

# DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2024 HOUSE OF DELEGATES MEETING
- DDEI COMMITTEE
- 5/19/2024
- 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 HELD OCTOBER 22<sup>ND</sup> 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 ADOPTED FOR AGE GROUP CHAMPS AND FAR WESTERNS SENIOR SWIMMING IS NEXT

### DIVERSITY & INCLUSION WESTERN ZONE – DEI CAMP

- JUNE 2024 OLYMPIC TRIALS (INDIANA)
- ATHLETES SELECTED TO REPRESENT PACIFIC SWIMMING
  - MONICA WARREN WCAB
  - NATHAN BAREILLES HSC
  - XANDER CARANICOLAS MCSD
- CAMP HEAD COACH: KEIICHIRO YOSHIDA
- SUMMIT KENT YOSHIWARA

### **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

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ŀ	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
ŀ	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	1:18.7
Н	3:39.19	3:39.19	3:18.59	3:18.59	3:00.79	3:00.79	2:58.09 7:06.49	2:58.09 7:06.49	100 FR	3:44.19	3:44.19	3:23.79	3:23.79	3:03.49	3:03.49	2:56.69 4:50.90	2:56.6 4:50.0
Н	8:44.89	8:44.89	7:55.69	7:55.69	7:12.99	7:12.99	1:40.39	1:40.39	200 FR	6.09.09	6:09.09	5:35.59	5:35.59	5:01.99	5:01.99	1:05.39	1:05.3
Ė	2:03.59	2:03.59	1:51.99	1:51.99	1:41.99	1:41.99	3:04.59	3:04.59	50 BK	1:22.89	1:22.89	1:15.39	1:15.39	1:07.89	1:07.89	2:22.69	2:22.6
Н	3:47.19 1:54.39	3:47.19 1:54.39	3:25.89 1:43.63	3:25.89 1:43.63	3:07.49 1:34.39	3:07.49 1:34.39	1:32.99	1:32.99	100 BK	3:01.19 1:29.59	3:01.19 1:29.59	2:44.69 1:21.49	2:44.69 1:21.49	2:28.19 1:13.29	2:28.19 1:13.29	1:10.59	1:10.5
Н	5:26.29	5:26.29	4:55.69	4:55.69	4:29.19	4:29.19	4:25.19	4:25.19	50 BR 100 BR	4:19.99	4:19.99	3:56.39	3:56.39	3:32.69	3:32.69	3:24.89	3:24.8
Н	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	2:12.3
Н	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	5:54.5
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4	10 &	11.02	11.1	2 P2	irls 13-1	4.02	15 &	0.03	_	10 &	11.02	11-1	1100	13-1	4.02	15 &	0.02
Н	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	P2	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
Н	56.89	59.79	51.49	54.19			46.19		50 FR	53.99	56.79	49.09		44.19		42.59	44.7
Н	2:06.59	2:13.19	1:54.69	2:00.69	46.89 1:44.39	49.39 1:49.89	1:42.79	48.59 1:48.19	100 FR	1:59.09	2:05.29	1:48.29	51.69 1:53.99	1:37.39	46.49 1:42.59	1:33.79	1:38.7
H	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	3:28.8
Н			3.30.09	4.00.43	3.34.03	3.40.23	3.31.03	3.42.73	400/	4.11.07	4.23.03	3.40.43	4.00.99	3.20.09	3.30.05	3.10.43	3.20.0
			9:37.09	7:51.09	8:45.39	7:08.89	8:37.49	7:02.39	500 FR			9:37.89	7:51.69	8:40.09	7:04.49	8:20.79	6:48.7
H	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	50.6
H	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	2:06.7
ı			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	3:57.9
ŀ	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	57.3
ı	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	2:07.1
		-		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	4:34.5
Г			5:17.19														
F	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	46.3
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ŀ	2:58.89 5:31.79	3:08.29 5:49.19	1:03.09	1:06.39 2:50.59 5:16.39	57.39	1:00.39			50 FL 100 FL 200 IM								2:25.3
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ŀ	2:58.89 5:31.79	3:08.29 5:49.19 al Time S	1:03.09 2:42.09 5:00.59	1:06.39 2:50.59 5:16.39	57.39 2:27.59 4:33.69	1:00.39 2:35.29 4:48.09	2:25.39	2:32.99 4:43.69	100 FL 200 IM	2:55.29	3:04.49 5:28.89	2:39.39	2:47.79 4:58.99	2:23.39 4:15.59	2:30.99 4:29.09	2:18.09	2:25.3 4:19.0
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ŀ	2:58.89 5:31.79 tivation 10 & SCY 44.09	3:08.29 5:49.19 al Time S U P3 LCM 48.89	1:03.09 2:42.09 5:00.59 Standards 11-1 SCY 39.89	1:06.39 2:50.59 5:16.39 Gi 2 P3 LCM 44.29	57.39 2:27.59 4:33.69 irls 13-1 SCY 36.39	1:00.39 2:35.29 4:48.09 4 P3 LCM 40.39	2:25.39 4:29.59 15 & SCY 35.79	2:32.99 4:43.69 O P3 LCM 39.69	100 FL 200 IM P3 50 FR	2:55.29 5:12.39 10 U SCY 39.79	3:04.49 5:28.89 J P3 LCM 44.19	2:39.39 4:43.99 11-1 SCY 36.19	2:47.79 4:58.99 Be 2 P3 LCM 40.19	2:23.39 4:15.59 0ys 13-1 SCY 32.59	2:30.99 4:29.09 4 P3 LCM 36.19	2:18.09 4:06.19 15 & SCY 31.39	2:25.3 4:19.0 O P3 LCM
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ŀ	2:58.89 5:31.79 tivation 10 & SCY 44.09	3:08.29 5:49.19 al Time S U P3 LCM 48.89	1:03.09 2:42.09 5:00.59 Standards 11-1 SCY 39.89	1:06.39 2:50.59 5:16.39 Gi 2 P3 LCM 44.29	57.39 2:27.59 4:33.69 irls 13-1 SCY 36.39	1:00.39 2:35.29 4:48.09 4 P3 LCM 40.39	2:25.39 4:29.59 15 & SCY 35.79	2:32.99 4:43.69 O P3 LCM 39.69	100 FL 200 IM P3 50 FR	2:55.29 5:12.39 10 U SCY 39.79	3:04.49 5:28.89 J P3 LCM 44.19	2:39.39 4:43.99 11-1 SCY 36.19	2:47.79 4:58.99 Be 2 P3 LCM 40.19	2:23.39 4:15.59 0ys 13-1 SCY 32.59	2:30.99 4:29.09 4 P3 LCM 36.19	2:18.09 4:06.19 15 & SCY 31.39	2:25.3 4:19.0 O P3 LCM 34.7
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ŀ	2:58.89 5:31.79 tivation 10 & SCY 44.09 1:33.89 3:51.49	3:08.29 5:49.19 al Time S U P3 LCM 48.89 1:44.29 4:17.19	1:03.09 2:42.09 5:00.59 5:00.59 5tandards 11-1 SCY 39.89 1:25.09	1:06.39 2:50.59 5:16.39 G 2 P3 LCM 44.29 1:34.49 3:53.09	57.39 2:27.59 4:33.69 4:33.69 irls 13-1 SCY 36.39 1:17.49 3:10.99	1:00.39 2:35.29 4:48.09 4:48.09 4 P3 LCM 40.39 1:26.09 3:32.19	2:25.39 4:29.59 15 & SCY 35.79 1:16.39 3:08.09	2:32.99 4:43.69 O P3 LCM 39.69 1:24.79 3:28.99	100 FL 200 IM P3 50 FR 100 FR 200 FR 400/ 500 FR	2:55.29 5:12.39 10 U SCY 39.79 1:26.49 3:17.69	3:04.49 5:28.89 J P3 LCM 44.19 1:36.09 3:39.59	2:39.39 4:43.99 11-1 SCY 36.19 1:18.59 2:59.69	2:47.79 4:58.99 B 2 P3 LCM 40.19 1:27.29 3:19.69	2:23.39 4:15.59 0ys 13-1 SCY 32.59 1:10.79 2:41.69	2:30.99 4:29.09 4 P3 LCM 36.19 1:18.59 2:59.59	2:18.09 4:06.19 15 & SCY 31.39 1:08.09 2:35.79	
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ŀ	2:58.89 5:31.79 tivation 10 & SCY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 1:52.49 48.29 1:41.69	3:08.29 5:49.19 al Time S U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	1:03.09 2:42.09 5:00.59 5:00.59 5:00.59 1:25.09 3:29.79 7:57.59 18:00.49 1:41.99 4:04.79 51.49 1:48.49 4:20.29 43.69 1:32.09 3:40.99	1:06.39 2:50.59 5:16.39 5:16.39 5:16.39 6:52 1:34.49 3:53.09 6:59.79 30:29.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19 48.49 1:42.29 4:05.49	57.39 2:27.59 4:33.69 4:33.69  iris 13-1 SCY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:56.99 3:79 1:23.89 3:21.39	1:00.39 2:35.29 4:48.09 4:48.09  1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 4:07.69 51.99 1:49.69 4:23.29 44.19 1:33.19 3:43.69	2:25.39 4:29.59 4:29.59 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29 3:18.09	2:32.99 4:43.69  O P3  LCM 39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 4:19.19 1:41.59 4:19.19 4:19.19 1:31.69 2:40.09	P3  50 FR  100 FR  200 FR  400/ 500 FR  400/ 1000 FR  50 BK  100 BK  200 BK  50 BR  100 BR  200 BR  50 FL  100 FL	2:55.29 5:12.39 5:12.39 5:12.39 5:17.39 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	3:04.49 5:28.89 LCM 44.19 1:36.09 7:30.09 50.69 1:46.79 55.29 2:02.89	2:39,39 4:43,99 4:43,99 1:1-1 5CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29 1:20.49 3:40.09 3:29.29 1:22.79 3:29.19	2:47.79 4:58.99  B 2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49 4:36.99 1:31.99 3:52.39	2:23.39 4:15.59  13-1  SCY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09 3:18.09 3:18.09	2:30.99 4:29.09 4:29.09 4:29.09 4:29.09 1:18.59 6:08.29 14:03.69 28:44.19 41.49 1:27.39 3:29.49 45.29 1:40.49 3:40.09 39.29 1:22.59 3:29.19	2:18.09 4:06.19 15 & SCY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 39.29 1:27.19 2:56.09 31.49 1:06.09 2:47.39	2:25.3 4:19.0 O P3 LCM 34.7 1:15.6 2:53.0 5:54.6 13:32.4 27:40.2 3:21.7 43.3 1:24.0 3:31.8 3:31.8 3:1.9 3:31.8 3:1.9 3:31.8 3:31



# 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 -
  - KENT YOSHIWARA <u>DIVERSITY@PACSWIM.ORG</u>