

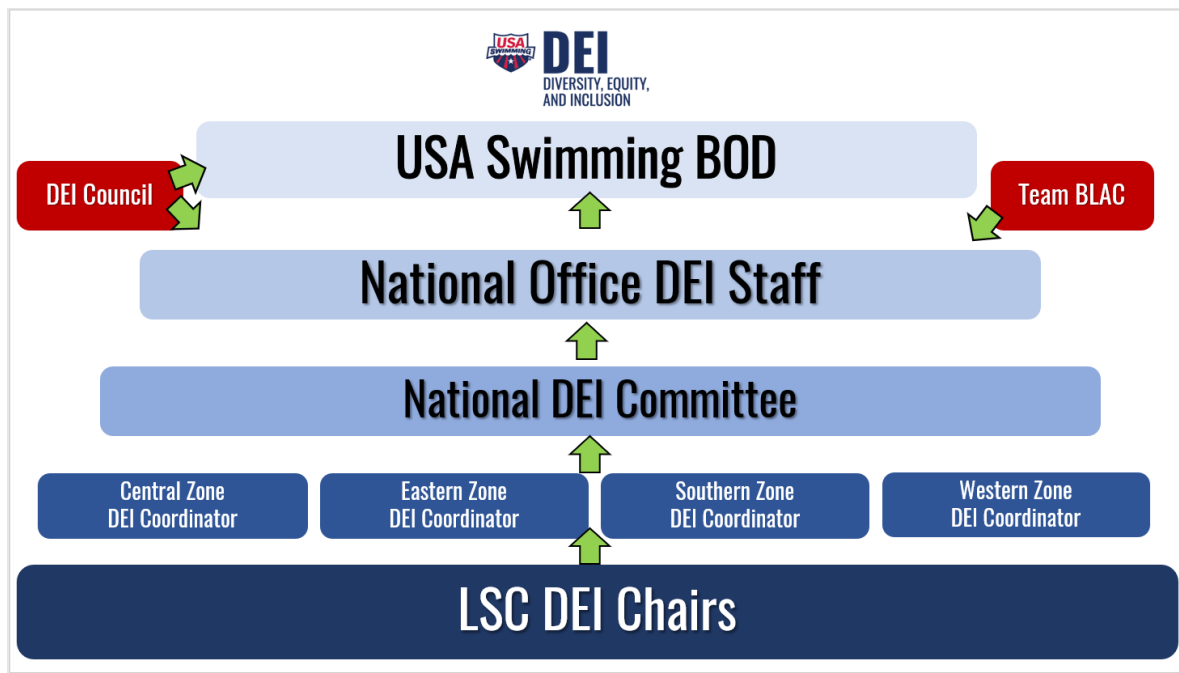
May 11th, 2021

HOD Diversity, Equity and Inclusion Report

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To Maine Swimming

Thank you for nominating and electing me to the role of Diversity, Equity, and Inclusion Chair for Maine Swimming. I attended a meeting last month that went over the updated lines of communication for DE&I. After the murder of George Floyd, USA Swimming spent the last year attempting to create an organized structure within the organization to better promote Diversity, Equity, and Inclusion in the sport. This creates a more streamlined approach for discussions to be channeled from LSC up to the USA Swimming Board of Directors. I have included the new DE&I National Structure below.



It is worth noting the Team BLAC was created as a response committee so that careful thought is put into USA Swimming Statements on DE&I related issues. The committee was formed by Black athletes, with the intention to give marginalized communities a voice in USA Swimming. I also learned that USA Swimming is currently looking to form committees representing more marginalized communities. For those interested in more national discussions in the Diversity, Equity and Inclusion world of swimming, I have included an interesting link below.

[Does USA Swimming Have A Racism Problem? A Conversation with Dr. Johanna Mellis](#)