

Diversity, Equity, and Inclusion Inland Empire Swimming DEI Camp/Summit Review

June 2024

Athletes: Kevin Gu and Camryn Schmidt
Adult Summit: April Walkley

Diversity, Equity and Inclusion (DEI) Mission

Kevin:

I learned that the mission or vision the USA Swimming has for DEI is:

- Promote belonging without changing you
- Accept that we aren't all the same
- Everyone is given an equal opportunity;
“not everyone needs a size 18 shoe”

Camryn:

I learned that the mission or vision the USA Swimming has for DEI is:

- To create a culture where everyone can reach their full potential.
- To be able to have conversations about respecting differences and stop trying to be like everyone else.

Diversity, Equity and Inclusion (DEI) Mission

April:

I learned that the mission or vision the USA Swimming has for DEI is:

*Achievement of sustained competitive success at the Olympic Games

- Members have resources to sustain successful athletes, coaches, and clubs
- Support public engagement for growth in swimming participation and interest
- USA Swimming recognized as Best in Class
- Disability is included but separate

Inland Empire Swimming (IES) and DEI

Ways we see IES supporting the DEI Mission:

Kevin:

- Celebrating the diversity

Camryn:

- Opening up the athlete council so that everyone can attend and share their voice
- Athlete council committees aimed for a variety of people to benefit from

Ways we see needs for improvement in IES to support the DEI Mission:

Camryn:

- Making DEI more present (workshops, zoom lectures, etc.)
- More accessibility for people with impediments and obstacles

Inland Empire Swimming (IES) and DEI

Ways we see IES supporting the DEI Mission:

April:

- Camps/Swimposiums
- Athlete Council

Ways we see needs for improvement in IES to support the DEI Mission:

April:

- Adding Disability Chair
- Committee involvement

Training Sessions: Kevin

Drills, Skills, or Techniques I learned at DEI camp that can benefit swimmers of all ability levels

- It takes three hours of activity to peak
 - Do PVC pipe exercises using towel for warm up
 - Victory Finishes: Sprint from 1st marker to wall, go at speed that can't be maintained during a 50
 - No matter the level of the data set, it's always going to look like a bell curve; even in Trials
 - Warm up on land before going into water
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Training Sessions: Camryn

Drills, Skills, or Techniques I learned at DEI camp that can benefit swimmers of all ability levels

Since I was unable to participate in the water, these are skills that I learned from observing the coaches.

- Weak side breathing: to isolate weaknesses in the arm/side of the stroke
 - “If you can’t do it on land you can’t do it in the water” - Coach Tom Burchill
 - Performance is like a bell curve...the smaller population of people are the ones at the far end of the graph; they are the ones who work harder and don’t settle
 - High Velocity Overload (HVO) training
 - Canoe drill on back: pushing ribs down focusing on having all the weight in your hips and upper body (you shouldn’t have to kick harder to keep your hands out of the water)
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What are other LSC's doing to Support DEI?

Camryn

- DEI committees
- Educational opportunities
- National camp-more budget

What are other LSC's doing to Support DEI?

April:

- Budget for DEI
- National and Select Camp
- Camps and Councils
- Active in Zone, supports LSCs needing help (Kent Y)
- Community activation with Club/City learn to swim programs

What Should All IES Swimmers Know About DEI?

Kevin

- “Belonging is based in the recognition of our full humanity without having to becoming something different or pretend we’re all the same.” -John Powell
- Belonging improves how people perform, it’s universal, it’s communal. -Seema Daryanani
- “No matter what I wore/looked like, coach always treated me like an athlete” -Abbie Fish

Camryn

- DEI is something we want to get to. It is not a noun because you can’t do nouns. You have to BE diverse, BE inclusive, and BE equitable.
- Diversity= Difference
- Inclusion (by definition)= Inclusion to include
- Equity= Fairness...“finding the right shoe size for everyone”
- Listening doesn’t hurt you- you don’t have to agree but you have to accept it.

What Other Programs Should IES Swimmers Know About that USA Swimming Offers?

- Abbie Fish (Swim Like A Fish)- her company to help swimmers
- LINK: Diversity in Aquatics Swim 1922

DISABILITY ENGAGEMENT

Get Involved - Athletes; Competition Opportunities

Get Involved - Officials

Guest Speakers: Sharing What You Learned

Kevin:

- The people in Trials didn't just harvest special powers
-Leland Brown
- Three most important things to become better: attitude, motivation, and confidence -Coach Tom
- To improve, lock in and think about you're swimming; if you don't think about it, you're just going to be stuck
-Abbie Fish
- Pencil: can't do anything without the hand, what's important is what's in the inside, mistakes are erasable, sharpening makes you better, even if painful, and make a mark, not matter where you are
- Not everyone is going to support your dream. It might be lonely, but it's part of the process -Merideth Novack

Camryn:

- Abbie Fish- "Attitude is everything."
 - Coaches should acknowledge you as a swimmer and if things change, respect about your identity as an athlete should still be given. It's all about figuring out who you are and not everyone is capable of understanding that.
- Leland Brown- Being EXTRAordinary is someone who is willing to do more and be extra. Think of a pencil: a pencil can't write itself, it has no purpose until it is held in someone else's hands (recognize who got you to this point.)
- Merideth Novak- Be protective about what's going inside your bubble and accept that sometimes you will be by yourself. It's not realistic to think that everyone will support and understand you when you do such an intense sport.
- Seema Daryanani- Belonging is recognition of our full humanity without pretending we are the same.

Guest Speakers: Sharing What You Learned

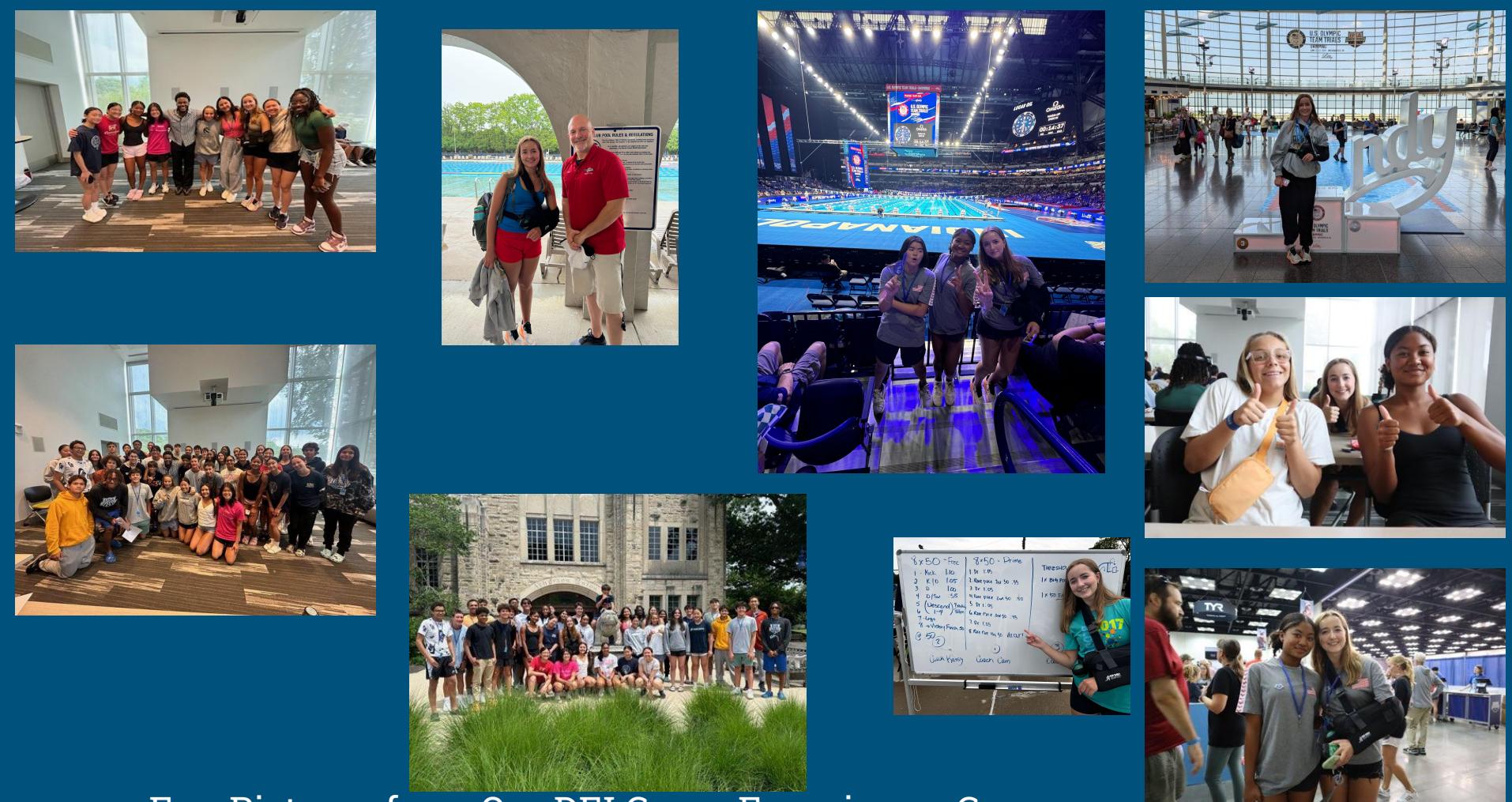
April:

- **COMMUNITY SWIM TEAMS:** communityswimteam@usaswimming.org
- *Huge push for communities to partner with local clubs as host for teams at local pools*

***I was tasked with driving camp athletes to and from practice so I was not able to attend the guest speakers for summit.*



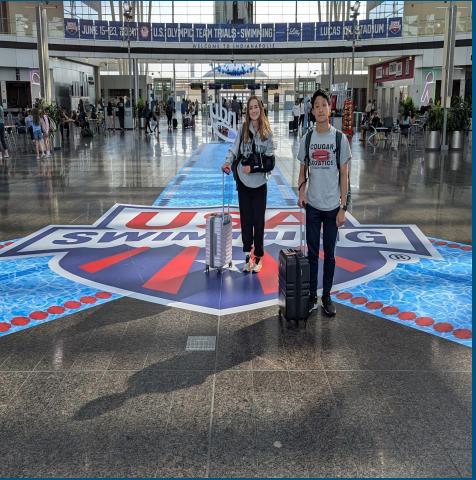
Fun Pictures from Our DEI Camp Experience



Fun Pictures from Our DEI Camp Experience: Camryn



Diversity Camp Photo



Fun Pictures from the DEI Summit Experience: April



Fun Pictures from the DEI Summit Experience: April

Any Other Info From Camp to Share With IES

Kevin:

- CAP: Connection, acceptance, provide. Someone not following this? No CAP!
- See what you feel after eating; if your body doesn't like it, then it's probably a no-no
- The world might tell you whom you are, but that doesn't mean you should listen to that
- Trust is the most important thing in belonging
- Confidence is like a muscle; gotta train it
- Can't spell USA Swimming without U/US

Any Other Info From Camp to Share With IES

Camryn:

- CAP: Connection, acceptance, provide. Someone not following this? No CAP!
- Questions to think about:
 - Who am I? (ie. I am an athlete, sister, friend, student, big dreamer, napper, EXTRAordinary, music lover)
 - Where do I want to be 1 year from now? (ie. I want to be back in the pool, have a healthy body, solicited college decision, graduated with honors)
 - What do you want out of this sport? (ie. I want to have a positive impact on my teammates, make lifelong friends, good habits, achieve goals)
- You can't spell USA Swimming without YOU. You can't spell success without US.
- True champions are made from your head and your heart.
- There are two types of motivation: Internal- Waking up and WANTING to do something, and External- If I do something I will get a reward.
- Eating: If our body doesn't like it, then it's probably a no-no
- The world might tell you whom you are, but that doesn't mean you should listen to that
- Trust is the most important thing in belonging
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Any Other Info From Camp to Share With IES

April:

LINK: <https://youtu.be/9VGbwNI6Ssk?si=puTA33wwi5mSQ0vc>

Take the time to watch this TED talk by Jerry Kang, great info and things to think about!

I am grateful to have represented our LSC at such a great event. Thank you for sending me and allowing me to care for the athletes of the entire western zone. I drove many miles, took care of several safe sport issues and enjoyed my time at Summit when I was able!

We need a Disability Chair and I will share this with the board at the next meeting.

Thank you for the Chance
to Participate in the
Western Zone DEI Camp!

—
Kevin and Camryn
IES Representatives for WZ DEI Camp 2024
April Walkey IES Adult Representative