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Diversity, Equity, and Inclusion

Maine Swimming House of Delegates Report

We had a growing year for Diversity, Equity, and Inclusion. There seems to be a lot of athlete engagement in the sport, and we should be focusing on raising DEI awareness with the kids. We plan on exploring social media and funds were recently approved to run a Maine Swimming DEI Summit. The purpose would be to provide a space for conversation among the many communities of Maine Swimming in which perspectives can be shared and plans to be more inclusive will be created. We are looking to work with the Athlete Committee to include a day of free swim lessons to children currently housed in hotels within the Greater Portland area.

I have included a list of highlights from the past year below.

#### Highlights

1. Diversity, Equity, and Inclusion Committee formed
  - a. Zack Mullin (Chair)
  - b. Maria Saltysiak
  - c. Kevin D Desmond
  - d. McKayla Kendall
  - e. Emma Farnham
  - f. Suzanne Boccanfuso
2. MESI Diversity Rubric
  - a. Mike Switalski of Eastern Zone Committee created a rubric
  - b. Maine DEI used it to “grade” the LSC
  - c. We found many areas of success, and many areas to improve
3. Check The Box Initiative
  - a. Maine DEI created an initiative to get teams to “Check The Box”
  - b. Teams with 100% completion were awarded a \$200 for equipment
4. Maine Winter Championship Prizes
  - a. Maine DEI ordered SwimClusion prizes for Winter Championships
  - b. They were distributed to all kids in Goodie Bags
  - c. We also designed a Swim Clusion Hat for the kids
5. Maine Swimming sent Zack to the Denver, Colorado convention
  - a. USA Swimming ran DEI educational sessions for three days