

DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2023 HOUSE OF DELEGATES MEETING
- **DDEI COMMITTEE**
- 10/15/2023
- KENT YOSHIWARA –
KYOSHIWARA@PACSWIM.ORG



MISSION STATEMENT

DDEI COMMITTEE

- PACIFIC SWIMMING'S DISABILITY, DIVERSITY, EQUITY & INCLUSION COMMITTEE AIMS TO INCREASE ACCESS TO SWIMMING IN ALL FACETS THROUGH EMPOWERING ATHLETES, PROMOTING ROLE MODELS, AND SUPPORTING RELATIONSHIPS AND MENTORSHIP FOR ALL WHO ARE ENGAGED IN SWIMMING. WE STRIVE TO CREATE A WELCOMING ENVIRONMENT TO BRING IN NEW AND DIVERSE PARTICIPANTS AND RETAIN THEM FOR LIFE LONG ENJOYMENT OF THE SPORT.

DIVERSITY & INCLUSION

WHAT ARE WE DOING?

- DIVERSITY CAMP – OCTOBER 22ND UKIAH
- GRANT AND DIVERSITY SCHOLARSHIP PROGRAM – SPRING & FALL
- MEET REIMBURSEMENT PROGRAM (MEFAP)
- OUTREACH MEMBERSHIP - ATHLETES AND NON-ATHLETES)
- WZ DIVERSITY CAMP/SUMMIT –
 - JUNE 2024 – OLYMPIC TRIALS (INDIANA)
- ON DECK MARKETING PROGRAM
- OUTSIDE DONOR PROGRAM (NEW)
- DISABILITY SWIMMING – PARALLEL TIME STANDARD

DIVERSITY & INCLUSION

OUTREACH CRITERIA

- SNAP
- ~~INDIVIDUAL FREE LUNCH PROGRAM~~
- COVERED CALIFORNIA/MEDICAL
- SECTION 8 HOUSING
- JOBS / CALWORKS
- HOMELESS COALITION
- FAMILY INCOME BELOW THE STATE POVERTY LEVEL

DISABILITY SWIMMING

PARALLEL TIME STANDARD

- AGE GROUP CHAMPS
- FAR WESTERNS

Para 1 LSC Motivational Time Standards																	
P1 - non-ambulatory (wheelchair bound): limited use of all four extremities	Girls								P1	Boys							
	10 & U P1		11-12 P1		13-14 P1		15 & O P1			10 & U P1		11-12 P1		13-14 P1		15 & O P1	
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
	1:44.49	1:44.49	1:34.69	1:34.69	1:26.19	1:26.19	1:24.89	1:24.89		50 FR	1:39.29	1:39.29	1:30.29	1:30.29	1:21.29	1:21.29	1:18.29
	3:39.19	3:39.19	3:18.59	3:18.59	3:00.79	3:00.79	2:58.09	2:58.09	100 FR	3:44.19	3:44.19	3:23.79	3:23.79	3:03.49	3:03.49	2:56.69	2:56.69
	8:44.89	8:44.89	7:55.69	7:55.69	7:12.99	7:12.99	7:06.49	7:06.49	200 FR	6:09.09	6:09.09	5:35.59	5:35.59	5:01.99	5:01.99	4:50.90	4:50.90
	2:03.59	2:03.59	1:51.99	1:51.99	1:41.99	1:41.99	1:40.39	1:40.39	50 BK	1:22.89	1:22.89	1:15.39	1:15.39	1:07.89	1:07.89	1:05.39	1:05.39
	3:47.19	3:47.19	3:25.89	3:25.89	3:07.49	3:07.49	3:04.59	3:04.59	100 BK	3:01.19	3:01.19	2:44.69	2:44.69	2:28.19	2:28.19	2:22.69	2:22.69
	1:54.39	1:54.39	1:43.63	1:43.63	1:34.39	1:34.39	1:32.99	1:32.99	50 BR	1:29.59	1:29.59	1:21.49	1:21.49	1:13.29	1:13.29	1:10.59	1:10.59
	5:26.29	5:26.29	4:55.69	4:55.69	4:29.19	4:29.19	4:25.19	4:25.19	100 BR	4:19.99	4:19.99	3:56.39	3:56.39	3:32.69	3:32.69	3:24.89	3:24.89
	3:03.89	3:03.89	2:46.69	2:46.69	2:31.79	2:31.79	2:29.49	2:29.49	50 FL	2:48.09	2:48.09	2:32.79	2:32.79	2:17.49	2:17.49	2:12.39	2:12.39
	7:35.89	7:35.89	6:53.15	6:53.15	6:16.19	6:16.19	6:10.49	6:10.49	150 IM	7:30.09	7:30.09	6:49.19	6:49.19	6:08.19	6:08.19	5:54.59	5:54.59

Para 2 LSC Motivational Time Standards																	
P2 - dwarfism, multiple limb deficiencies, ambulatory with assistance, can be wheelchair bound with high functioning upper body.	Girls								P2	Boys							
	10 & U P2		11-12 P2		13-14 P2		15 & O P2			10 & U P2		11-12 P2		13-14 P2		15 & O P2	
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
	56.89	59.79	51.49	54.19	46.89	49.39	46.19	48.59		50 FR	53.99	56.79	49.09	51.69	44.19	46.49	42.59
	2:06.59	2:13.19	1:54.69	2:00.69	1:44.39	1:49.89	1:42.79	1:48.19	100 FR	1:59.09	2:05.29	1:48.29	1:53.99	1:37.39	1:42.59	1:33.79	1:38.79
	4:20.49	4:34.19	3:56.09	4:08.49	3:34.89	3:46.29	3:31.69	3:42.79	200 FR	4:11.89	4:25.09	3:48.49	4:00.99	3:26.09	3:36.89	3:18.49	3:28.89
			9:37.09	7:51.09	8:45.39	7:08.89	8:37.49	7:02.39	400/500 FR			9:37.89	7:51.69	8:40.09	7:04.49	8:20.79	6:48.79
	1:09.09	1:12.69	1:02.59	1:05.89	56.99	59.99	56.09	59.09	50 BK	1:01.09	1:04.29	55.49	58.39	49.99	52.59	48.09	50.69
	2:39.79	2:48.19	2:24.79	2:32.49	2:11.89	2:18.79	2:09.89	2:16.69	100 BK	2:32.79	2:40.89	2:18.89	2:26.29	2:05.09	2:11.59	2:00.39	2:06.79
			4:58.79	5:14.49	4:31.99	4:46.29	4:27.89	4:41.99	200 BK			4:20.89	4:34.59	3:54.79	4:07.09	3:46.09	3:57.99
	1:12.09	1:15.89	1:05.49	1:08.89	59.59	1:02.69	58.69	1:01.69	50 BR	1:09.19	1:12.79	1:02.89	1:06.19	56.59	59.59	54.49	57.39
	2:39.99	2:48.39	2:24.99	2:32.59	2:11.99	2:18.89	2:09.99	2:16.79	100 BR	2:33.39	2:41.49	2:19.49	2:26.79	2:05.49	2:12.09	2:00.89	2:07.19
			5:17.19	5:34.19	4:24.89	4:38.79	4:44.69	4:59.59	200 BR			5:00.99	5:16.79	4:30.89	4:45.09	4:20.89	4:34.59
	1:09.59	1:13.19	1:03.09	1:06.39	57.39	1:00.39	56.59	59.49	50 FL	55.89	58.79	50.79	53.49	45.69	48.09	43.99	46.39
	2:58.89	3:08.29	2:42.09	2:50.59	2:27.59	2:35.29	2:25.39	2:32.99	100 FL	2:55.29	3:04.49	2:39.39	2:47.79	2:23.39	2:30.99	2:18.09	2:25.39
	5:31.79	5:49.19	5:00.59	5:16.39	4:33.69	4:48.09	4:29.59	4:43.69	200 IM	5:12.39	5:28.89	4:43.99	4:58.99	4:15.59	4:29.09	4:06.19	4:19.09

Para 3 LSC Motivational Time Standards																	
P3 - single limb deficiencies, visual impairments, intellectual impairments, ambulatory without significant assistance.	Girls								P3	Boys							
	10 & U P3		11-12 P3		13-14 P3		15 & O P3			10 U P3		11-12 P3		13-14 P3		15 & O P3	
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
	44.09	48.89	39.89	44.29	36.39	40.39	35.79	39.69		50 FR	39.79	44.19	36.19	40.19	32.59	36.19	31.39
	1:33.89	1:44.29	1:25.09	1:34.49	1:17.49	1:26.09	1:16.39	1:24.79	100 FR	1:26.49	1:36.09	1:18.59	1:27.29	1:10.79	1:18.59	1:08.09	1:15.69
	3:51.49	4:17.19	3:29.79	3:53.09	3:10.99	3:32.19	3:08.09	3:28.99	200 FR	3:17.69	3:39.59	2:59.69	3:19.69	2:41.69	2:59.59	2:35.79	2:53.09
	8:46.89	7:43.19	7:57.59	6:59.79	7:14.79	6:22.19	7:08.19	6:16.39	400/500 FR	8:31.99	7:30.09	7:45.49	6:49.19	6:58.99	6:08.29	6:43.49	5:54.69
			18:00.49	15:19.59	16:32.09	14:04.39	16:18.49	13:52.79	800/1000 FR			18:21.59	15:37.49	16:31.39	14:03.69	15:54.69	13:32.49
			32:31.69	30:29.19	30:01.09	28:08.19	29:37.99	27:46.39	1500/1650 FR			34:04.19	31:55.79	30:39.71	28:44.19	29:31.53	27:40.29
	53.39	59.29	48.39	53.69	44.09	48.99	43.39	48.19	50 BK	45.59	50.69	41.49	46.09	37.29	41.49	35.89	39.89
	1:52.49	2:04.99	1:41.99	1:53.29	1:32.89	1:43.19	1:31.49	1:41.59	100 BK	1:36.09	1:46.79	1:27.39	1:37.09	1:18.59	1:27.39	1:15.69	1:24.09
			4:04.79	4:31.89	3:42.99	4:07.69	3:39.59	4:03.89	200 BK			3:29.49	3:52.79	3:08.59	3:29.49	3:01.59	3:21.79
	56.79	1:03.09	51.49	57.19	46.79	51.99	46.09	51.19	50 BR	49.79	55.29	45.29	50.29	40.79	45.29	39.29	43.59
	1:59.69	2:12.99	1:48.49	2:00.49	1:38.69	1:49.69	1:37.19	1:47.99	100 BR	1:50.59	2:02.89	1:20.49	1:51.69	1:30.49	1:40.49	1:27.19	1:36.79
			4:20.29	4:49.19	3:56.99	4:23.29	3:53.29	4:19.19	200 BR			3:40.09	4:04.49	3:18.09	3:40.09	2:56.09	3:31.89
	48.29	53.59	43.69	48.49	39.79	44.19	39.19	43.49	50 FL	43.29	48.09	39.29	43.69	35.39	39.29	31.49	37.89
	1:41.69	1:52.89	1:32.09	1:42.29	1:23.89	1:33.19	1:22.59	1:31.69	100 FL	1:30.89	1:40.99	1:22.79	1:31.99	1:14.39	1:22.59	1:06.09	1:19.59
			3:40.99	4:05.49	3:21.39	3:43.69	3:18.09	3:40.09	200 FL			3:29.19	3:52.39	3:08.29	3:29.19	2:47.39	3:21.39
	3:57.99	4:24.39	3:35.69	3:59.59	3:16.29	3:38.09	3:15.39	3:34.79	200 IM	3:29.69	3:52.99	3:10.69	3:31.79	2:51.59	3:10.69	2:32.49	3:05.59
			8:34.59	9:25.49	7:48.39	8:34.69	7:41.39	8:26.59	400 IM			7:46.79	8:20.09	6:56.79	7:30.09	6:40.09	7:13.39



DIVERSITY & INCLUSION CAMP





DIVERSITY & INCLUSION

GRANTS – AWARDED

CARSON CITY TIGERSHARKS OAKLAND TSUNAMI
FORT BRAGG AQUATICS OAKLAND UNDERCURRENT
MONTEREY COUNTY AQUATICS TEAM STARFISH
AQUATICS MLK BLUE DOLPHINS OAKLAND
BARRACUDA PRESIDIO COMMUNITY YMCA OF SF
LAKE COUNTY CHANNEL CATS RICHMOND SAILFISH
NORTHERN NEVADA AQUATICS YMCA PACIFIC
AQUATIC CLUB VALLEJO AQUATIC CLUB RENO
AQUATIC CLUB FORT BRAGG AQUATICS
MENDOCINO COAST SEA DRAGONS SEBASTOPOL
SEA SERPENTS QUICKSILVER SWIMMING

PACIFIC SWIMMING - DIVERSITY

- QUESTIONS/COMMENTS
- CONTACT -
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