

Virginia Swimming  
Diversity, Equity and Inclusion Committee Report  
September 28, 2021

Members Present: J. Minson, G. Hair, J. Simons, D. Smith, K. Harrington, O. Geddes, M. Richter, P. Donahue, G. Kimbel, D. Travis

Notetaker: D. Travis

Combining DEI/Disability Mission Statement

- Adjust the definition of disability to include physical and intellectual disabilities
- The group will cover athletes who qualify for Para and Special Olympics and other activities
- Make sure the statement is inclusive ... include a clause that says, "including, but not limited to..."

**Action Item: Mission statement update will become part of the updating the DEI/disability website working group.**

Activities

- Would we be interested in doing camps that address disabilities and diversity? Yes – set up similar to the IMX camp September 26, 2021.
- Provide education to coaches on dealing with swimmers with disabilities

Website - DEI Section

- Been completely overhauled
- Disability upgraded needed
- Trying to make the site user friendly for parents and coaches

**Action Item: Committee will make this a working group at the October meeting.**

Goals

- Creating a team atmosphere rather than a cliquish atmosphere – roundtable discussion
- In order to reach these goals we need to advertise what we are doing and work with partners to bring in the best resources
- Coaches training yearly for dealing with swimmers for disability and DEI
- Camps DEI, or Diversity
- Is it possible for each club to have a point person for DEI Education?

- Have a roundtable to discuss and share ideas about increasing diversity on swim teams

**Action Item: Working Group breakout will occur at the October meeting.**

#### Initiatives

- Have a person from every team on the call or a contact person to communicate with to share ideas with from the call

#### Long Term Goals

- Make swimmers within these categories comfortable within the competitive circuit
- Create diverse coaching staffs so the coaches are reflective of the athletes they are trying to bring in
- How can we incentivize coaching staff to have a more diverse staff and/or a more diverse team?

#### How do we address accessibility?

- Busses
- Working with the local school districts (Waynesboro)
- Foster homes
- Middle school lessons (Christiansburg)
- VSI has grants to help with costs for those on free and reduced lunch
- Fliers to go home with students to reach parents of underserved communities

**Future meeting dates: Last Tuesday of the month 8pm – October 26, 2021**