



REPORT 2017

USAS United States Aquatic Sports

USA Swimming Convention - Dallas, TX

Kent Yoshiwara

Diversity and Inclusion Chair

Tuesday - September 12

3:00 - 4:00 Diversity & Inclusion 101 - [Marsalis B]

MJ Truex - Director of Programs and Services - Mission Statement

101 Workshop Goals

- Organizational D&I Structure
- LSC Diversity Chairs

D&I Goals

#1 Provide safe and inclusive environment

#2 Educate, embed and provide resources

#3 Reduce the gap

Core Programming

- Diversity Camp Progression
- Education
- Community Swim Teams

Membership Trends & Stats

Bar chart/graphs

African American

Hispanic/Latino

Asian

Multiracial

D&I Chairs engagement task force - Audrey Bell / Emily Melina

Zone Directors / Zone Diversity Coordinator / Camp Leads / USA Swimming

Juan Caraveo - Manny Banks

Job Description - Duties and Responsibilities

Position Progression - Goals

Zone Diversity Camp / Regional Summits

Budget / Funding - put line items under different categories

Manuals and Directories - were sent out earlier (August 28)

4:00 - 6:00 Diversity & Inclusion Chairs Workshop: Role Playing Common Scenarios - [Marsalis B]

Intro by MJ / Juan / Manny- safe space

Role playing different scenarios - actors from the audience

ICE -

SARA -

Situation - State where, when, place

Action - state the actual action (without judgement/interpretation)

Response - why is this a problem

Alternative - provide an alternative

[from the WZ-Audrey UT, Sean SI, Jeremiah NM, Krissy SI, Michael CA, Paul PC, Emily OR, Lisa PN, Sarah CA]

Wednesday - September 13

10:00 - 10:20 Breaking Down Barriers: D&I Grab and Grin [Pegasus B]

Opening - Manny Banks/MJ/Juan

Bring a friend next time....

Intro of the **National Committee** members:

Naomi/Audrey/Emily/Stanley/Lisa/Mike/Jennie/Tom

Audrey/Emily - Task force update - sent out Contact list to all D&I Chairs

Naomi/Tom/Mike

Naomi - Why are you here today? finance/space/staff

Tom - far out of the box thinking...potential funding sources

[most of the presentations appear to focus on team/clubs more Club Development, less D&I, less LSC]

Mike - presentation on the Buffalo Racers program in Buffalo New York....

10:20 - 11:20 Let's talk: Opening up the D&I Conversation [Pegasus B]

12:00 - 1:30 WZ D&I Lunch [Cindi's Deli]

2:30 - 3:50 WZ Open D&I Meeting [Cumberland C]

22 participants attended this meeting. 2 participants from the Eastern Zone, and 1 from USA Swimming.

The following LSC's were represented:

Colorado, San Diego, Utah, Montana, Pacific, Pacific Northwest, Oregon, Niagara, New Mexico, Hawaii, Southern California, and Alaska. This was the first time that we were able to get a room and on the Convention Schedule.

Main discussions were:

- Introduction and round robin of what we are doing in our LSC's
- 2018 D&I Camp update
- Travel meet - Black History meet
- transgender athlete meet participation
- Disability athlete inclusion

Thursday - September 14

10:00 - 11:55 Diversity and Inclusion - [Cottonwood]

Closed session 10:00-10:36

Introduction of Committee members

Introduction of Task Forces

- Mike - LEAK Task Force update
- Audrey - D&I Chairs Activation
- Jennie - D&I Stamp of Approval Task Force
- Outreach Membership Task Force
- I presented a presentation on Outreach membership with input from Susan Huckleby/Dane Wolfrom/Laurie Benton
- Follow up Q/A

2:00 - 2:50 D&I Panel: D&I outside the industry - [Pegasys]

Moderator: Juan Caraveo - Sigma Gamma Rho, + two other panelists

- Share best practices. How they handled an issue, how they developed a policy
-

- Develop a business case.
- Need to prepare Goals. Be pro-active, better to be prepared, and not reactive
- Value, respect, and support; very important
- Do your research before you react

3:00 - 3:50 Meet G Ryan [Pegasys]

Speaker: G Ryan - NonBinary

- “No role models in athletes”
- “How often do you think about gender?”
- He / She / They => “THEY THEM THEIRS”
- Creating safe spaces
- Gender and Sexuality
- Important part - not man, not woman Gender Queer
- Pronouns ... “THEY” singular pronoun
- IOC and NCAA has rules. (sync’ed)
- USA SWimming has best practices (for minors)
- Anyone can swim in the MEN’S division
- Spaces - Men/Women??? Rest rooms???
- *“This bathroom has been liberated from the gender binary”*

4:00 - 6:00 Western Zone - General meeting - [Reunion F]

- I presented the D&I status, What have we worked on for the past year, and what is coming up:
 - Committee - meetings
 - Sub Committee - meetings
 - Contact List
 - LSC Program Assessment
 - WZ Travel/all star team to Washington DC Black History meet
 - 2018 San Diego D&I Camp/Summit (Krissy - San Diego)
 - [See Presentation - end of this report]

7:00 - 9:00 Town Hall- [Landmark]



- CEO gave background, on the process.
 - The task force formed at the request of the athletes/governance committee
 - The consultants
 - The review process
 - Setting and maintaining goals
 - Ensure systematic progress
 - Constituency
 - Board was a historical approach
 - Question: how does this change help the athlete?
 - The change makes for a more strategic approach. This allows the board to look strategically
 - Question: What is the next level of change for the LSC?
 - What's next for the board....Bill Turney to oversee training of the Board.
 - Question: How does this impact Committees?
 - No impact to most committees
 - Officials Committee - handled differently
 - Will it be possible to 'stack' the board?
 - Not more so, than now.
 - Nominees will be coming from different functional committees
 - Board mission driven approach?
 - Committee based vertical organization
 - Board creates the vision, and makes sure that there is financing to support the ideas.
 - Staff versus Volunteer Committee...2 avenues versus one staff
 - Staff will oversee the Committees instead of the current VP
 - Staff will select the volunteer committee members, and committee chairs
 - Going from point A to point B. incremental change through the year. With completion in one year, by September 2018.
-

- Action plans have been developed

Friday - September 15.

8:00 - 10:00 Official Burning Issues - [Reunion A->F]

Myths and Legends

National deck uniform is changing. This change does not impact the LSC uniform.

National, Jr Nationals, Pro Series

Q&A

- Trans gender - Swimmers times come with them, as they move from one gender to the other
- Can the Officials Committee minutes be distributed? - they will be sent out quarterly
- Heart rate monitors should be considered like a watch. They are not prohibited, unless they are providing feedback to the swimmer. "Swimsuit, cap, and goggles only".
- Hard to find info on the web site
- There is an Apprentice Official approved to be on deck? They can print their USA Swimming card, and bring it to the meet.
- Alternating kick on the Butterfly leg/feet must move in the same direction. Both up and both down
- Can leave the wall on the medley free on the back, but must be toward the breast, before taking a stroke. Use "Other" on the DQ 'swimming more than ¼ of the race as backstroke'

Burning Questions

- The composition of a jury should be public. Not a secret

Evaluate the Evaluator Response - Melissa

- Feedback and responses from Mentoring
 - First group - "awesome"
 - Second group "negative feedback"
-

- Path forward “communicate, and be supportive”

R-6 NCAA will be a new type of meet

4:30 - 5:30 Western Zone General Meeting [Cumberland F+G+H]

- Announcement:
 - the Sr Zone Meet
 - Zone Board of Review update - pretty quiet only 3 issues
- Oregon - Mt Hood Aquatics AGE GROUP CHAMPS
- Central California - Clovis - SR ZONE CHAMPS
- Elections - **Dale Ammon** / Jim Patterson / Deanna Culpepper
- Debbie Baldwin - SECRETARY / TREASURE
- Sean Redmond - Scoring of relays and individual through 16 places M/S/Carried
- Elimination of the skits from Sunday night M/S/failed
- Move the Age Group Champs earlier. Same range,

7:00 - 9:00 House of Delegates [Reunion]

Memorial presentations - George Cleveland, Joyce Lanphere, Peggy Ramirez

President's report - Jim Sheehan

Presentation to Life members **Verónica Hernández (PC)**



Presentation to Past Board Members

LEAP Awards

Awards

- Diversity and Inclusion Individual Award - Miriam Lynch



Saturday - September 24

9:00 - 2:00 House of Delegates [Reunion]

Opened by President Jim Sheehan

(Mentioned the Diversity and Inclusion work)

Membership - Mark Brown

- Year around athletes 354,612, up 18%
- Non athlete 38,694, up 1%

USA Swimming Foundation Report - Debbie Hess

Credentials Report - Laurie Benton

- 596 Delegates
- 480 Credentials

USA Swimming State of the Sport Report - Tim Hinchey

- Swam at Walnut Creek Swim Club
- Then to Pacific Swimming,
- Swam at San Ramon Livermore Aquatics

(Mentioned and supports Diversity and Inclusion work)

2018 Budget - Bob Vincent APPROVED

USA Swimming Zone Directors Election Results - WZ Dale Ammon (non-Coach)

Rules and Regulations 12:49 all proposed legislation APPROVED

VP Report requiring action - none

Old Business - none

New Business -none

Adjournment 12:51

one on one, group, and side conversations: (excluding PC members)

dale ammon-colorado, carol nip-us masters, dane wolfrom-pacific northwest, peter malone-virginia, grant sugaski-montana, audrey bell-utah, dustin fukuda-hawaii, nadine johnson - potomac valley, mike switalski-niagara, kathy mendez-oklahoma, mike jafari-southern california, manny banks-usa swimming, john yearwood-new york, mj truex-usa swimming, cecil gordon-middle atlantic, lisa dahl-pacific northwest, nadine day-us masters, juan caraveo-usa swimming, sean redmond-san diego, dave coddington-WZ dir, debbie baldwin-san diego, virgil chancy-southern california, merari-potomac valley, stanley macintosh-south carolina, miriam lynch-potomac valley, sarah dawson-southern california, shaun anderson-usa swimming, rob green-potomac valley, pat hogan-usa swimming, pam lowenthal-illinois, jeremiah stanton-new mexico, kevin lee-san diego, paul sockette-indiana

Presented...D&I Business meeting, WZ D&I Status Report

Presentation to the National D&I Committee in their Business meeting

Outreach Membership Criteria

SEPTEMBER 2017
KENT YOSHIWARA
PACIFIC SWIMMING

Overview

- Development
- Discussions
- Documentation
- Next Steps

Why

Many school districts are providing
Free or Reduced Hot Lunches
to every student

Western Zone

Susan Huckleby from Montana Swimming

- Develop a list of programs
- Determine or confirm financial need

Montana Swimming

1 Federal free and reduced hot lunch program
2 SNAP (food stamps)
WIC -- Special Supplemental Nutrition Program for Women, Infants and
3 Children
4 FDIPIR -- Food Distribution Program on Indian Reservations
5 TANF -- Temporary Assistance to Needy Families Program
6 Participation in Head Start
7 Foster children
8 Children who meet the definition of homeless, runaway, or migrant.
Household's income is within the limits on the Federal Income Eligibility
9 Guidelines.
10 Section 8 low income housing
Medicaid and other low income needs based health insurance programs
11 including CHIP (children's health insurance program).
12 Medicare -- especially for grandparents raising grandchildren.
13 SSDI -- Social Security Disability Insurance
14 SSI -- Supplemental Security Income
15 LEAP -- Low Income Energy Assistance Program
16 JOBS -- Job Opportunities and Basic Skills (job training)
17 Member of a club on a reduced or free scholarship
18 Similar needs based programs.
Disability -- allow all athletes who are disabled under USA Swimming
19 definitions to qualify for an outreach membership.
Consider YMCA/YMCA or Parks & Rec low income memberships. If athletes
qualify for these memberships, have the applicant submit the income
20 standards for the membership for consideration.
21 LEAP -- Low Income Energy Assistance Program
22 CalFresh -- Low Income Energy Assistance Program -
23 Calworks Program
- For cases not falling under these guidelines, the USC should have an
appeals process in place such as appealing to the Outreach Chair or the
24 General Chair.

Montana Swimming

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Presentation to the National D&I Committee in their Business meeting

Montana Swimming

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- 21 CalFresh -- Low Income Energy Assistance Program -
- 22 Calworks Program
 - For cases not falling under these guidelines, the LSC should have an appeals process in place such as appealing to the Outreach Chair or the
- 23 General Chair.

Pacific Swimming

No.	Program Name	Program Description	Y/N Consider program?	Why we should consider this program?
1	Federal free and reduced hot lunch program	add description here	No	
2	SNAP (food stamps)	add description here	Yes	I believe SNAP is the same as CalFresh (food stamp) Lillian
3	WIC -- Special Supplemental Nutrition Program for Women, Infants and Children	add description here	No	
4	FDPIR -- Food Distribution Program on Indian Reservations	add description here	Y/N	add your comments here followed by your name
5	TANF -- Temporary Assistance to Needy Families Program	add description here	Y/N	add your comments here followed by your name
6	Participation in Head Start	add description here	Y/N	add your comments here followed by your name
7	Foster children	add description here	No	The parent/guardian can provide the Child Protection Agency or court order paper to verify foster children status in a Foster family. Lillian

Pacific Swimming

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5	TANF -- Temporary Assistance to Needy Families Program	add description here	Y/N	add your comments here followed by your name
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Pacific Swimming

Why we should NOT consider this program?	Form of Proof	Response
If No, Why	Can't? Letter? Certificate?	responses to explanations given
this program is becoming more common, such that entire clubs are adopting this program. Which means that participating in this program is not an indication of financial need. (don't) Lillian Statista agrees with Kent		add your comments here followed by your name
	Current date Notice of Action letter Lillian	add your comments here followed by your name
I don't really think the WIC verifies low income status in San Francisco. My sister and a colleague received WIC and I know for the fact they are not low income. Lillian		add your comments here followed by your name
add your comments here followed by your name		My SF low income families do not live on an Indian Reservation in SF. Lillian
add your comments here followed by your name		My SF low income families do not use TANF. Lillian
add your comments here followed by your name		I do not know the criteria to qualify for the Headstart Program. Lillian
after further discussion and research, it was determined that being Foster Child, may not necessarily indicate low income.	Foster parents can show proof of foster care guardianship through agency's letter. Lillian	add your comments here followed by your name

Pacific Northwest

PACIFIC NORTHWEST SWIMMING
OUTREACH MEMBERSHIP AFFIDAVIT

Any member providing documentation that demonstrates a family income less than 200% of the federal poverty level will be required to fill in this form. Members without athletic membership through PNWS are not eligible for membership, and will qualify for subsidies and offers provided by PNWS. Refer to PNWS 803-712-1121 for further information.

Athlete Name: _____ Club code: _____

☐ Athlete qualifies for as a **Partial Offset Athlete**

I, the undersigned, personally attest that I have seen the documentation checked below as proof of family or household income below 200% of the federal poverty level (poverty line):

- ☐ Proof of participating in or qualifying for SNAP (Food stamps)
- ☐ Proof of participating in or qualifying for WIC (Supplemental Nutrition for Women, Infants and Children)
- ☐ Proof of participating in or qualifying for FDPIR (Food Distribution Program on Indian Reservations)
- ☐ Proof of participating in or qualifying for TANF (Temporary Assistance to Needy Families Program)
- ☐ Proof of participating in or qualifying for Section 8 low income housing
- ☐ Proof of participating in or qualifying for Washington's Apple Healthcare
- ☐ Proof of participating in or qualifying for SSI (Supplemental Security Income)
- ☐ Proof of participating in or qualifying for JOBS (Job Opportunities and Basic Skills)
- ☐ Proof of a special situation status (such as foster child, homeless, runaway, or migrant)
- ☐ Proof of a general situation status (such as foster child, homeless, runaway, or migrant)
- ☐ Proof of income (Federal tax return or similar), showing total family/household income falling below...
 - \$24,120 (1 person) \$40,840 (3 persons) \$57,560 (5 persons) \$74,280 (7 persons)
 - \$32,480 (2 persons) \$49,200 (4 persons) \$65,920 (6 persons) \$82,640 (8 persons)

☐ Athlete qualifies for as a **Full Offset Athlete**

I, the undersigned, personally attest that I have seen the documentation checked below as proof of family or household income below 100% of the federal poverty level (poverty line):

- ☐ Proof of participating in or qualifying for Federal egg hot lunch program
- ☐ Proof of income (Federal tax return or similar), showing total family/household income falling below...
 - \$12,060 (1 person) \$20,420 (3 persons) \$28,780 (5 persons) \$37,140 (7 persons)
 - \$16,080 (2 persons) \$26,400 (4 persons) \$36,720 (6 persons) \$47,040 (8 persons)

I, the undersigned, personally attest that I have seen the documentation checked below as proof of family or household income below 100% of the federal poverty level (poverty line):

By my signature below, I attest to having seen the documentation indicated above.

Signature: _____ Date: _____

Pacific Northwest


- ☐ Proof of participating in—or qualifying for—the federal reduced hot lunch program
- ☐ Proof of participating in—or qualifying for—SNAP (Food stamps)
- ☐ Proof of participating in—or qualifying for—WIC (Supplemental Nutrition for Women, Infants and Children)
- ☐ Proof of participating in—or qualifying for—FDPIR (Food Distribution Program on Indian Reservations)
- ☐ Proof of participating in—or qualifying for—TANF (Temporary Assistance to Needy Families Program)
- ☐ Proof of participating in—or qualifying for—Section 8 low income housing
- ☐ Proof of participating in—or qualifying for—Washington's Apple Healthcare
- ☐ Proof of participating in—or qualifying for—SSI (Supplemental Security Income)
- ☐ Proof of participating in—or qualifying for—JOBS (Job Opportunities and Basic Skills)
- ☐ Proof of participating in—or qualifying for—YMCA/Parks Department low income memberships
- ☐ Proof of a special situation status (such as foster child, homeless, runaway, or migrant)
- ☐ Proof of income (Federal tax return or similar), showing total family/household income falling below...
 - \$24,120 (1 person) \$40,840 (3 persons) \$57,560 (5 persons) \$74,280 (7 persons)
 - \$32,480 (2 persons) \$49,200 (4 persons) \$65,920 (6 persons) \$82,640 (8 persons)

Presentation to the National D&I Committee in their Business meeting

Sample Documents

Federal Poverty Guideline

2017 FEDERAL POVERTY GUIDELINES (FPG)
ANNUAL & MONTHLY INCOME LEVELS
FROM 100% TO 250%



FAMILY SIZE	100% of FPG		125% of FPG		150% of FPG		175% of FPG		200% of FPG		225% of FPG		250% of FPG	
	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH
1	\$12,060	\$1,005	\$15,075	\$1,256	\$18,090	\$1,508	\$21,105	\$1,759	\$24,120	\$2,010	\$27,135	\$2,262	\$30,150	\$2,513
2	\$16,240	\$1,353	\$20,300	\$1,692	\$24,360	\$2,030	\$28,420	\$2,368	\$32,480	\$2,707	\$36,540	\$3,045	\$40,600	\$3,383
3	\$20,420	\$1,702	\$25,525	\$2,127	\$30,630	\$2,553	\$35,735	\$2,978	\$40,840	\$3,403	\$45,945	\$3,829	\$51,050	\$4,254
4	\$24,600	\$2,050	\$30,750	\$2,563	\$36,900	\$3,075	\$43,050	\$3,588	\$49,200	\$4,100	\$55,350	\$4,613	\$61,500	\$5,125
5	\$28,780	\$2,398	\$35,975	\$2,999	\$42,170	\$3,559	\$48,365	\$4,107	\$54,560	\$4,637	\$60,755	\$5,166	\$66,950	\$5,695
6	\$32,960	\$2,747	\$41,200	\$3,433	\$47,440	\$3,953	\$53,680	\$4,607	\$59,920	\$5,161	\$66,160	\$5,715	\$72,400	\$6,269
7	\$37,140	\$3,095	\$46,425	\$3,869	\$52,610	\$4,389	\$58,795	\$5,116	\$64,980	\$5,635	\$71,165	\$6,154	\$77,350	\$6,829
8	\$41,320	\$3,443	\$51,650	\$4,304	\$57,890	\$4,839	\$64,075	\$5,616	\$70,260	\$6,154	\$76,445	\$6,673	\$82,630	\$7,383
9	\$45,500	\$3,792	\$56,875	\$4,729	\$63,110	\$5,264	\$69,295	\$6,043	\$75,480	\$6,663	\$81,665	\$7,292	\$87,850	\$8,002
10	\$49,680	\$4,140	\$62,100	\$5,156	\$68,340	\$5,690	\$74,525	\$6,516	\$80,710	\$7,281	\$86,895	\$7,901	\$93,080	\$8,712

* For family units over 8, add the amount shown for each additional member.

Homeless Shelter

COMPASS FAMILY SERVICES
Housing Support Dept.

To whom it may concern,

8/29/2017

This letter is to verify that [REDACTED] is homeless in San Francisco and living at Compass Family Shelter located at 528 Folsom Street, San Francisco CA 94102.

Her daughter [REDACTED] born 8/28/2011, also resides with the mother here at the shelter.

The family is homeless for financial and it is unclear when this will change. The parent is in the process of increasing her income and when she does, we will provide documentation.

If further information is needed you can contact their case manager.

Teresa Randone Phone: 415 644-0504 x4332 Email: teresa.randone@compassfs.org

Thank you very much.


Teresa Randone
Bilingual Case Manager
Compass Family Shelter

*Homeless Shelter
Letterhead
verification letter*

Medi-Cal

MyBenefits CALWIN San Francisco (Orange County)

Language English  

MyBenefits CALWIN Account | Sign Out

Overview Benefits Tools Documents Contact Settings

Benefit Details EBT Balance

Medi-Cal/CHSP Details

Select Program Medi-Cal/CHSP 

Details History Contacts

Here you can see details related to your Medi-Cal/CHSP benefits and if your annual renewal is due.

This program is **Approved**
You Do Not Have Other Coverage

Screen shot w/ date for medi-cal

Reporting

Below is the status of the report and/or renewal information for your benefits. To continue getting benefits you must complete your report and/or renewal when they are due. Not all report and/or renewals can be completed online. When available, only the person who started the report and/or renewal can submit it online.

Note: After you submit please continue to check back until your status is "Renewed and complete". Please contact your county if your status is not updated by the end of the month. Stop your reports for all programs.

Type	Status	Due	Action
Renewal	Not due this month	07/2017	

Homeless Prenatal

HOMELESS PRENATAL PROGRAM

March 27, 2017

Lillian Brantley
Prenatal Coordinator
San Francisco Recruitment & Public Department
Lillian.Brantley@sfph.org
(415) 625-3713

Dear Mr. Brantley,

My name is Maria Padell and I am a Case Manager at the Homeless Prenatal Program. My client [REDACTED] is currently in the SF Recruitment & Public Department. My client's son is 16 years old (DOB 01/08/2001) and is looking for employment year at Golden Gateway of Science and Technology.

He was in the Homeless Prenatal Program in SF Recruitment & Public Department (SFPH) until February 2017. The program was for 12 months, Bay Area Navigation, and San Francisco Navigation. My client's son is 16 years old (DOB 01/08/2001) and is looking for employment year at Golden Gateway of Science and Technology.

My client would like to continue in the Homeless Prenatal Program due to the loss of her job on February 2017. I have an attached letter from my client [REDACTED] explaining the loss of her job and how she is looking for employment. She has been in the program for 12 months and is looking for employment year at Golden Gateway of Science and Technology.

If you have any questions, please feel free to contact me at 415-546-4756 ext. 371 or maria.padell@homelessprenatal.org.

Sincerely,

Maria Padell
Prenatal Case Manager Intern
415-546-4756 ext. 371
maria.padell@homelessprenatal.org

Next Steps

- Review Criteria with LSC Registration Chair
- Develop documentation / Web site
- Share final documents

Questions???

- Thank you

SEPTEMBER 2017
KENT YOSHIWARA

Kent Yoshiwara – PC	Mozette Humphreys – AZ
Audrey Bell - UT	Dustin Fukuda – HI
Virgil Chancy – CA	Grant Sugaski – athlete
Mauricio Cordova - SN	Justin Lomas – SN
Susan Huckleby - MT	Sarah Dawson - CA
Veronica Hernandez – PC	Sean Redmond- Zone Dir.
Dane Wolfrom - PN	David Coddington - Zone Dir.

Manny Banks
Juan Caraveo

Audrey Bell (UT) <i>CHAIR</i>	Susan Huckleby - MT
Krissy Peyton - SI	Dane Wolfrom - PN
Veronica Hernandez - PC	Kent Yoshiwara - PC
Mozette Humphreys - AZ	

LSC	Main Website	Diversity and Inclusion Website	Diversity Chair Contact
Alaska Swimming	http://www.akswimming.org	N/A	Josh Gregory coachjosh@akssw.com
Arizona Swimming	http://www.azswimming.org/	N/A	Mozetta Humphries mhzetta@azswimming.org
Central California Swimming	http://www.centralcalswim.org/	N/A	N/A
Colorado Swimming	http://www.coloradoswimming.org/	N/A	Joeh Cortese jcortese1@yaho.com
Hawaii Swimming	http://www.hawaiswimming.org/	N/A	Dustin Falea dfalea1@gmail.com
Inland Empire Swimming	http://www.ieswim.org/	N/A	Kevin Eddy kevineddy@gmail.com
Montana Swimming	http://mtswimming.org/	N/A	Susan Huckleby huckleby@mtsw.org
New Mexico Swimming	http://www.rmswim.org/	N/A	Doug Forbes Coach@fruber@aol.com
Oregon Swimming	http://www.oregonswimming.org/	N/A	Emily Melina EmilyMelina@msw.org

Western Zone	
Diversity and Inclusion - Program Assessment	
6/20/2016	
LSC	Name
	Outreach Registration
	LSC Diversity Committee
	LSC Board VOTE
	LSC Diversity Budget
	Offer Diversity Scholarships
	Offer LSC Diversity Camp
	Diversity Grant Program
	Swim Meet Reimbursement
	Open Water
	Not

Diversity & Inclusion Assessment

Western Zone
Diversity and Inclusion - Program Assessment
6/30/2018

LC Name	LC Diversity Coordinator	LC Diversity Committee	LC Diversity Budget	LC Diversity Initiatives	LC Diversity Training	LC Diversity Reporting	LC Diversity Evaluation
LC1	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC2	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC3	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC4	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC5	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC6	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC7	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC8	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC9	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC10	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC11	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC12	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC13	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC14	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC15	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC16	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC17	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC18	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC19	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC20	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC21	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC22	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC23	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC24	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC25	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC26	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC27	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC28	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC29	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC30	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC31	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC32	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC33	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC34	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC35	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC36	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC37	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC38	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC39	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC40	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC41	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC42	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC43	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC44	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC45	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC46	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC47	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC48	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC49	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC50	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC51	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC52	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC53	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC54	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC55	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC56	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC57	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC58	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC59	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC60	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC61	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC62	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC63	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC64	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC65	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC66	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC67	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC68	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC69	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC70	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC71	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC72	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC73	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC74	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC75	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC76	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC77	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC78	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC79	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC80	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC81	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC82	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC83	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC84	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC85	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC86	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC87	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC88	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC89	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC90	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC91	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC92	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC93	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC94	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC95	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC96	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC97	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC98	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC99	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes
LC100	John Carlson	Yes	Yes	Yes	Yes	Yes	Yes

Diversity Newsletter



Diversity Web Page



WZ Travel Team



2018 Diversity Camp – San Diego Imperial Swimming

Video