

10-26-2024

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 this past year:

In June, two athletes Kevin Wu and Camryn Schmidt and one non-athlete member, April Wakley were chosen by IES to attend the Diversity, Equity and Inclusion (DEI) Camp for the Western Zone. These 3 people had the opportunity to meet and train with other athletes and adults with the desire to learn more about DEI initiatives and how we can improve our DEI initiatives in the Inland Empire area. They were also able to bond with other DEI participants at the Olympic Trials. They were asked upon their return to share their experiences and new knowledge in a [slides presentation](#) format that could be shared with our IES members. We believe education is the first step to helping our members understand the importance of our DEI program and how we can improve with the IES Clubs, Board and all USA members in our area.

Once our athletes return, they will be sharing a PowerPoint presentation that will help us identify areas that we can improve in diversity, equity, and inclusion in our local clubs and throughout our LSC. This will be sent to local clubs to help educate board members, coaches, and athletes in the importance of creating equality in our sport.

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