductory session on Friday evening. There will be at least one session held in conjunction with the camp athletes.

**Application:** A general application template will be will be sent to all LSC DEI Chairs and General Chairs. LSCs are encouraged to utilize this template as a baseline for their application and are encouraged to post on their LSC website and, if applicable, social media pages for ease of access. LSC will be responsible for collecting all of the applications from their LSC and making both camp athlete and summit participant selections.

**LSC Selection Process for Camp and Summit:** Each LSC will select the four (4) athletes and two (2) alternates that they wish to represent their LSC using the provided application template. The LSC will select an active Athlete Representative from an under-represented group of USA Swimming, who serves on the LSC's DEI committee, or who is pursuing ways to increase DEI objective in the LSC. The LSC will then select either a coach from an under-represented group of USA Swimming, or who coaches a diverse cultural team based on their own LSC evaluation, and another active DEI committee volunteers or LSC representative.

**Application Deadline:** In order to be considered to attend, individuals must submit their application to their respective LSC **no later than April 1, 2021**. Each LSC must then submit their list of the attending athletes, athlete alternates, DEI Chair and other summit participants by **April 18, 2021** to the Western Zone DEI Camp Committee (vhernandez@pacswim.org) using the subject line "2021 WZ DEI CAMP LSC ATTENDEES". Please include a spreadsheet with all selected athletes' and summit participants' contact information in either a .doc or excel format.

**A camp and summit fee of \$75 per participant (excluding alternates) must be mailed to the address below at the time of submission.**

Checks payable to: Western Zone Swimming  
Western Zone DEI Select Camp  
2540 Yerba Hills Court,  
San Jose, CA 95121

**Funding:** Each LSC will fund four athletes plus any alternates accepted, their Diversity Chair, an Athlete Representative and up to two other volunteers. As this year we are planning for a virtual format, funding will be utilized to cover speaker fees and camp gear for participants.

**If you have any questions or concerns please contact the Western Zone DEI Coordinator, Verónica Hernández, at [vhernandez@pacswim.org](mailto:vhernandez@pacswim.org).**