

## **Club Recognition Program Ideas**

1. Awareness/Education
  - a. Attend/Host Multicultural Swim Meets
  - b. Resource page on Website for cultural issues
    - i. Oversized swim caps
    - ii. Modesty Swimsuits
    - iii. Skin/Haircare products
    - iv. Cultural swim organizations for inclusion
  - c. Women's Health Education/Men's Health Education
2. Programmatic
  - a. Training considerations for Cultural needs (ie. Practice accommodations during Ramadan)
  - b. Offers Transportation
  - c. Community Volunteerism
  - d. Formal Academic Support
  - e. Accommodations for children with physical or cognitive challenges
  - f. Nutrition Education, healthy food access, food pantry on location
3. Membership
  - a. Scaled Membership Fee based on Household income
  - b. Publicly use of Outreach Membership program
  - c. Offers Transportation
  - d. Community Volunteerism
  - e. Formal Academic Support
  - f. Hard Copy Registration available to families without technology
  - g. Exit survey for outgoing members
4. Marketing
  - a. Website reflects diversity
  - b. Multi-lingual materials
  - c. Encourage sport sampling
5. Personnel
  - a. Bilingual coaches
  - b. Multi-racial staff
  - c. Female/BIPOC Head Coach
6. Board of Directors
  - a. Multi-racial BOD
  - b. Multi-gender Board
  - c. BOD Handbook
  - d. Current Board Member has completed CLBMS 101 and 201
7. Professional Development
  - a. Sexual Harassment Training
  - b. Mental Health Training
  - c. Employee Benefits
  - d. Employee Handbook

8. Miscellaneous

- a. Business office or training facility is in an economically distressed area identified as an Opportunity Zone by the IRS. An Opportunity Zone is an area that meets one or more of the criteria established in section 301(a) of the Public Works and Economic Development Act of 1965 (42 U.S.C. § 3161(a)), also known as **Economically Distressed Areas (EDAs)**.