DISABILITY, DIVERSITY, EQUITY & INCLUSION

- 2026 HOUSE OF DELEGATES MEETING
- ***DDEI COMMITTEE***
- 10/21/2026
- KENT YOSHIWARA
- KYOSHIWARA@PACSWIM.ORG



OUR PURPOSE

DDEI COMMITTEE

- WE AIM TO **INCREASE ACCESS** TO SWIMMING BY **EMPOWERING ATHLETES**, PROMOTING ROLE MODELS AND MENTORSHIP, AND HELPING PARTICIPANTS FEEL WELCOME. WE SUPPORT **LIFELONG PARTICIPATION** IN THE SPORT.

DIVERSITY & INCLUSION

COMMITTEE ACTIVITIES

- **DISABILITY SWIMMING:** PARALLEL TIME STANDARDS – SEVERAL SWIMMERS HAVE QUALIFIED FOR MEETS
- DIVERSITY CAMP: 2027?
- GRANTS AND DIVERSITY SCHOLARSHIPS: SPRING AND **FALL**
- MEET REIMBURSEMENT (MEFAP): **ONLINE ENTRY**
- OUTREACH MEMBERSHIP: ATHLETES AND **NON-ATHLETES**
- **WZ DIVERSITY** CAMP/SUMMIT
  - JUNE 2027. LOCATION TBD.
- **OUTSIDE** DONOR PROGRAM
- **DIVERSITY AWARD: COACH KELLY NATHANE** (HVST)

DISABILITY SWIMMING

PARALLEL TIME STANDARDS

- **P1:** NON-AMBULATORY, WITH LIMITED USE OF ALL FOUR EXTREMITIES

- **P2:** DWARFISM. MULTIPLE LIMB DEFICIENCIES, AMBULATORY WITH ASSISTANCE, MAY USE A WHEELCHAIR WITH HIGH UPPER-BODY FUNCTION

- **P3:** SINGLE LIMB DEFICIENCIES, VISUAL OR INTELLECTUAL IMPAIRMENTS, AMBULATORY WITHOUT SIGNIFICANT ASSISTANCE

DISABILITY SWIMMING

PARALLEL TIME STANDARDS

- 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	16:18.48	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

DISABILITY SWIMMING

- **HOW MANY SWIMMERS WITH DISABILITIES ARE IN YOUR CLUB?**
- **WHAT BARRIERS DO THEY FACE?**

DIVERSITY & INCLUSION

OUTREACH CRITERIA

- SNAP
- COVERED CALIFORNIA / MEDI-CAL
- SECTION 8 HOUSING
- JOBS / CALWORKS
- HOMELESS COALITION
- FAMILY INCOME BELOW THE STATE POVERTY LEVEL
- FOSTER CHILDREN

DELEGATE INPUT

ALL DELEGATES ARE WELCOME AT OUR MONTHLY COMMITTEE MEETING.

SHARE YOUR CLUB'S NEEDS, INCLUDING SUPPORT FOR SWIMMERS WITH DISABILITIES.

HOW CAN DDEI HELP?

- WHAT IS ONE NEED YOUR CLUB WANTS DDEI TO ADDRESS?

  - **KENT YOSHIWARA** DIVERSITY@PACSWIM.ORG