

10-23-2025

DEI report for HOD meeting for IES Swimming

Submitted by DEI Chair: Shelly Sobek

IES Website link to DEI information: <https://www.gomotionapp.com/team/wzielsc/page/dei>

DEI Goals: To empower athletes from ethnically underrepresented populations, those economically disadvantaged, and LGBTQAI2S+ and their coaches to:

1. Demonstrate the viability of inclusiveness in swimming within their local LSC.
2. Achieve performance excellence at every level of the sport.
3. Expound the benefits and value of participating in the sport of swimming.
4. Be positive leaders and role models that others from socioeconomic backgrounds can emulate.
5. To connect, network, and promote the virtues of the sport of swimming through a comprehensive strategy involving the athletes, coaches, and LSC DEI Chairs in their own local LSC's and throughout the Western Zone.

DEI activities:

During the IES Summer Championship meet in July 2025 swimmers were able to interact with a DEI staff with informational material and opportunity to answer questions relating to DEI history. The content is to help people recognize the changes and improvements made in our sport to support inclusion of anyone that would like to progress in the sport of swimming. Swimmers that correctly answered the 10 questions were entered into a drawing for \$15 gift cards to Subway, Starbucks and Dairy Queen.

DEI upcoming initiatives:

We are looking for committee members that are interested in working on new initiatives to support athletes that fit within the guidelines of DEI as outlined by USA Swimming. This committee will gather information and ideas on how we can support athletes within our LSC to access programs, opportunities and provide education on how we can be inclusive and celebrate Diversity. Some ideas the committee will discuss include:

1. Get information about the number of Outreach athletes registered per team.
2. Contact each team to discuss their knowledge/understanding of DEI registration process and requirements.
3. Set up scholarships for DEI registered swimmers for Champs competitions within IES.
4. Set up scholarships for DEI registered swimmers for traveling to meets outside of IES with A qualifying standards or above.
5. Set up scholarships for DEI registered swimmers for access to 1 camp or clinic (allowed 1 per year).
6. The Western Zone DEI committee continues to discuss the potential for a DEI camp or Clinic paired with a competition opportunity in the same weekend. Dates and locations have not yet been decided.

If you are willing to join this committee, please contact Shelly Sobek at: coachsobek@gmail.com.