

## SECTION XIV

### DIVERSITY AND OUTREACH

#### A. Diversity and Outreach

The primary purpose of the Diversity and Outreach Program shall be to increase multicultural, ethnic, and socioeconomic diversity and to foster an inclusive environment at all levels of the sport of competitive swimming. It is intended that this program will reach out to underrepresented groups in the overall community.

1. The Diversity and Outreach Committee shall develop and administer programs which are aimed at encouraging existing clubs and related organizations to expand opportunities to provide a competitive swimming experience to those athletes currently lacking such opportunities.
2. Committee membership shall include representatives from the Age Group, Senior, and Coaches Committees, each Zone, and at least one athlete.
3. The committee shall evaluate proposals and make recommendations to the Board of Directors for the allocation of funds to those programs which show promise of achieving their objectives.
4. Clubs and organizations requesting support from Pacific Swimming shall submit a written Program Plan which includes the purpose, plan description, test metrics, schedule, budget, funding requested from Pacific Swimming, and manpower expectations. The Committee shall evaluate the requests based on the following criteria:
  - a. Fulfillment of the USA Swimming Outreach Program Mission, (i.e. Provide opportunities in swimming to the underrepresented and economically disadvantaged youth in the United States)
  - b. Fulfillment of the Pacific Swimming Mission (i.e. Encourage participation and the pursuit of excellence in swimming)
  - c. Benefit to the athletes
  - d. Innovation
  - e. Likelihood of success
  - f. Other sources of funding
  - g. Available funding from Pacific Swimming

Upon approval by the committee and the Board of Directors, the requesting organization shall be advised to enact the Program Plan and upon completion or reaching appropriate milestones, provide a written report to the committee outlining the results. Documented expenses up to the amount allocated for the program shall be reimbursed; however, an advance may be considered prior to submittal of final reports. The committee in its report to the Board of Directors may recommend discontinuance, further evaluation, or approval for continuation and/or expansion of the program.

5. To be eligible to receive funding, the organization and athletes shall be registered members of USA Swimming and Pacific Swimming. Organizations shall provide a copy of IRS documentation of their eligibility for tax deductible donations.

6. The committee may recommend limits to funding or time periods for fund availability for any organization requesting funds.
7. This program is intended to address innovative new opportunities and is not expected to continue ongoing programs after they have been initially been developed.
8. The Pacific Swimming Board of Directors shall appoint a committee of three (3) of its members to consider requests for need based (true hardship) financial assistance for athletes selected to participate on any Pacific Swimming All-Star Team. The members of this committee shall not be members of the All-Star Selection Committee. Application shall be submitted to the committee by the athlete's club coach.
  - a. The co-pay for one-day camps shall not be reduced.
  - b. Outreach athletes shall be charged 25% of the set co-pay to participate on All-Star teams and at multi-day camps.
9. The Committee shall prepare a draft of the annual Diversity and Outreach budget for submittal to the Treasurer, Board of Directors, and House of Delegates. Funding shall be based upon need and funding amounts shall be determined by the Board of Directors.