



HOD meeting

April 6 2019

Diversity and Inclusion Committee



Diversity & Inclusion Committee members

Chung, Kenneth - Committee Chair, Official

Himsieh, Alexis - Swim parent, MARS

Johnson, Nick - Coach, Blue I Group, Mansfield
Aquatic Club

Pereira, Rodrigo - Head Age-Group Coach, City of
Plano Swimmers

Pretorious, Johan - Athletes representative

Tadlock, Gabby - Athletes representative



NTS D&I Mission

To promote, inform and expand competitive swimming to under-represented community throughout North Texas territory



Agenda

- Southern Zone Diversity & Inclusion Select Camp update
- Outreach membership program - improve awareness
- D&I survey response



Southern Zone Diversity & Inclusion Select Camp

- Southern Zone D&I Select camp could be a stepping stone to the D&I National Select camp
- D&I committee voted with criteria of best time AA or better
- 3 athletes with 2 alternates were selected among 9 applicants

2019 Southern Select Camp attendees

Athletes:

- Cali Castro - Lakeside

Aquatics

- Nicolas Gomez - Elite Swimming

- Azalea Shepherd - Lakeside Aquatics

- Maguire Sheppard - City of Plano Swimming



Better publize Outreach membership

Not easy to be found anywhere

Proposal:

- Publish the Outreach criteria and application process in the NTS website, D&I page
- Ask each team website to add the link of the Outreach membership to their team site



Outreach membership Criteria

Age: Outreach membership should be available to athletes of all school ages.

Eligibility: Students qualifying for the free lunch program need to submit a letter from the school on school letter head stating the student qualifies for the free lunch program and submit with the Outreach Registration form, along with copy of birth certificate for new athlete registration, to their club. The club will then submit the application to the North Texas Swimming Membership and Registration Chair for determination of eligibility.

If the athlete is home schooled, then the family must submit a copy of their most recent tax return and their income is checked against the Federal income eligibility guidelines.

[https://www.teamunify.com/TabGeneric.jsp?
tabid=98209&team=ntslsc](https://www.teamunify.com/TabGeneric.jsp?tabid=98209&team=ntslsc)

Benefits: Reduced annual registration fee from ~~\$80~~ to ~~\$5~~. Application must be submitted and approved every year.



NTS D&I survey

- Need your help to fill it out the survey
- Please provide proper contact responsible for filling out the short survey



Survey questions

- Number of swimmers on your team
- Does your team currently provide financial support for training fees ?
- If the answer to the above question is yes, what criteria does the support base on and how many swimmers are participating
- Does your team currently provide financial support for Meet fees?
- If the answer to the above question regarding meet fees is yes, what criteria does the support base on. How many swimmers are currently participating
- Any other form of assistance provided, please describe
- Are members of your team aware of the Outreach Program
- Do you have any recommendations of D&I programs that NTS can offer. Please describe.



Thank you or your support !