

- 2025 HOUSE OF DELEGATES MEETING
- DDEI COMMITTEE
- 5/21/2025
- KENT YOSHIWARA KYOSHIWARA@PACSWIM.ORG

DISABILITY,
DIVERSITY,
EQUITY &
INCLUSION



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

	C IVIOL	vation	ai i iiiii	e Stand	lards												
				- 800	irls				Boys								
1 - non-ambulatory (wheelchair bound): limited use of all four extremities		UP1	11-12 P1		13-14 P1		15 & O P1		P1	10 & U P1 11-12 P1			13-14 P1		15 & O P1		
	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	1,000	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
T Pe	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 2:56.69
es o	3:39.19 8:44.89	3:39.19 8:44.89	3:18.59 7:55.69	3:18.59 7:55.69	3:00.79 7:12.99	3:00.79 7:12.99	7:06.49	7:06.49	100 FR 200 FR	3:44.19 6.09.09	3:44.19 6:09.09	3:23.79 5:35.59	3:23.79 5:35.59	3:03.49 5:01.99	3:03.49 5:01.99	4:50.90	4:50.89
mbulatory (v limited use o extremities	2:03.59	2:03.59	1:51.99	1:51.99	1:41.99	1:41.99	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
oula nite	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
Ē Ē ê	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
9 9	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
u-1	3:03.89	3:03.89	2:45.69	2:45.69	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
F 9	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 M	otivation	al Time S	itandards														
		Girls								Boys							
70	10 & U P2		11-12 P2		13-14 P2		15 & O P2		722	10 & U P2 11-12 P2 13-14 P2 15 & O				O P2			
, Ē ,	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	P2	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
cies seld ody	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
whe	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
be dr	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
na n			9:37.09	7:51.09	8:45.39	7:08.89	8:37.49	7:02.39	400/			9:37.89	7:51.69	8:40.09	7:04.49	8:20.79	6:48.79
e lin	1:09.09	1:12.69	1:02.59	1:05.89	56.99	59.99	56.09	59.09	500 FR	1:01.09	1:04.29	55.49	58.39	49.99	52.59	48.09	50.69
P2 - dwarfsm, multiple limb deficiencies, ambulatory with assistance, can be wheelchair bound with high functioning upper body.	2:39.79	2:48.19	2:24.79	2:32.49	2:11.89	2:18.79	2:09.89	2:16.69	50 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	2.32.73	2.40.05	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
		COMPANIE DE	5:17.19	5:34.19	4:24.89	4:38.79	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	2:25.39	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 M	otivation	al Time S	tandards														
				G	irls					Boys							
>	10 & U P3		11-12 P3		13-14 P3		15 & O P3				10 U P3		11-12 P3				
ato	0.011		11-1	TO 10 TO 10	13-1	4 P3	15 &	O P3	year.	10 (J P3	11-1	2 P3	13-1	4 P3	15 &	O P3
T I	SCY	0.000000	- 0.00	10.1940	-	100	1000000	37.02.75	Р3	1977		50,000		377750		2.50	-
E	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	CONTROLLED	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
F .	44.09	0.000000	- 0.00	LCM 44.29	-	100	1000000	37.02.75	P3 50 FR	SCY 39.79		50,000		377750		2.50	-
nts, an	0.000.0	LCM	SCY	LCM	SCY	LCM	SCY	LCM	CONTROLLED	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
ments, an	44.09	LCM 48.89	SCY 39.89	LCM 44.29	SCY 36.39	LCM 40.39	SCY 35.79	LCM 39.69	50 FR	SCY 39.79	LCM 44.19	SCY 36.19	LCM 40.19	SCY 32.59	LCM 36.19	SCY 31.39	LCM 34.79
pairments, an	44.09 1:33.89 3:51.49	48.89 1:44.29 4:17.19	SCY 39.89 1:25.09 3:29.79	44.29 1:34.49 3:53.09	36.39 1:17.49 3:10.99	40.39 1:26.09 3:32.19	SCY 35.79 1:16.39 3:08.09	39.69 1:24.79 3:28.99	50 FR 100 FR	39.79 1:26.49 3:17.69	44.19 1:36.09 3:39.59	36.19 1:18.59 2:59.69	40.19 1:27.29 3:19.69	32.59 1:10.79 2:41.69	36.19 1:18.59 2:59.59	SCY 31.39 1:08.09 2:35.79	1:15.69 2:53.09
l impairments, an	44.09 1:33.89	48.89 1:44.29	SCY 39.89 1:25.09	44.29 1:34.49	SCY 36.39 1:17.49	40.39 1:26.09	SCY 35.79 1:16.39	39.69 1:24.79	50 FR 100 FR 200 FR	SCY 39.79 1:26.49	44.19 1:36.09	36.19 1:18.59	LCM 40.19 1:27.29	SCY 32.59 1:10.79	36.19 1:18.59	SCY 31.39 1:08.09	1:15.69
.tual impairments, an ce.	44.09 1:33.89 3:51.49	48.89 1:44.29 4:17.19	39.89 1:25.09 3:29.79 7:57.59	44.29 1:34.49 3:53.09 6:59.79	36.39 1:17.49 3:10.99 7:14.79	40.39 1:26.09 3:32.19 6:22.19	35.79 1:16.39 3:08.09 7:08.19	1:24.79 3:28.99 6:16.39	50 FR 100 FR 200 FR 400/	39.79 1:26.49 3:17.69	44.19 1:36.09 3:39.59	36.19 1:18.59 2:59.69 7:45.49	40.19 1:27.29 3:19.69 6:49.19	32.59 1:10.79 2:41.69 6:58.99	1:18.59 2:59.59 6:08.29	31.39 1:08.09 2:35.79 6:43.49	1:15.69 2:53.09 5:54.69
slectual impairments, an cance.	44.09 1:33.89 3:51.49	48.89 1:44.29 4:17.19	SCY 39.89 1:25.09 3:29.79	44.29 1:34.49 3:53.09	36.39 1:17.49 3:10.99	40.39 1:26.09 3:32.19	SCY 35.79 1:16.39 3:08.09	39.69 1:24.79 3:28.99	50 FR 100 FR 200 FR 400/ 500 FR	39.79 1:26.49 3:17.69	44.19 1:36.09 3:39.59	36.19 1:18.59 2:59.69	40.19 1:27.29 3:19.69	32.59 1:10.79 2:41.69	36.19 1:18.59 2:59.59	SCY 31.39 1:08.09 2:35.79	1:15.69 2:53.09
intellectual impairments, an ssistance.	44.09 1:33.89 3:51.49	48.89 1:44.29 4:17.19	39.89 1:25.09 3:29.79 7:57.59	1:34.49 3:53.09 6:59.79	36.39 1:17.49 3:10.99 7:14.79	1:26.09 3:32.19 6:22.19	35.79 1:16.39 3:08.09 7:08.19	1:24.79 3:28.99 6:16.39	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/	39.79 1:26.49 3:17.69	44.19 1:36.09 3:39.59	36.19 1:18.59 2:59.69 7:45.49	1:27.29 3:19.69 6:49.19	32.59 1:10.79 2:41.69 6:58.99	1:18.59 2:59.59 6:08.29	31.39 1:08.09 2:35.79 6:43.49	1:15.69 2:53.09 5:54.69
nts, intellectual impairments, an nt assistance.	44.09 1:33.89 3:51.49 8:46.89	48.89 1:44.29 4:17.19 7:43.19	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49	44.29 1:34.49 3:53.09 6:59.79 15:19:59	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09	40.39 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19	35.79 1:16.39 3:08.09 7:08.19 16:18.49	39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR	SCY 39.79 1:26.49 3:17.69 8:31.99	44.19 1:36.09 3:39.59 7:30.09	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19	31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53	1:15.69 2:53.09 5:54.69 13:32.49 27:40.29
ments, intellectual impairments, an ficant assistance.	44.09 1:33.89 3:51.49	48.89 1:44.29 4:17.19	39.89 1:25.09 3:29.79 7:57.59	1:34.49 3:53.09 6:59.79	36.39 1:17.49 3:10.99 7:14.79	1:26.09 3:32.19 6:22.19	35.79 1:16.39 3:08.09 7:08.19	1:24.79 3:28.99 6:16.39	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/	39.79 1:26.49 3:17.69	44.19 1:36.09 3:39.59	36.19 1:18.59 2:59.69 7:45.49	1:27.29 3:19.69 6:49.19	32.59 1:10.79 2:41.69 6:58.99	1:18.59 2:59.59 6:08.29	31.39 1:08.09 2:35.79 6:43.49 15:54.69	1:15.69 2:53.09 5:54.69
pairments, intellectual impairments, an ignificant assistance.	44.09 1:33.89 3:51.49 8:46.89	48.89 1:44.29 4:17.19 7:43.19	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49	44.29 1:34.49 3:53.09 6:59.79 15:19:59	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09	40.39 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19	35.79 1:16.39 3:08.09 7:08.19 16:18.49	39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR	SCY 39.79 1:26.49 3:17.69 8:31.99	44.19 1:36.09 3:39.59 7:30.09	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19	31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53	1:15.69 2:53.09 5:54.69 13:32.49 27:40.29
impairments, intellectual impairments, an ut significant assistance.	44.09 1:33.89 3:51.49 8:46.89	1:44.29 4:17.19 7:43.19	39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69	44.29 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 1632.09 30.01.08	1:26.09 3:32.19 6:22.19 14:04.39 48.99	35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99	39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK	\$CY 39.79 1:26.49 3:17.69 8:31.99	44.19 1:36.09 3:39.59 7:30.09	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19	31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53	1:15.69 2:53.09 5:54.69 13:32.49 27:40.29
sual impairments, intellectual impairments, an thout significant assistance.	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	1:44.29 4:17.19 7:43.19 59.29 2:04.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79	1:34.49 1:34.49 3:53.09 6:59.79 15:19.59 30.29.19 53.69 1:53.29 4:31.89	36.39 1:17.49 3:10.99 7:14.79 1632.09 30:01.09 44.09 3:42.99	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19	35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09	1:36.09 3:39.59 7:30.09 50.69	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 1:27.39 3:29.49	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 3:52.79	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 41.49 1:27.39 3:29.49	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
s, visual impairments, intellectual impairments, ambulatory without significant assistance.	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	1:44.29 4:17.19 7:43.19 59.29 2:04.99	SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49	1:34.49 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19 53:69 1:53.29 4:31.89 57.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 40.09 3:42.99 46.79	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 51.99	35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 4:03.89 51.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09	1:36.09 3:39.59 7:30.09 50.69 1:46.79	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 3:52.79 50.29	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 41.49 1:27.39 3:29.49 45.29	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	1:44.29 4:17.19 7:43.19 59.29 2:04.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79	1:34.49 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19 53:69 1:53.29 4:31.89 57.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 40.09 3:42.99 46.79	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 4:03.89 51.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09	1:36.09 3:39.59 7:30.09 50.69 1:46.79	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 1:27.39 3:29.49	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 3:52.79 50.29	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 40.79 1:30.49	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 41.49 1:27.39 3:29.49 45.29	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	1:44.29 4:17.19 7:43.19 59.29 2:04.99	SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49	1:34.49 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19 53:69 1:53.29 4:31.89 57.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 40.09 3:42.99 46.79	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 51.99	35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 4:03.89 51.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09	1:36.09 3:39.59 7:30.09 50.69 1:46.79	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 3:52.79 50.29	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 41.49 1:27.39 3:29.49 45.29	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	1:44.29 4:17.19 7:43.19 59.29 2:04.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49	LCM 44.29 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19 53.69 1:53.29 4:31.89 57.19 2:00.49	36.39 1:17.49 3:10.99 7:14.79 1632.09 30:01.09 44.09 1:32.89 46.79 1:38.69	1:26.09 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 51.99	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09	1:24.79 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 51.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 50 BR	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09	1:36.09 3:39.59 7:30.09 50.69 1:46.79	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 1:27.39 3:29.49 45.29 1:20.49	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 40.79 1:30.49	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 45.29 1:40.49	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 39.29 1:27.19	1:15.69 2:53.09 5:54.69 13:32.49 27:40.29 39.89 1:24.09 3:21.79 43.59
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79 1:59.69	1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69	1:34.49 3:53.09 6:59.79 15:19.59 30:28.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:56.99	1:26.09 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 1:49.69 4:23.29 44.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29	1:24.79 39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 4:03.89 51.19 1:47.99 4:19.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 50 BR 100 BR 50 BR	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	LCM 44.19 1:36.09 3:39.59 7:30.09 50.69 1:46.79 55.29 2:02.89	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 1:27.39 3:29.49 1:20.49 3:40.09	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 45.29 1:40.49 3:40.09	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 39.29 1:27.19 2:56.09 31.49	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79 43.59 1:36.79 3:7.89
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79	1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69 1:32.09	1:34.49 3:53.09 6:59.79 15:19.59 30.29.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19 48.49 1:42.29	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:56.99 39.79	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 51.99 1:49.69 4:23.29 44.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29 39.19	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 1:41.59 4:03.89 5:1.19 1:47.99 4:31.49	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 200 BR 50 FL 100 FL	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	LCM 44.19 1:36.09 3:39.59 7:30.09 50.69 1:46.79 55.29 2:02.89	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29 1:20.49 3:40.09 39.29 1:22.79	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49 43.69	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09 35.39 1:14.39	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 45.29 1:40.49 3:40.09 39.29	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 1:27.19 2:56.09 31.49 1:06.09	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79 43.59 1:36.79 3.31.89 1:19.59
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79 1:59.69	1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99 1:52.89	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69	1:34.49 3:53.09 6:59.79 15:19.59 30:28.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:56.99	1:26.09 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 1:49.69 4:23.29 44.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29	1:24.79 39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 48.19 1:41.59 4:03.89 51.19 1:47.99 4:19.19	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 50 BR 100 BR 50 BR	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	LCM 44.19 1:36.09 3:39.59 7:30.09 50.69 1:46.79 55.29 2:02.89	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 1:27.39 3:29.49 1:20.49 3:40.09	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 45.29 1:40.49 3:40.09	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 2:56.09 31.49 1:06.09 2:47.39	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79 43.59 1:36.79 3:7.89
	44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79 1:59.69	1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69 1:32.09	1:34.49 3:53.09 6:59.79 15:19.59 30.29.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19 48.49 1:42.29	\$CY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 30:01.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:56.99 39.79	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48.99 1:43.19 4:07.69 51.99 1:49.69 4:23.29 44.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29 39.19	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 1:41.59 4:03.89 5:1.19 1:47.99 4:31.49	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 200 BR 50 FL 100 FL	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	LCM 44.19 1:36.09 3:39.59 7:30.09 50.69 1:46.79 55.29 2:02.89	\$CY 36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29 1:20.49 3:40.09 39.29 1:22.79	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49 43.69	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09 35.39 1:14.39	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 45.29 1:40.49 3:40.09 39.29	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 1:27.19 2:56.09 31.49 1:06.09	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79 43.59 1:36.79 3.31.89 1:19.59
P3 - single limb deficiencies, visual impairments, intellectual impairments, an without significant assistance.	1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79 1:59.69	1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99 1:52.89	\$CY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69 1:32.09 3:40.99	1:34.49 1:34.49 3:53.09 6:59.79 15:19.59 30:29.19 53.69 1:53.29 4:31.89 57.19 2:00.49 4:49.19 48.49 1:42.29 4:05.49	36.39 1:17.49 3:10.99 7:14.79 16:32.09 44.09 1:32.89 3:42.99 46.79 1:38.69 3:97 1:23.89 3:21.39	1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 48:09 1:43.19 4:07.69 1:49.69 4:23.29 44.19 1:33.19	\$CY 35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49 3:39.59 46.09 1:37.19 3:53.29 39.19 1:22.59 3:18.09	1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 1:41.59 4:03.89 51.19 1:47.99 4:19.19 43.49 1:31.69 3:40.09	50 FR 100 FR 200 FR 400/ 500 FR 800/ 1000 FR 1500/ 1650 FR 50 BK 100 BK 200 BK 50 BR 100 BR 200 BR 50 FL 100 FL	\$CY 39.79 1:26.49 3:17.69 8:31.99 45.59 1:36.09 49.79 1:50.59	LCM 44.19 1:36.09 3:39.59 7:30.09 50.69 1:46.79 55.29 2:02.89	36.19 1:18.59 2:59.69 7:45.49 18:21.59 34:04.19 41.49 1:27.39 3:29.49 45.29 1:20.49 3:40.09 39.29 1:22.79 3:29.19	1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 3:52.79 4:04.49 43.69 1:31.99 3:52.39	\$CY 32.59 1:10.79 2:41.69 6:58.99 16:31.39 30:39.71 37.29 1:18.59 3:08.59 40.79 1:30.49 3:18.09 35.39 1:14.39	1:18.59 2:59.59 6:08.29 14:03.69 28:44.19 1:27.39 3:29.49 1:40.49 3:40.09 39:29 1:22.59 3:29.19	\$CY 31.39 1:08.09 2:35.79 6:43.49 15:54.69 29:31.53 35.89 1:15.69 3:01.59 2:56.09 31.49 1:06.09 2:47.39	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79 43.59 1:36.79 3:31.89 37.89 1:19.59

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 <u>DIVERSITY@PACSWIM.ORG</u>