

DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2024 HOUSE OF DELEGATES MEETING
- **DDEI COMMITTEE**
- 10/13/2024
- KENT YOSHIWARA –
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?

- DIVERSITY CAMP – NOVEMBER 2ND FAIRFIELD (SOLANO COLLEGE)
- GRANT AND DIVERSITY SCHOLARSHIP PROGRAM – SPRING & FALL
- MEET REIMBURSEMENT PROGRAM (MEFAP)
- 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 ADOPTED FOR AGE GROUP CHAMPS AND FAR WESTERNS - SENIOR SWIMMING IS NEXT

DIVERSITY & INCLUSION

2024 USA SWIMMING DEI SUMMIT

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



DIVERSITY & INCLUSION

WESTERN ZONE – DEI CAMP

- **JUNE 2024** – OLYMPIC TRIALS (INDIANA)
- ATHLETES **SELECTED TO REPRESENT** PACIFIC SWIMMING
 - MONICA WARREN – **WCAB**
 - NATHAN BAREILLES – **HSC**
 - XANDER CARANICOLAS - **MCSD**
- CAMP HEAD COACH: **KEIICHIRO YOSHIDA**
- SUMMIT – **KENT YOSHIWARA**



DIVERSITY & INCLUSION



WESTERN ZONE DIVERSITY & INCLUSION CAMP

DIVERSITY & INCLUSION

OUTREACH CRITERIA

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

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	1:41.99	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
	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	4:38.79	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 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	29:37.99	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

GRANTS – AWARDED

CARSON CITY TIGERSHARKS OAKLAND TSUNAMI
FORT BRAGG AQUATICS OAKLAND UNDERCURRENT
MONTEREY COUNTY AQUATICS TEAM STARFISH
AQUATICS MLK BLUE DOLPHINS OAKLAND
BARRACUDA PRESIDIO COMMUNITY YMCA OF SF
LAKE COUNTY CHANNEL CATS RICHMOND SAILFISH
NORTHERN NEVADA AQUATICS YMCA PACIFIC
AQUATIC CLUB VALLEJO AQUATIC CLUB RENO
AQUATIC CLUB FORT BRAGG AQUATICS
MENDOCINO COAST SEA DRAGONS SEBASTOPOL
SEA SERPENTS QUICKSILVER SWIMMING

PACIFIC SWIMMING - DIVERSITY

- QUESTIONS/COMMENTS
- CONTACT -
 - KENT YOSHIWARA DIVERSITY@PACSWIM.ORG