



PAC DEI Guidelines

Adopted in August 2020, based on resources from Portland Public Schools, Beaverton School District, and North Clackamas School District.

Diversity, Equity, Inclusion Club Guidelines

1. PAC is a community of athletes committed to equity and the success of each individual. This commitment means that athlete success will not be predicted nor predetermined by race, ethnicity, family economics, mobility, language, marital status, gender, sexual orientation, gender identity, disability, initial proficiencies or religion. Further, no athlete will be denied the same opportunity to participate in or subjected to discrimination under any program or activity conducted by PAC.
2. At PAC, we strive to nurture dreams, celebrate history and cultural heritage, foster love of swimming, and support physical, emotional and social needs.
3. The principle of equity goes beyond formal equality where all persons are treated the same. Instead, equity fosters an inclusive and barrier-free environment in which everyone will fully benefit. PAC will apply this principle of equity to all policies, meets, practices and resource allocations. All swimmers will have access and opportunity to a high-quality swimming experience.
4. PAC shall provide every athlete with equitable access to high quality coaching, support, facilities and other opportunities, which could include differentiating the allocation of resources (e.g. funding, equipment, coaches) to accomplish this goal.
5. Race should not be a predictor of swimmer achievement and success.
6. We will strive to create a culture that proactively works to counteract inequities within the club. We highly value our athletes, families, and the PAC community.
7. Swimmers, parents, and coaches throughout the PAC should be self-aware and proactively take personal responsibility to learn, grow and adapt to support Diversity, Equity, and Inclusion.
8. We will strive to recruit coaches, staff, and Board members from diverse backgrounds and different lived experiences to help recruit and retain a diverse group of swimmers.
9. We strive to create an Equity Lens, specifically as it relates to planning activities, following the 5 Ps.
 - a) *Partnership* (elevates multiple perspectives from historically underserved communities)
 - b) *People* (reflect the diversity of our swimmers and swim community)
 - c) *Place* (is safe, inclusive and affirming for historically underserved student-athletes and their families)
 - d) *Policy* (articulates a vision for equity)
 - e) *Practice* (eliminates gaps in access, opportunity, and expectation)



10. The Club prohibits discrimination and harassment based on any basis protected by law, including but not limited to, an individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity, gender expression, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veteran status, or because of a perceived or actual association with any other persons within these protected classes.

Athlete-specific DEI Guidelines

1. We expect PAC swimmers and representatives to maintain these guidelines at practices, meets and in their day to day experience. This includes and is not limited to visiting clubs, staff, and visitors at community centers. PAC swimmers are also expected to set an example for swimmers on other teams.
2. Maximizing the athlete's achievement requires allocating resources equitably, not necessarily equally, not only race, but also ability level. While older swimmers may require more water time to get into shape, the needs of the younger swimmers will also be accounted for in an equitable way.
3. We will work to incorporate the voice, culture, and perspectives of athletes, families and communities that reflect the athlete's demographics to support and enhance success in order to celebrate differences to create a sense of belonging for everyone.
4. Athletes are self-aware and proactively take personal responsibility to learn, grow and adapt to support Equity and Social Justice. Athletes are aware of the potential impact of Equity and Social Justice to drive meaningful change and increase outcomes and success.

Non-Athlete PAC Representative DEI Guidelines

1. In addition to the above guidelines, all PAC representatives, regardless of their role, are encouraged to:
 - a) Believe in the **capacity** in self and others to be a change agent
 - b) Seek **counter-stories** to build authentic relationships across differences
 - c) Challenge the **dominant ideology** about behavior and thinking to disrupt the status quo
 - d) Acknowledge that there are **multiple pathways** to success.
 - e) Are **committed** to taking actions for equity, every day
2. All adults are held accountable to their actions that actively undermine PAC's goal of Diversity, Equity, and Inclusion.

Definitions

Where applicable, we provided a link to the page where we took the definition.

Counter-Story: An alternative or opposing narrative or explanation [Oxford Reference](#)

Diversity: Representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. [Ford Foundation](#)



Dominant ideology: Ideas, attitudes, values, beliefs, and culture of the ruling class in a society; usually also the function of these in validating the status quo. [Oxford Reference](#)

Equality: Giving everyone the exact same resources. [Mental Floss](#)

Equity: Distributing resources based on the needs of the recipients. [Mental Floss](#)

Inclusion: Building a culture of belonging by actively inviting the contribution and participation of all people. [Ford Foundation](#). Inclusion involves authentic and empowered participation and a true sense of belonging.

Non-athlete PAC representative: Includes adults with swimmers on PAC, PAC staff, volunteers, officials, and PAC Board

Social Justice: The objective of creating a fair and equal society in which each individual matters, their rights are recognized and protected, and decisions are made in ways that are fair and honest. [Oxford Reference](#)