

# DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2023 HOUSE OF DELEGATES MEETING
- DDEI COMMITTEE
- 10/15/2023
- KENT YOSHIWARA –

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### 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 OCTOBER 22<sup>ND</sup> UKIAH
- 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)
- ON DECK MARKETING PROGRAM
- OUTSIDE DONOR PROGRAM (NEW)
- DISABILITY SWIMMING PARALLEL TIME STANDARD

### **DIVERSITY & INCLUSION**

### **OUTREACH CRITERIA**

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

### DISABILITY SWIMMING

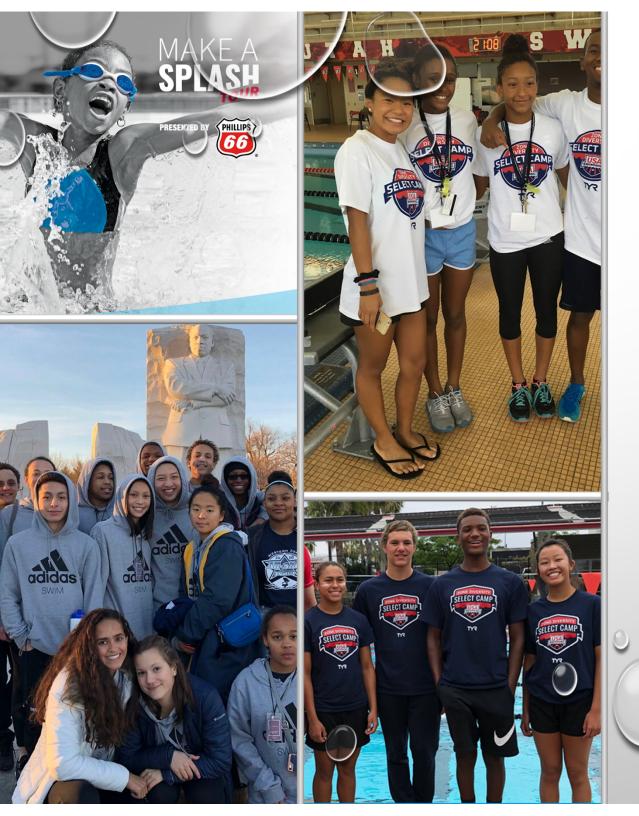
### PARALLEL TIME STANDARD

- AGE GROUP CHAMPS
- FAR WESTERNS

	SC Moti	vation	ai iime	e Stant	iaius												
				G	irls								В	oys			
iji L	10 &	U P1	11-1	2 P1	13-1	4 P1	15 &	O P1	P1	10 &	U P1	11-1	2 P1	13-1	4 P1	15 &	O P1
<ol> <li>non-ambulatory (whe elchair bound): limited use of all four extremities</li> </ol>	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	F1	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM
a le	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	1:18.79
e of	3:39.19	3:39.19	3:18.59	3:18.59	3:00.79	3:00.79	2:58.09 7:06.49	2:58.09 7:06.49	100 FR	3:44.19	3:44.19	3:23.79	3:23.79	3:03.49	3:03.49	2:56.69 4:50.90	2:56.69 4:50.89
tory a us	8:44.89	8:44.89	7:55.69	7:55.69	7:12.99	7:12.99	1:40.39	1:40.39	200 FR	6.09.09	6:09.09	5:35.59	5:35.59	5:01.99	5:01.99	1:05.39	1:05.39
nbulatory (v imited use o extremities	2:03.59	2:03.59	1:51.99 3:25.89	1:51.99 3:25.89	1:41.99	1:41.99	3:04.59	3:04.59	50 BK	1:22.89	1:22.89	1:15.39 2:44.69	1:15.39	1:07.89	1:07.89	2:22.69	2:22.69
를 를 X	1:54.39	1:54.39	1:43.63	1:43.63	1:34.39	1:34.39	1:32.99	1:32.99	100 BK 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
6 6 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
- n	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
P1 b	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 N	Motivation	al Time S	Standards	5													
	Т			G	irls								В	oys			
$\vdash$	10 &	U P2	11-1	2 P2	13-1	4 P2	15 &	O P2		10 &	U P2	11-1		13-1	4 P2	15 &	O P2
ies, elchair ody.	SCY	LCM	SCY	LCM	SCY	LCM	SCY	LCM	P2	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
r by	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
P2 - dwarfism, multiple limb deficiencies, ambulatory with assistance, can be wheekchair bound with high functioning upper body.	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/			9:37.89	7:51.69	8:40.09	7:04.49	8:20.79	6:48.79
	1:09.09	1:12.69							500 FR								
	2:39.79	2:48.19	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
ssiss fu	2.33.73	2.40.13	2:24.79 4:58.79	2:32.49 5:14.49	2:11.89 4:31.99	2:18.79 4:46.29	2:09.89 4:27.89	2:16.69 4:41.99	100 BK 200 BK	2:32.79	2:40.89	2:18.89 4:20.89	2:26.29 4:34.59	2:05.09 3:54.79	2:11.59 4:07.09	2:00.39 3:46.09	2:06.79 3:57.99
th a high	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
if § if	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
d w			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
2 - c	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
م ۾ م	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 N	Motivation	al Time															
		ioi i iiiie .	standards	5													
1	Т	ioi riiiie .	standards		irls								В	oys			
>	10 &	U P3				4 P3	15 &	O P3		10 (	U P3	11-1		oys 13-1	4 P3	15 &	O P3
atory		U P3	11-1	G 2 P3	13-1			_	Р3	-		_	2 P3	13-1			
nbulatory	SCY	U P3 LCM	11-1 SCY	2 P3	13-1 SCY	LCM	SCY	LCM		SCY	LCM	SCY	2 P3 LCM	13-1 SCY	LCM	SCY	LCM
, ambulatory	SCY 44.09	U P3 LCM 48.89	11-1 SCY 39.89	LCM 44.29	13-1 SCY 36.39	LCM 40.39	SCY 35.79	<b>LCM</b> 39.69	50 FR	SCY 39.79	LCM 44.19	SCY 36.19	2 P3 LCM 40.19	13-1 SCY 32.59	LCM 36.19	SCY 31.39	LCM 34.79
ents, ambulatory	SCY	U P3 LCM	11-1 SCY	2 P3	13-1 SCY	LCM	SCY	LCM		SCY	LCM	SCY	2 P3 LCM	13-1 SCY	LCM	SCY	LCM
rments, ambulatory	SCY 44.09	U P3 LCM 48.89	11-1 SCY 39.89	LCM 44.29	13-1 SCY 36.39	LCM 40.39	SCY 35.79	<b>LCM</b> 39.69	50 FR	SCY 39.79	LCM 44.19	SCY 36.19	2 P3 LCM 40.19	13-1 SCY 32.59	LCM 36.19	SCY 31.39	LCM 34.79
pairments, ambulatory	44.09 1:33.89 3:51.49	U P3 LCM 48.89 1:44.29 4:17.19	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	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	2 P3 LCM 40.19 1:27.29 3:19.69	13-1 SCY 32.59 1:10.79 2:41.69	36.19 1:18.59 2:59.59	31.39 1:08.09 2:35.79	34.79 1:15.69 2:53.09
al impairments, ambulatory	SCY 44.09 1:33.89	U P3 LCM 48.89 1:44.29	11-1 SCY 39.89 1:25.09	CM 44.29 1:34.49	13-1 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	2 P3 LCM 40.19 1:27.29	13-1 SCY 32.59 1:10.79	36.19 1:18.59	SCY 31.39 1:08.09	34.79 1:15.69
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ellectual impairments, ambulatory tance.	44.09 1:33.89 3:51.49	U P3 LCM 48.89 1:44.29 4:17.19	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	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	2 P3 LCM 40.19 1:27.29 3:19.69	13-1 SCY 32.59 1:10.79 2:41.69	36.19 1:18.59 2:59.59	31.39 1:08.09 2:35.79	34.79 1:15.69 2:53.09
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s, visual impairments, intellectual impairments, ambulatory without significant assistance.	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99	11-1 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	G 2 P3 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	13-1 SCY 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	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	\$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	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 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	\$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	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 46.09 1:37.09 3:52.79 50.29	13-1 SCY 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 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 39.29	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99	11-1 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	G 2 P3 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	13-1 SCY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 44.09 1:32.89 3:42.99	1:26.09 1:26.09 3:32.19 6:22.19 14:04.39 28:08.19 4:07.69 51.99 1:49.69	35.79 1:16.39 3:08.09 7:08.19 16:18.49 29:37.99 43.39 1:31.49	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	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	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 46.09 1:37.09 3:52.79	13-1 SCY 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
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99	11-1 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	G 2 P3 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	13-1 SCY 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	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	\$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	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 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	\$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	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 46.09 1:37.09 3:52.79 50.29	13-1 SCY 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 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 39.29	1:15.69 2:53.09 5:54.69 27:40.29 39.89 1:24.09 3:21.79
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 32:31.69 4:04.79 51.49 1:48.49	G 2 P3 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	13-1 SCY 36.39 1:17.49 3:10.99 7:14.79 16:32.09 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 4:07.69 51.99 1:49.69	\$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 39.69 1:24.79 3:28.99 6:16.39 13:52.79 27:46.39 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 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	\$CY 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	2 P3 LCM 40.19 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	13-1 SCY 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	SCY 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	13:32.49 27:40.29 39.89 1:24.09 3:21.79 43.59
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 48.29	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49 4:20.29	G12 P3 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 4:49.19 48.49	13-1 SCY 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 28:06.19 48.99 1:43.19 4:07.69 51.99 1:49.69 4:23.29	\$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 45.29 1:20.49 3:40.09 39.29	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49 43.69	13-1 SCY 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 3:31.89
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 1:59.69	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69	G2 P3 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 4:49.19 48.49 1:42.29	13-1 SCY 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 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 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	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	\$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	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 50.29 1:51.69 4:04.49 43.69 1:31.99	13-1 SCY 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 3:3.39 1:14.39	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 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 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 3:31.89 37.89
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 48.29	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99 1:52.89	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49 4:20.29	G12 P3 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 4:49.19 48.49	13-1 SCY 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 28:06.19 48.99 1:43.19 4:07.69 51.99 1:49.69 4:23.29	\$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 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 45.29 1:20.49 3:40.09 39.29	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 46.09 1:37.09 3:52.79 50.29 1:51.69 4:04.49 43.69	13-1 SCY 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 3:31.89 37.89 1:19.59
	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 48.29	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69	G2 P3 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 4:49.19 48.49 1:42.29	13-1 SCY 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 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 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	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	\$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	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 50.29 1:51.69 4:04.49 43.69 1:31.99	13-1 SCY 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 3:3.39 1:14.39	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 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 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 3:31.89 37.89
P3 - single limb deficiencies, visual impairments, intellectual impairments, ambulatory without significant assistance.	\$CY 44.09 1:33.89 3:51.49 8:46.89 53.39 1:52.49 56.79 1:59.69	U P3 LCM 48.89 1:44.29 4:17.19 7:43.19 59.29 2:04.99 1:03.09 2:12.99 1:52.89	11-1 SCY 39.89 1:25.09 3:29.79 7:57.59 18:00.49 48.39 1:41.99 4:04.79 51.49 4:20.29 43.69 1:32.09	G12 P3 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 4:49.19 48.49 1:42.29 4:05.49	13-1 SCY 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 3:9.79 1:23.89	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 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 1:352.79 27:46.39 1:41.59 4:03.89 51.19 1:47.99 4:19.19 4:31.69 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	\$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 3:40.09 39.29 1:22.79 3:29.19	2 P3 LCM 40.19 1:27.29 3:19.69 6:49.19 15:37.49 31:55.79 46.09 1:37.09 50.29 1:51.69 4:04.49 43.69 1:31.99 3:52.39	13-1 SCY 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 3:33.39 1:14.39 3:08.29	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 1:40.49 3:40.09 39.29 1:22.59	\$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 3:29 1:27.19 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 CAMP



# DIVERSITY & INCLUSION

### 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 -
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