

# DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2025 HOUSE OF DELEGATES MEETING
- **DDEI COMMITTEE**
- 5/21/2025
- KENT YOSHIWARA –  
[KYOSHIWARA@PACSWIM.ORG](mailto:KYOSHIWARA@PACSWIM.ORG)



# MISSION STATEMENT

## DDEI COMMITTEE

- PACIFIC SWIMMING'S DISABILITY, DIVERSITY, EQUITY & INCLUSION COMMITTEE AIMS TO **INCREASE ACCESS** TO SWIMMING IN ALL FACETS THROUGH **EMPOWERING ATHLETES**, PROMOTING ROLE MODELS, AND SUPPORTING RELATIONSHIPS AND MENTORSHIP FOR ALL WHO ARE ENGAGED IN SWIMMING. WE STRIVE TO **CREATE A WELCOMING ENVIRONMENT** TO BRING IN NEW AND DIVERSE PARTICIPANTS AND RETAIN THEM FOR LIFE LONG ENJOYMENT OF THE SPORT.

# DIVERSITY & INCLUSION

## WHAT ARE WE DOING?

- **DISABILITY SWIMMING** – PARALLEL TIME STANDARD ADOPTED FOR AGE GROUP CHAMPS AND FAR WESTERNS - SENIOR SWIMMING IS NEXT
- DIVERSITY CAMP – DATE TBD FAIRFIELD (SOLANO COLLEGE) ???
- GRANT AND DIVERSITY SCHOLARSHIP PROGRAM – SPRING & FALL
- MEET REIMBURSEMENT PROGRAM (MEFAP) NEW ON-LINE ENTRY
- OUTREACH MEMBERSHIP - ATHLETES AND NON-ATHLETES
- **WZ DIVERSITY CAMP**/SUMMIT –
  - JUNE 2024 – OLYMPIC TRIALS (INDIANA)
- **USA SWIMMING** – DEI SUMMIT - PANELISTS
- OUTSIDE DONOR PROGRAM

# DISABILITY SWIMMING

## PARALLEL TIME STANDARD

- AGE GROUP CHAMPS
- FAR WESTERNS

Para 1 LSC Motivational Time Standards																		
P1 - non-ambulatory (wheelchair bound): limited use of all four extremities	Girls								P1	Boys								
	10 & U P1		11-12 P1		13-14 P1		15 & O P1			10 & U P1		11-12 P1		13-14 P1		15 & O P1		
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	
	1:44.49	1:44.49	1:34.69	1:34.69	1:26.19	1:26.19	1:24.89	1:24.89		50 FR	1:39.29	1:39.29	1:30.29	1:30.29	1:21.29	1:21.29	1:18.29	1:18.29
	3:39.19	3:39.19	3:18.59	3:18.59	3:00.79	3:00.79	2:58.09	2:58.09		100 FR	3:44.19	3:44.19	3:23.79	3:23.79	3:03.49	3:03.49	2:56.69	2:56.69
	8:44.89	8:44.89	7:55.69	7:55.69	7:12.99	7:12.99	7:06.49	7:06.49		200 FR	6:09.09	6:09.09	5:35.59	5:35.59	5:01.99	5:01.99	4:50.90	4:50.89
	2:03.59	2:03.59	1:51.99	1:51.99	1:40.39	1:40.39	1:40.39	1:40.39		50 BK	1:22.89	1:22.89	1:15.39	1:15.39	1:07.89	1:07.89	1:05.39	1:05.39
	3:47.19	3:47.19	3:25.89	3:25.89	3:07.49	3:07.49	3:04.59	3:04.59		100 BK	3:01.19	3:01.19	2:44.69	2:44.69	2:28.19	2:28.19	2:22.69	2:22.69
	1:54.39	1:54.39	1:43.63	1:43.63	1:34.39	1:34.39	1:32.99	1:32.99		50 BR	1:29.59	1:29.59	1:21.49	1:21.49	1:13.29	1:13.29	1:10.59	1:10.59
5:26.29	5:26.29	4:55.69	4:55.69	4:29.19	4:29.19	4:25.19	4:25.19	100 BR	4:19.99	4:19.99	3:56.39	3:56.39	3:32.69	3:32.69	3:24.89	3:24.89		
3:03.89	3:03.89	2:46.69	2:46.69	2:31.79	2:31.79	2:29.49	2:29.49	50 FL	2:48.09	2:48.09	2:32.79	2:32.79	2:17.49	2:17.49	2:12.39	2:12.39		
7:35.89	7:35.89	6:53.15	6:53.15	6:16.19	6:16.19	6:10.49	6:10.49	150 IM	7:30.09	7:30.09	6:49.19	6:49.19	6:08.19	6:08.19	5:54.59	5:54.59		
Para 2 LSC Motivational Time Standards																		
P2 - dwarfism, multiple limb deficiencies, ambulatory with assistance, can be wheelchair bound with high functioning upper body.	Girls								P2	Boys								
	10 & U P2		11-12 P2		13-14 P2		15 & O P2			10 & U P2		11-12 P2		13-14 P2		15 & O P2		
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	
	56.89	59.79	51.49	54.19	46.89	49.39	46.19	48.59		50 FR	53.99	56.79	49.09	51.69	44.19	46.49	42.59	44.79
	2:06.59	2:13.19	1:54.69	2:00.69	1:44.39	1:49.89	1:42.79	1:48.19		100 FR	1:59.09	2:05.29	1:48.29	1:53.99	1:37.39	1:42.59	1:33.79	1:38.79
	4:20.49	4:34.19	3:56.09	4:08.49	3:34.89	3:46.29	3:31.69	3:42.79		200 FR	4:11.89	4:25.09	3:48.49	4:00.99	3:26.09	3:36.89	3:18.49	3:28.89
			9:37.09	7:51.09	8:45.39	7:08.89	8:37.49	7:02.39		400/500 FR			9:37.89	7:51.69	8:40.09	7:04.49	8:20.79	6:48.79
	1:09.09	1:12.69	1:02.59	1:05.89	56.99	59.99	56.09	59.09		50 BK	1:01.09	1:04.29	55.49	58.39	49.99	52.59	48.09	50.69
	2:39.79	2:48.19	2:24.79	2:32.49	2:11.89	2:18.79	2:09.89	2:16.69		100 BK	2:32.79	2:40.89	2:18.89	2:26.29	2:05.09	2:11.59	2:00.39	2:06.79
			4:58.79	5:14.49	4:31.99	4:46.29	4:27.89	4:41.99		200 BK			4:20.89	4:34.59	3:54.79	4:07.09	3:46.09	3:57.99
	1:12.09	1:15.89	1:05.49	1:08.89	59.59	1:02.69	58.69	1:01.69		50 BR	1:09.19	1:12.79	1:02.89	1:06.19	56.59	59.59	54.49	57.39
	2:39.99	2:48.39	2:24.99	2:32.59	2:11.99	2:18.89	2:09.99	2:16.79		100 BR	2:33.39	2:41.49	2:19.49	2:26.79	2:05.49	2:12.09	2:00.89	2:07.19
			5:17.19	5:34.19	4:24.89	4:44.69	4:59.59			200 BR			5:00.99	5:16.79	4:30.89	4:45.09	4:20.89	4:34.59
1:09.59	1:13.19	1:03.09	1:06.39	57.39	1:00.39	56.59	59.49	50 FL	55.89	58.79	50.79	53.49	45.69	48.09	43.99	46.39		
2:58.89	3:08.29	2:42.09	2:50.59	2:27.59	2:35.29	2:32.99		100 FL	2:55.29	3:04.49	2:39.39	2:47.79	2:23.39	2:30.99	2:18.09	2:25.39		
5:31.79	5:49.19	5:00.59	5:16.39	4:33.69	4:48.09	4:29.59	4:43.69	200 IM	5:12.39	5:28.89	4:43.99	4:58.99	4:15.59	4:29.09	4:06.19	4:19.09		
Para 3 LSC Motivational Time Standards																		
P3 - single limb deficiencies, visual impairments, intellectual impairments, ambulatory without significant assistance.	Girls								P3	Boys								
	10 & U P3		11-12 P3		13-14 P3		15 & O P3			10 U P3		11-12 P3		13-14 P3		15 & O P3		
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM		SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	
	44.09	48.89	39.89	44.29	36.39	40.39	35.79	39.69		50 FR	39.79	44.19	36.19	40.19	32.59	36.19	31.39	34.79
	1:33.89	1:44.29	1:25.09	1:34.49	1:17.49	1:26.09	1:16.39	1:24.79		100 FR	1:26.49	1:36.09	1:18.59	1:27.29	1:10.79	1:18.59	1:08.09	1:15.69
	3:51.49	4:17.19	3:29.79	3:53.09	3:10.99	3:32.19	3:08.09	3:28.99		200 FR	3:17.69	3:39.59	2:59.69	3:19.69	2:41.69	2:59.59	2:35.79	2:53.09
	8:46.89	7:43.19	7:57.59	6:59.79	7:14.79	6:22.19	7:08.19	6:16.39		400/500 FR	8:31.99	7:30.09	7:45.49	6:49.19	6:58.99	6:08.29	6:43.49	5:54.69
			18:00.49	15:19.59	16:32.09	14:04.39	16:18.49	13:52.79		800/1000 FR			18:21.59	15:37.49	16:31.39	14:03.69	15:54.69	13:32.49
			32:31.69	30:29.19	30:01.09	28:08.19	29:37.59	27:46.39		1500/1650 FR			34:04.19	31:55.79	30:39.71	28:44.19	29:31.53	27:40.29
	53.39	59.29	48.39	53.69	44.09	48.99	43.39	48.19		50 BK	45.59	50.69	41.49	46.09	37.29	41.49	35.89	39.89
	1:52.49	2:04.99	1:41.99	1:53.29	1:32.89	1:43.19	1:31.49	1:41.59		100 BK	1:36.09	1:46.79	1:27.39	1:37.09	1:18.59	1:27.39	1:15.69	1:24.09
			4:04.79	4:31.89	3:42.99	4:07.69	3:39.59	4:03.89		200 BK			3:29.49	3:52.79	3:08.59	3:29.49	3:01.59	3:21.79
	56.79	1:03.09	51.49	57.19	46.79	51.99	46.09	51.19		50 BR	49.79	55.29	45.29	50.29	40.79	45.29	39.29	43.59
	1:59.69	2:12.99	1:48.49	2:00.49	1:38.69	1:49.69	1:37.19	1:47.99		100 BR	1:50.59	2:02.89	1:20.49	1:51.69	1:30.49	1:40.49	1:27.19	1:36.79
			4:20.29	4:49.19	3:56.99	4:23.29	3:53.29	4:19.19		200 BR			3:40.09	4:04.49	3:18.09	3:40.09	2:56.09	3:31.89
	48.29	53.59	43.69	48.49	39.79	44.19	39.19	43.49		50 FL	43.29	48.09	39.29	43.69	35.39	39.29	31.49	37.89
	1:41.69	1:52.89	1:32.09	1:42.29	1:23.89	1:33.19	1:22.59	1:31.69		100 FL	1:30.89	1:40.99	1:22.79	1:31.99	1:14.39	1:22.59	1:06.09	1:19.59
			3:40.99	4:05.49	3:21.39	3:43.69	3:18.09	3:40.09		200 FL			3:29.19	3:52.39	3:08.29	3:29.19	2:47.39	3:21.39
	3:57.99	4:24.39	3:35.69	3:59.59	3:16.29	3:38.09	3:19.39	3:34.79		200 IM	3:29.69	3:52.99	3:10.69	3:31.79	2:51.59	3:10.69	2:32.49	3:03.59
			8:34.59	9:25.49	7:48.39	8:34.69	7:41.39	8:26.99		400 IM			7:46.79	8:20.09	6:56.79	7:30.09	6:40.09	7:13.39

# DIVERSITY & INCLUSION

## OUTREACH CRITERIA

- SNAP
- COVERED CALIFORNIA/MEDICAL
- SECTION 8 HOUSING
- JOBS / CALWORKS
- HOMELESS COALITION
- FAMILY INCOME BELOW THE STATE  
POVERTY LEVEL



# DIVERSITY & INCLUSION

## 2024 USA SWIMMING DEI SUMMIT

- HELD IN DENVER COLORADO
- **PACIFIC SWIMMING** PANELISTS
  - LUCAS SALES-CUNHA
  - VERONICA HERNANDEZ
  - KENT YOSHIWARA



# PACIFIC SWIMMING - DIVERSITY

- QUESTIONS/COMMENTS
- CONTACT -
  - KENT YOSHIWARA [DIVERSITY@PACSWIM.ORG](mailto:DIVERSITY@PACSWIM.ORG)