

# Adirondack Swimming

## Spring HOD meeting

### June 4, 2022

#### Attendees:

Don Lipkin	Sean Caron	Jennifer Dixon
Marco Greico	Debbie Erickson	Dan Tanski
Rossi Maldonnado	Rob Macleod	Katie Ferreira
Marco Greico	Bill Faucett	Jerry Adams
Chuck Dunham	Jill Greenleaf	Jillian Gale
Penny Sorbello	Jeff Watson	Kat Stuttle
Colin Izzard	Jerry Lindecke	Tom Orcutt
Andrew Orcutt	Emma Lindecke	Jarrett O'Donnell

Meeting called to order 5:02pm

Minutes approved.

Agenda approved.

Don opened meeting. Motion to approve meeting minutes from Fall 2021 HOD meeting and Agenda for current meeting. Meeting minutes and agenda approved. Don highlighted that we are doing fine despite athlete numbers still being lower than prior to Covid but we are making progress with enrollment back up to pre-Covid registration numbers. SC season ended up healthy with 2 championship meets. Thanked the host teams and all that made it happen. Quick note that LC meet schedule looks terrible at this point. Don welcomed new athletes and Jill Greenleaf and Rob Macleod to the Governance Committee. Adam Hershberg resigned as Registrar and Bill Faucett has taken over as Registrar. He thanked all for their service and commitment.

GC's report accepted and approved.

#### **Financial Report – Debbie Erickson**

Debbie highlighted that revenue is down due to fewer meets and fewer registrations. We are poised to lose about \$14,000 for current fiscal year. Bank balance as of 5/31 are \$401,466.

We have not been spending all funds budgeted for Outreach. There are only 2-3 Outreach applications pending for the long course season. Don asked Sean to look at opportunities for Outreach and form a committee to identify ways to spend the outreach budget. With grant from Skidmore College it is important to identify community needs and deploy the funds. Rossi suggested that because the season was so short we did not receive the number of requests that we would normally receive.

The new budget presented assumes the passing of proposal #3 and #4 legislative items. Later amended to remove original proposal #3 Proposal to have AD pay for awards at Championship meets as opposed to host team. Increase entry fee by \$1.00 per event to accommodate the additional cost was removed from legislative items for the time being and left for future discussion. Budget reflects new registration process where USA Swimming will be collecting all registration fees. Budget assumes small increase in registrations and meets getting back to pre-Covid levels.

Proposal #4 (now Proposal #3) regarding Adirondack Financial Policy and Procedures was put out for review and vote. Approved and attached here.

Bill spoke about the impact that online registration will have the Outreach program available. Applicants do not need to prove a financial need in order to obtain Grant approval but the Outreach for membership does require those disclosures. Sean asked that if we are able to add an information page to the registration portal regarding the Outreach Program that we make sure we do. Committee is Rob Macleod, Bill Faucett, Sean Caron, Rossi and the athlete representatives.

Finance report was accepted and approved.

Bill discussed new registration process for USA Swimming. Bill will have to go in and set up the membership types. Some clubs may want to select the type of offerings they will offer. There will be a webpage and each club will have a unique login and each parent will create their own login. Every non-athlete and athletes. Credit card/ debit card to pay for registration fees. Bill explained that one of the things they will be adding is an admin registration. If they are meet directors, they cannot use that type of membership. Don asked if it is mandatory. So, it's more designed for board members, they have no involvement with athletes. They are the target individual. All memberships are going to have to be approved by Bill. All will go into "holding tank" until he approves. Legal ID will still need to go to Bill. Still discussing "transfer" guidelines so that kids don't have to wait too long.

Sean asked about meet refs what they can do as deck entry system. Can they enter and pay for the registration on the pool deck. Fines will still be in force. Bill has asked for 3 contacts from each club to facilitate the process.

Registrar report approved.

Jerry discussed LC season. The only LC meet we have is the Hawks meet. We do not have a host or pool in order to do Championships. It does not look good for this LC season. Ideas were to perhaps run a SC meet for LC Championships. Chuck suggested that CPP might be able to host a SC meet. Weekend of July 23<sup>rd</sup> for last minute Championships. No meet requirements for participating athletes for championships. Chuck and Jerry agreed to explore options. Colin voiced concern regarding late planning and the fact that families have already planned vacations and teams have already sourced alternative meets. Recommended earlier start for LC season planning next year. All voiced complications and access to LC pools being the biggest challenges due to Covid restrictions remaining in place.

Approved Tech Planning Report.

Katie highlighted the trip to Colorado Zone Workshops and Meeting. Highlighted DEI workshop as way to get involved and improve diversity. Build a healthy environment in AD. Attended USADA Workshop Anti-Doping. LSC meetings and talked getting athletes more involved. Katie said that it was really informative for them and they realized that they have an understanding of how to change legislation. Katie explained that they might be able to host athlete engagement do an AEC (Athlete Executive Committee) which the athletes from each team would gather together and collaborate. Getting every team involved to put forth an athlete. Katie explained that coming out of Covid it will be a great opportunity to get people. Elected each year from each team. Increase social media presence. Both Caitlin and Abbie really enjoyed their time in Colorado.

Motion to devise and identify that the Athlete Executive Committee be defined. Get it on the September meeting. Form an ad-hoc committee Chuck, Rossi and Marco to work with the Athlete Committee. Planning the LSC AEC. Motion passes.

Athletes' report approved.

Governance Committee did not submit a report. Rob Macleod said that they are in the process of taking Monthly Zoom meetings to see what they are doing and developing the LSC.

Motion to approve verbal report. Approved.

Sport and Records Report was pulled.

Sean explained that any team host for sanction teams must be Safe Sport recognized. He is hearing a lot about that and of the teams that host meets only 2 of our 7 are Safe Sport recognized. We need to make every effort to get more teams Safe Sport recognized.

As of September 2021 MAAP was approved. All teams need to be MAAP compliant and should be submitted. Most teams will handle with registrations. All teams need to designate a Safe Sport contact. Sean and Bill to update the AD LSC website. Everything needs to be updated in PMP.

Safe Sport report was approved.

Jarrett pulled out the Records report. Encouraged teams to let him know when records are set for resident records when done at out of district records. On the national level, mixed relays are now being tracked and he would like to encourage that AD LSC would like to start to track. We do not currently have them in our meets. Can Jarret begin to track mixed relays for each of the relays.

Motion to add mixed relays to the records that LSC tracks. It was approved.

Proposed Legislative Items:

See Attachment

All other reports provided (attached) were block approved.

Motion to adjourn

**REVISED 7-11-22**  
**REVISED 6-7-22**  
**Adirondack LSC**  
**2022 Spring Meetings BOD and HOD**  
**Legislative Items**  
**June 4, 2022**

**PASSED by HOD June 4, 2022**

**Proposal #1 – Marco Greico, Admin Vice-Chair & Debbie Erickson, Finance Chair:**

To change the Senior Athlete Scholarship amount from \$250.00 to \$500.00 per athlete.

**Proposal #2 – Bill Faucett, Registrar**

Raise the LSC fee for premium athletes and all non-athletes by \$1.00, from \$17 to \$18.

This should cover the processing fee for 2023 registration season (starts September 1, 2022), to provide for 4% loss using the new Online Registration System.

**PASSED BY HOD after revisions 6-12-22**

**Proposal #3 - Debbie Erickson, Finance Chair**

Proposal to update Adirondack Swimming Financial Policies and Procedures as follows:

**Adirondack Swimming Financial Policies and Procedures**

LSC accounts will be set up in a bank where full electronic access to accounts is available, including:

- Remote deposits
- Transfers between accounts
- Interface to common finance software
- Electronic bill pay

Whenever practical, LSC expenses will be paid through electronic transactions to allow better tracking and control of funds disbursement

**Incoming Funds:**

- Registration fees and meet fees are the main sources of income.
  - Registration income:

- Teams will mail check to registrar. Registrar will deposit checks within 2 weeks of receiving. At time of deposit, registrar will email Finance Vice Chair and Treasurer with deposit breakdown.
    - For last minute registrations, teams have then option to use PayPal. Registrar will notify Finance Vice chair to make transfer to bank account.
    - NOTE: it is anticipated that registration income will be processed directly by USA Swimming starting Fall of 2022.
  - Meet fee income
    - Ahead of meets, teams will mail check for bid fee to Sanctions Chair.
    - After each meet, teams will submit financial report and payment to Sanctions chair, who will reconcile to meet file.
    - Sanctions Chair will deposit checks within 2 weeks of receiving. At time of deposit, registrar will email Finance Vice Chair and Treasurer with deposit breakdown.
- Other sources of income:
  - Occasionally, Finance Vice Chair might receive donations. In those situations, finance VC will make deposit and notify treasurer and General Chair.

#### **Expenses:**

- Credit cards will be provided to the General Chair, Administrative Vice Chair and Zone Team Coordinator. The credit card will be authorized for expenditures up to \$30,000 to support unplanned or emergency expenses.
  - Card holders must have expenses pre-approved by Finance Vice-Chair. If expense is approved through budget, Finance Vice Chair must be notified of upcoming transaction.
    - If pre-approval is not possible while at a conference or Zones, Finance Vice Chair must be notified within two weeks of the expenditure.
  - Card holders must submit all receipts to Finance Vice Chair for all transactions.
  - If above guidelines are not followed, the CC will be cancelled.
  - If CC is inadvertently used for non-Adirondack Swimming purchase, the card holder shall reimburse Adirondack Swimming within one month of the expenditure statement.
- Other expenditures
  - Most non-CC expenses are to be paid through the Bank account bill pay.
  - Finance Vice Chair must pre-approve all expenditures.
  - Payroll is approved through budget and is paid out twice a year.
  - Admin Vice Chair or General Chair will approve any expenses paid by Finance Vice Chair.

#### **The Finance Committee is responsible for:**

- Determining the level of risk to be taken in investment accounts. Specifically, the Finance Committee must approve investment instruments to be used for Cash Reserve and Strategic Initiative Funds. Investment vehicles for LSC funds should present no significant risk of loss of LSC funds.
- Approving, on behalf of Board, expenditures that deviate from budget by more than \$1000.

### **The Finance Vice Chair is responsible for:**

- Developing a financial plan in the form of a budget for approval by the Finance Committee.
- Paying bills as authorized through approved budget lines by either initiating payments or instructing treasurer to pay.
  - Approval process:
    - Treasurer can initiate payment if bill has been approved by Finance Vice Chair.
    - For Finance Vice Chair to initiate payment, expenditure must be approved by:
      - Travel Reimbursement: Coaches representative
      - Outreach Grants: General Chair or Outreach Chair
      - Payroll: approved through budget
      - Other: Administrative Vice Chair
- Securing approval from the Finance Committee for expenditures that are more than \$1000 higher than the budget.
- Finance Vice Chair will cancel credit cards when a card holder leaves office. The card holder should also return CC to Finance Vice chair.
- Maintaining LSC accounting records. Either Finance Vice Chair or Treasurer must enter transactions in Quickbooks on a monthly basis. Invoices/receipts should be attached to transaction in Quickbooks. Treasurer is responsible for reconciling all accounts.
- Supporting annual audits and agreed-upon procedures review.
- Working with treasurer to have taxes filed with the IRS.
- Representing the LSC in the event of an IRS audit.
- Managing liquidity of LSC funds. Funds will be invested according to the risk profile established by Finance Committee. Transfers in and out of the Cash Reserve Fund will be approved by the Finance Committee.
- Providing analytical support to the Finance Committee and LSC Board for new initiatives to help guide decision making.
- Upon formal request to the Executive Committee, members of Adirondack Swimming may be provided details from within the financial records of the LSC. The Finance Vice Chair, upon receiving notice from the Executive Committee of a request, will have 30 days to provide the report to the Executive Committee. If the request cannot be met in 30 days, the Finance Vice Chair will notify the Executive Committee and a specific report date will be determined.

**PASSED BY HOD via email distribution and collection of votes 7-11-22**

### **Proposal #4 – Don Lipkin, General Chair**

The EZ Long Course Zones championship is being held in Ithaca this summer. A request has been made that ADSI offers a travel reimbursement for athletes who meet the requirements stated in our reimbursement policy

<http://adirondackswimming.org/Administrative/formtravelreimbursement.pdf>).

In line with our policy, I would propose that we reimburse eligible athletes' travel expenses at \$125/day up to \$250 for the meet.

## General Chair's Report

June 4, 2022

What a ride we've had since our last BoD/HoD meeting on October 3<sup>rd</sup>, 2021!

We entered our 2021/2022 Short Course season full of uncertainty. Our athlete count was down from a pre-COVID 2182 to a paltry 846. We had no meets on our LSC calendar. It wasn't at all clear whether we'd have a competition season, let alone being able to hold our SC Championship meets.

But pools slowly began to open up, first for practices and intrasquad meets, then for dual and small un-spectated meets. Thanks to the tremendous efforts of our Technical Planning Committee, the support of our host teams (Schenectady-Saratoga Swim Club and Clifton Park-Halfmoon Piranhas) and host facilities (Union College and Shen H.S.), we were able to run Silvers and Golds earlier this year. It was a special treat to be able to recognize our graduating Seniors for the first time in three years, with their families in attendance.

Please help me celebrate the members of our LSC who have been recognized at the Gold's Championship Awards Ceremony: Debbie Erickson and Ronaldo Hart for the Outstanding Service Award; coach of the year Jerome Adams; Travis Nelson for the Maxwell Excellence Award; and Athlete Scholars Madeline Ferreira and Henry LeCates.

As we welcome Jenna Hart and Katie Ferreira as our newest members of the Board, I'd like to recognize Maddie Ferreira and Emma Lindecke for their service over the past two years. Emma and Maddie had a tough tenure and I really appreciate their participation and voice for the Athletes of Adirondack Swimming. We also have a new registrar – Bill Faucett. Thanks to Bill for stepping up and to Adam Hershberg for his service.

Our registered athlete numbers currently stand at 1718, well on their way to recovery – though plenty of uncertainties remain as we try to build back our teams and re-establish access to facilities. I am optimistic that our Long Course and upcoming Short Course seasons will be less of a roller-coaster than we've seen over the past two years. Thanks to our coaches, parents and athletes for your resilience and patience as we work our way back to normal.

Our LSC is in strong financial shape, and many thanks go to Debbie Erickson (Finance Vice-Chair) and Jillian Gale (Treasurer) for continuing to shore up our fiscal rigor. I'm proud to say that we've been able to continue supporting our operations, providing Outreach Grants and – for lack of better generalization – “doing the right thing” by our teams through some tough times. We are entrusted to deploy the resources of Adirondack Swimming responsibly and wisely, and we take this responsibility seriously.

We have a lot of legislation in the works, including a refresh of our Policies and Procedures, especially as relates to our Financial Governance. A special thank you to our Governance Committee (chaired by Rob MacLeod and comprising Caitlin Cho, Jill Greenleaf and Travis Nelson) for spearheading this effort. The HoD will be seeing the first of our proposals during the Spring Meeting, with more to come this Fall and in our Spring 2023 meeting.

I'll close by reminding the parents, coaches and athletes that Adirondack Swimming is YOUR organization. The BoD represents you, your interests and your financial contributions. We are here so that our Athletes have opportunities to practice, compete and develop their self-confidence and sportsmanship without having to worry about the nitty-gritty of LSC operations. Please continue to stay involved and let us know if you'd like to participate more strategically as a volunteer in our organization.

Respectfully submitted,

Don

# Adirondack Swimming

## Financial Summary Report Spring, 2022

### Bank Balances as of 5/31/2021

Checking x0903	\$ 25,016.49
Savings x7619	\$ 323,845.55
CD x1029	\$ 52,604.81
<b>TOTAL</b>	<b>\$ 401,466.85</b>

### High level Financial Summary

		Proposed						
		2021-22	2021-22		2022-23	2023-24	2024-25	2025-26
		Actuals	Budget	Variance	Budget	Budget	Budget	Budget
<b>Income</b>								
	Registration Fees	\$ 155,755	\$ 188,575	\$ (32,820)	\$ 41,063	\$ 46,795	\$ 46,795	\$ 46,795
	Travel Fund	\$ 22,286	\$ 47,750	\$ (25,464)	\$ 39,750	\$ 42,400	\$ 42,400	\$ 42,400
	Zones	\$ 3,450	\$ 1,800	\$ 1,650	\$ 3,450	\$ 3,450	\$ 3,450	\$ 3,450
	Interest	\$ 67	\$ 83	\$ (16)	\$ 68	\$ 68	\$ 68	\$ 68
	Other	\$ 1,842	\$ -	\$ 1,842	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
	<b>Total Income</b>	<b>\$ 183,400</b>	<b>\$ 238,208</b>	<b>\$ (54,808)</b>	<b>\$ 84,331</b>	<b>\$ 92,713</b>	<b>\$ 92,713</b>	<b>\$ 92,713</b>
		\$ 183,400			\$ 84,331	\$ 92,713	\$ 92,713	\$ 92,713
<b>Expenses</b>								
	Registration Fees	\$ 122,520	\$ 147,825	\$ (25,305)	\$ 2,963	\$ 3,212	\$ 3,232	\$ 3,252
	Travel / Meeting Expenses	\$ 28,564	\$ 41,450	\$ (12,886)	\$ 41,600	\$ 41,600	\$ 41,600	\$ 41,600
	Zones	\$ 18,847	\$ 15,700	\$ 3,147	\$ 19,149	\$ 19,599	\$ 19,699	\$ 19,699
	Admin Expenses	\$ 17,583	\$ 20,364	\$ (2,781)	\$ 19,840	\$ 19,990	\$ 19,990	\$ 19,990
	Awards, Scholar, Athlete	\$ 2,005	\$ 1,900	\$ 105	\$ 2,850	\$ 2,850	\$ 2,850	\$ 2,850
	Outreach	\$ 10,000	\$ 13,300	\$ (3,300)	\$ 12,517	\$ 10,000	\$ 10,000	\$ 10,000
	<b>Total Expenses</b>	<b>\$ 199,519</b>	<b>\$ 240,539</b>	<b>\$ (41,020)</b>	<b>\$ 98,918</b>	<b>\$ 97,251</b>	<b>\$ 97,371</b>	<b>\$ 97,391</b>
	<b>NET INCOME</b>	<b>\$ (16,119)</b>	<b>\$ (2,331)</b>	<b>\$ (13,787)</b>	<b>\$ (14,587)</b>	<b>\$ (4,538)</b>	<b>\$ (4,658)</b>	<b>\$ (4,678)</b>



## Adirondack Swimming Board Meeting Financial Report Spring 2022

	2021-22 Projection	2021-22 Budget	Variance	2022-23 Budget	2023-24 Budget	2024-25 Budget	2025-26 Budget
<b>Income</b>							
Registration Fees							
Athlete	135,159	160,675	(25,516)	35,231	40,123	40,123	40,123
Non-Athlete	18,196	24,900	(6,704)	5,112	5,922	5,922	5,922
Club	2,400	3,000	(600)	720	750	750	750
<b>Total Registration Fees</b>	<b>155,755</b>	<b>188,575</b>	<b>(32,820)</b>	<b>41,063</b>	<b>46,795</b>	<b>46,795</b>	<b>46,795</b>
Travel Fund							
Meet Fees	21,041	46,000	(24,959)	38,350	41,000	41,000	41,000
Bid Fees	840	1,000	(160)	1,000	1,000	1,000	1,000
Fines	405	750	(345)	400	400	400	400
<b>Total Travel Fund</b>	<b>22,286</b>	<b>47,750</b>	<b>(25,464)</b>	<b>39,750</b>	<b>42,400</b>	<b>42,400</b>	<b>42,400</b>
Zones	3,450	1,800	1,650	3,450	3,450	3,450	3,450
Interest	67	83	(16)	68	68	68	68
Other / Donations	1,842	-	1,842	1,000	1,000	1,000	1,000
<b>TOTAL INCOME</b>	<b>183,400</b>	<b>238,208</b>	<b>(54,808)</b>	<b>84,331</b>	<b>92,713</b>	<b>92,713</b>	<b>92,713</b>
<b>Expenses</b>							
Registration Fees							
Athlete	103,666	125,725	(22,059)	264	268	272	276
Non-Athlete	17,101	19,800	(2,699)	1,056	1,072	1,088	1,104
Club	1,680	2,100	(420)	-	-	-	-
Paypal Fees / USA Swimming Fees	72	200	(128)	1,643	1,872	1,872	1,872
<b>Total Registration Fees</b>	<b>122,520</b>	<b>147,825</b>	<b>(25,305)</b>	<b>2,963</b>	<b>3,212</b>	<b>3,232</b>	<b>3,252</b>
Travel / Meeting Expenses							
Swimmer Reimbursement	17,920	25,500	(7,580)	25,700	25,700	25,700	25,700
Coach Reimbursement	2,900	5,750	(2,850)	3,400	3,400	3,400	3,400
Athlete Training	2,369	-	2,369	4,000	4,000	4,000	4,000
EZ Meetings	-	4,000	(4,000)	-	-	-	-
USA-S Officials mtg/Workshops	4,874	4,700	174	7,000	7,000	7,000	7,000
AD Local Meetings	-	1,500	(1,500)	500	500	500	500
Board Development	500	-	500	1,000	1,000	1,000	1,000
<b>Total Travel Expenses</b>	<b>28,564</b>	<b>41,450</b>	<b>(12,886)</b>	<b>41,600</b>	<b>41,600</b>	<b>41,600</b>	<b>41,600</b>
Zones							
Short Course	543	-	543	550	550	550	550
Long Course	18,305	15,700	2,605	18,599	19,049	19,149	19,149
<b>Total Zones Expenses</b>	<b>18,847</b>	<b>15,700</b>	<b>3,147</b>	<b>19,149</b>	<b>19,599</b>	<b>19,699</b>	<b>19,699</b>
Administrative Expenses							
Clinics	-	500	(500)	500	500	500	500
Office Supplies, software	33	1,790	(1,757)	150	300	300	300
Officials	672	1,000	(328)	1,000	1,000	1,000	1,000
Accounting Fees	9,290	10,500	(1,210)	10,600	10,600	10,600	10,600
Payroll (Sanctions and Registrar)	7,588	7,574	14	7,590	7,590	7,590	7,590
<b>Total Administrative</b>	<b>17,583</b>	<b>20,364</b>	<b>(2,781)</b>	<b>19,840</b>	<b>19,990</b>	<b>19,990</b>	<b>19,990</b>
Awards, Scholarships and Athlete Reps							
Awards	1,505	1,100	405	1,550	1,550	1,550	1,550
Athlete Rep Events	-	300	(300)	300	300	300	300
Scholarship	500	500	-	1,000	1,000	1,000	1,000
<b>Total Awards, Scholar and Athl Reps</b>	<b>2,005</b>	<b>1,900</b>	<b>105</b>	<b>2,850</b>	<b>2,850</b>	<b>2,850</b>	<b>2,850</b>
Outreach							
Grants	10,000	10,000	-	10,000	10,000	10,000	10,000
Events	-	3,300	(3,300)	2,517	-	-	-
<b>Total Outreach</b>	<b>10,000</b>	<b>13,300</b>	<b>(3,300)</b>	<b>12,517</b>	<b>10,000</b>	<b>10,000</b>	<b>10,000</b>
<b>Total Expenses</b>	<b>199,519</b>	<b>240,539</b>	<b>(41,020)</b>	<b>98,918</b>	<b>97,251</b>	<b>97,371</b>	<b>97,391</b>
<b>Net Income</b>	<b>(16,119)</b>	<b>(2,331)</b>	<b>(13,787)</b>	<b>(14,587)</b>	<b>(4,538)</b>	<b>(4,658)</b>	<b>(4,678)</b>
Comments:							
* Registration Fee Income is now only the AD portion.							
* Registration Expense reflects USA Swimming fee for collecting LSC fee and registration cost for board members.							
* Outreach event budget of \$2517 for 2022-23 reflects donations from Skidmore College							
* Board Development expense is offset by specific donations.							

**AD LSC Registrar Report**  
**Spring 2022 Meetings BOD and HOD**  
**Bill Faucett, Registrar**

Attached are AD Member summaries for 2022 and 2021.

So far in 2022 we have almost 800 more registered members than in 2021.

Athletes increased from 1051 in 2021 to 1776 in 2022 as of May 30<sup>th</sup>.

I have a few registrations pending receipt of payment and I expect several additional Seasonal members and one more seasonal club registration.

We're still off pre-covid membership by about 500 total members.

USA Swimming has completely redesigned SWIMS to the new SWIMS 3.0, which will go into service beginning September 1, 2022. There will be a new online registration process where clubs will have to load their own files to SWIMS. Each club will be assigned a unique ID Number to use when logging in. From what I have heard, the swim software companies (Team Unify, Hy-Tek Team Manager, Swimtopia) will have the ability to do these direct loads which appears to be a similar process to what is used now when loading to the SWIMS File Manager. In addition, clubs will be able to pay for their registrations directly to USA Swimming and if AD approves, the LSC fees will also be collected. At this time, it appears that the only paperwork that will still be required to send to the LSC are Legal ID's for swimmers. All of the LSC Registrars and Times People are trying the new SWIMS 3.0 in a test environment to learn and debug the program. I'm still learning the new process and I'll be supplying information as it becomes available.

Clubs – Be certain that I have the most current contact information so that you will all receive information in a timely fashion. Take a look at the AD web site, TEAMS page and email me with any changes in contacts or contact information.

I need to have 3 contacts for each club;

1. A main contact person for general news.
2. A Coach contact to receive and distribute information to all the club's coaches.
3. A Club Registrar to handle all club registration processes.

LSC: AD

## USA Swimming, Inc.

5/30/2022 6:07:10 AM

## 2022 AD Members

Club	Athletes	Flex Outreach	Seas 1		Seas 2	Indiv Season	Single Meet	Other NA	Coaches	Officials	Total
			0	18							
ADDI	14	9	0	18	0	0	0	5	1	0	53
ALBS	121	20	0	0	0	0	0	5	13	3	62
BENN	56	23	0	0	0	0	0	5	5	0	42
BFIN	33	0	0	0	0	0	0	0	5	1	32
CANA	29	0	2	0	0	0	0	5	2	0	3
CLIN	0	0	0	0	0	0	0	0	2	1	229
CLRK	182	0	0	29	0	0	0	0	3	0	152
CPP	114	21	0	0	0	0	0	3	12	3	30
DELM	82	20	1	0	0	0	0	2	12	3	93
EELS	84	2	0	0	0	0	0	0	3	4	98
GRGF	14	9	0	0	0	0	0	0	2	0	49
HAWK	37	0	0	0	0	0	0	5	7	4	41
JJSC	84	30	0	0	0	0	0	2	3	0	92
KING	19	0	0	0	0	0	0	0	2	2	165
NHA	4	0	0	0	0	0	0	0	7	1	4
NTS	86	127	0	0	0	0	0	5	12	2	95
ONEI	282	0	0	0	0	0	0	0	0	0	323
SARY	0	0	0	1	0	0	0	1	5	3	3
SCHE	34	0	2	0	0	0	0	5	16	17	38
SVP	31	0	0	0	0	0	0	0	2	1	58
TAC	39	0	0	0	0	0	0	0	4	0	62
TBS	49	17	0	1	0	0	0	3	7	0	58
UN	38	1	0	0	0	0	0	4	9	8	61
USAM	1473	0	0	5	0	0	0	0	5	5	2037
WAVE		0	0		0	0	0	7	9	2	
Total		238	11	54	0	0	0	57	148	60	

LSC: AD

## USA Swimming, Inc.

5/30/2022 6:08:38 AM

## 2021 AD Members

<i>Club</i>	<i>Athletes</i>	<i>Flex Outreach</i>	<i>Seas 1</i>	<i>Seas 2</i>	<i>Indiv Season</i>	<i>Single Meet Other NA</i>	<i>Coaches</i>	<i>Officials</i>		<i>Total</i>	
ALBS	66	5	0	43	0	0	0	6	10	3	132
BENN	0	0	0	0	0	0	0	1	4	0	5
BFIN	67	3	1	1	0	0	0	0	4	1	77
BSPA	0	0	0	0	0	0	0	1	0	0	1
CANA	0	0	0	0	0	0	0	0	2	0	2
CLIN	11	1	0	0	0	0	0	0	2	1	15
CLRK	0	0	0	0	0	0	0	0	2	0	2
CPP	169	0	0	28	0	0	0	5	11	4	217
DELM	75	30	1	1	0	0	0	9	9	5	129
EELS	9	21	0	0	0	0	0	0	3	2	35
GCAT	0	0	0	0	0	0	0	0	1	0	1
GRGF	0	0	0	0	0	0	0	0	1	0	1
HAWK	46	0	1	7	0	0	0	5	5	3	65
JJSC	1	2	0	0	0	0	0	0	2	0	5
KING	25	0	0	4	0	0	0	0	2	1	32
KNOS	0	0	0	28	0	0	0	3	1	0	32
NHA	2	4	0	45	0	0	0	0	3	0	54
NTS	2	12	0	0	0	0	0	1	5	1	21
SARY	2	0	0	0	0	0	0	0	1	0	3
SCHE	154	33	1	44	0	0	0	8	14	12	266
TAC	2	1	0	0	0	0	0	0	4	0	7
TBS	0	20	0	0	0	0	0	2	6	0	28
UN	21	20	0	0	0	0	0	3	7	7	57
USAM	31	10	0	0	0	0	0	0	6	2	48
WAVE	1	0	0	0	0	0	0	0	3	0	4
Total	684	162	4	201	0	0	0	44	108	42	1239



Adirondack Swimming



SAFE SPORT

Spring 2022 Report

Sean Caron, Safe Sport Chair

### Final Ruling on Meet Marshals

As previously communicated to all USA Swimming members, in order to comply with U.S. Center for SafeSport requirements, the USA Swimming Board of Directors approved expanding Corporate Bylaw 2.6.6, which set forth those who must be non-athlete members of USA Swimming. ***This expansion included requiring meet marshals be registered non-athlete members of USA Swimming*** effective January 1, 2022.

Specifically in reference to requiring non-athlete membership of meet marshals, USA Swimming received a ***significant*** amount of member feedback

**USA Swimming recently received confirmation from the Center for SafeSport that the role of a meet marshal does not rise to the level of contact with or authority over athletes significant enough to require non-athlete membership of these volunteers.** The Board of Directors acted quickly to approve amending Corporate Bylaw 2.6.6 to remove the requirement for meet marshals to register as non-athlete members of USA Swimming.

### SafeSport Club Recognition to host meets

There has been increased momentum in LCSs requiring clubs to be SafeSport recognized to host meets in their LCSs. (North Carolina being the latest LSC to adopt this policy). To date, this requirement has only been mandated at a LSC level as a Policy. There is increasing momentum to bring this to a National Level. Colorado Springs is actively soliciting information about LCSs with this policy. We should be prepared to see this requirement appear at convention.

#### 21-22 SC AD Meet Hosts

Schenectady-Saratoga

SafeSport Recognized to Jul 2022

Clifton Park

No info avail...

Hawks

SafeSport Recognized to Feb 2023

Albany Starfish

No info avail...

Northern Tribes	No info avail...
Saratoga Stingrays	No info avail...
Lake Champlain Waves	No info avail...

To find more info on SafeSport Club recognition, or to apply for recognition or to renew recognition, go here -> <https://www.usaswimming.org/safe-sport/safe-sport-recognition-program>  
I am happy to help any club to get through this process - just ask! (scaron@nycap.rr.com)

### **Minor Athlete Abuse Prevention Policy v2 (MAAPP2)**

MAAPP 2 has been officially adopted as of 9/1/21 and rolled out across USA Swimming. There is an extremely helpful resource site for MAAPP 2 here -> [Minor Athlete Abuse Prevention Policy](#)

This site contains MAAPP 2 definitions, policies, FAQs, and details about being MAAPP 2 compliant. Sample forms, language for meet announcements and Meet/Coach's Meetings, and travel permissions forms are all available at this site. There is also a wealth of explanatory video content.

The relevant Meet Announcement language has been in our meet announcements for this year - thank you Bill!

All AD teams should have a certification of compliance with MAAPP 2. As a reminder, I would also like to be notified of club compliance (scaron@nycap.rr.com). There is a sample club compliance document here -> [Acknowledgement of Policy](#)

To be in full compliance, the Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents/legal guardians, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club or LSC, as applicable. Note that this can be managed electronically. Please check out the videos and FAQs on the site above for info about who needs to complete a form - for example for younger athletes. A sample compliance letter for teams to use with parents and other adult members can be found here -> [https://www.usaswimming.org/docs/default-source/safe-sportdocuments/maapp\\_2.0/consent-forms/athletic-training-modalities\\_messages-rubdowns\\_annual-consent.docx](https://www.usaswimming.org/docs/default-source/safe-sportdocuments/maapp_2.0/consent-forms/athletic-training-modalities_messages-rubdowns_annual-consent.docx)

### **Update to club SafeSport coordinators list**

Lastly, I would appreciate it if all Team SafeSport coordinators could please send me updated contact info at [scaron@nycap.rr.com](mailto:scaron@nycap.rr.com). I know this position has changed for a few clubs and I'd like to update my database.

## AD Sanction and Times Report Spring 2022 Meetings BOD and HOD

Attached is a summary of the AD Sanctioned meets for the current season to date.

AD Sanctioned 24 meets in the short course season and 2 meets so far in the long course season. Meet income is a little better than half of the last "normal" season (2018-2019), so things are coming back.

USA Swimming has completely redesigned SWIMS to the new SWIMS 3.0, which will go into service beginning September 1, 2022. The new system will have a feature where LSC's can enter meets when they are sanctioned so other LSC's can search in one place for available meets on a national level. Results will still be loaded by the LSC Times representatives. I'll keep you all posted as more information becomes available.

Bill Faucett  
AD Sanction and Times Coordinator

<b>SANCTION</b>	<b>....MEET NAME...</b>	<b>DATE(S)</b>	<b>BID FEE</b>	<b>.....AD FEE.....</b>	<b>FS</b>	<b>.....MISC....</b>
AD22-001	NDAC Sprint	10/10/21	30.00	834.00 ck 4586 10/22	X	
AD22-002	Sharks Little Treat	10/17/21	30.00	341.00 ck 1989 10/21	X	
AD22-003	Hawks Trick or Treat	10/30/21	30.00	397.50 ck 4372 01/25	X	
AD22-004	Piranhas Fall TT	10/24/21	30.00	545.50 ck 101 01/26	X	100.00 fine
AD22-005	Sharks Big Treat	10/24/21	30.00	161.50 ck 1991 10/29	X	
AD22-006	Starfish Fall Splash	11/13-14/21	45.00	695.50 ck 2470 01/14	X	
AD22-007	North Country Invite	12/11-12/21	45.00	558.50 ck 1062 01/04	X	
AD22-008	December Distance	12/19/21	30.00	867.00 ck 100 01/20	X	
AD22-009	Piranhas Pentathlon	2/13/22	30.00	2547.50 ck 106 03/24	X	50.00 fine
AD22-010	Sharks 12&U Mini Meet	12/12/21	30.00	682.50 ck 2009 12/18	X	
AD22-011	Winter Blast	2/5/22	30.00	197.50 ck 1811 02/12	X	
AD22-012	Stingray Splash	1/29/22	30.00	1607.50 ck 1731 03/02	X	
AD22-013	Starfish Mid Winter Splash	1/8-9/22	45.00	Cancelled		
AD22-014	Jan Meet at Cazenovia	1/30/22	30.00	563.50 ck 6365 02/04	X	
AD22-015	Sharks Mid Winter Mini	1/16/22	30.00	742.50 ck 2021 01/20	X	
AD22-016	Feb Meet at Cazenovia	2/13/22	30.00	673.00 ck 6378 02/24	X	
AD22-017	Chris Goody Challenge	1/22-23/22	45.00	520.00 ck 2023 02/03	X	
AD22-018	NDAC Feb TT	2/6/22	30.00	307.50 ck 4601 02/17	X	
AD22-019	Region 1	2/18-21/22	55.00	1607.00 ck 1971 03/23	X	
AD22-020	Starfish Last Chance	2/26/22	30.00	919.50 ck 2500 03/09	X	
AD22-021	Eels Winter Intrasquad	2/14/22	30.00			
AD22-022	AD Gold Champs	3/10-13/22	55.00	1971.50 ck 111 04/13	X	
AD22-023	Canajoharie Intrasquad	2/16/22	30.00	103.00 ck 2899 03/16	X	
AD22-024	AD Silver Champs	3/ 4-6/22	55.00	3318.00 ck 1973 03/24	X	
AD22-025	Summer Blast	6/18/22	30.00			
AD22-026	Summer Kickoff	6/11/22	30.00			
AD22-027						
AD22-028						
AD22-029						
AD22-030						
AD22-031						
AD22-032						

Adirondack Swimming 2021-2022 Sanctions

SC Summary Bids \$855.00

Fees \$20011.00

Fines \$150.00

LC Summary Bids \$60.00

Fees \$

Fines \$



**AD LSC Age Group Report**  
**Spring 2022 Meetings BOD and HOD**  
**Jennifer Dixon, Age Group Chair**

**Upcoming meets**

**2022 Long Course Age Group Championship**

August 3-6, 2022, Ithaca College, NY (hosted by Syracuse Chargers)

**2022 Zone Open Water Championship**

June 25, 2022, Lake Quassapaug, Middlebury, CT (hosted by Hamden Hall Aquatic Club)

For 12 and under events, Minimum of BB time standard in the 500yd freestyle or the 400M freestyle or successfully completed a minimum of a 500M open water swim in a bay, river, lake or at a beach. • For

13 - 14 and 15-18 events: Minimum of an A time standard in the 1000yd, 1650yd, 800M, or 1500M freestyle or successfully completed a minimum of a 1K open water in a bay, river, lake or at a beach.

**AD LSC Officials Report**  
**Spring 2022 Meetings BOD and HOD**  
**JoAnn Faucett, Officials Chair**

\*Presently AD has 60 registered officials, out of this number there are 5 who are not in compliance. If you are expired in any of the requirements, you do not have a valid USA-S membership, cannot work as an official on the deck. If you are a new official, have not completed all the requirements, you are not a USA-S certified official. AD typically run between 75-80 working officials. At the present numbers, AD would have difficulty filling all the official work slots in a normal meet schedule.

\*Number of officials presently registered in each team,

ALBS 3, BFINS 1, CLIN 1, CPP 3, DELMAR 3, EELS 4,

Hawks 4, KING 2, NHA 1, NTS 2, SARY 3, SCHE 17, SVP 1, UN 8, USAM 5, WAVE 2. Please consider recruiting officials for your team. With these numbers most teams would not be eligible to run a meet. Remember we're all volunteers, whether it's your team's meet or not, there would be no meet without volunteering of officials.

\*If your team is interested in running a clinic at your pool, please contact me to schedule a day a time. A 3-hour window, 3-4 swimmers and a pool space of 2-3 lanes is needed.

\*OTS (Official Tracking System) will be going down for an undetermined amount of time starting Sept (possibly 2024) for allowing of upgrades. At this time, it has not been decided what will take OTS place meanwhile.

\*Online membership registration going live Sept 1 ,2022

\*Maxwell Excellence Award: This award recognizes an official for their outstanding contributions to local swimming. AD nominee for May 2022 is Travis Nelson. Congratulations Travis for receiving this nomination, well deserved.

Respectfully Submitted,

A handwritten signature in black ink that reads "Faucett". The signature is written in a cursive, flowing style.

JoAnn Faucett  
AD Officials Chair

**AD LSC Athlete Representatives Report  
Spring 2022 Meetings BOD and HOD  
Caitlin Cho, Abigail Sellnow, Katherine Ferreira, Jenna Hart**

**Colorado Zone Workshop Takeaways:**

The Colorado Zone workshop gave us amazing opportunities as athletes, and we learned a lot from the event. We had the chance to connect with other athlete reps and LSCs from around the country, and to talk with other LSC to build ideas on how to make more of an impact on the lives of our athletes in our own zone. When visiting Colorado, we had the chance to work and plan out some goals for the next upcoming year, and here are those that we came up with for our zone:

### **Goals for the next year:**

- Creation of an AEC within the LSC in hopes to build more communication and athlete involvement within our LSC
- More of a presence on social media, planning of bi-weekly/monthly posts
- Increase of athlete engagement

### **Creation of an AEC:**

AEC stands for Athlete Executive Committee, and when visiting Colorado we were one of the few LSCs that did not have one. After learning more about what an AEC is and what it can do for the LSC, we wanted to create our own. In creating the AEC, we hope that we can get more representation within the LSC, build more connections, and communicate within our LSC better with the athletes and what the community would like to see out of us.

- An email was sent out to all coaches in the LSC asking for them to put forward an athlete to represent them on our AEC, we hope to have an AEC created with representatives from each team in the LSC put together by the Fall 2022 meeting

For goals later in the future, we hope to continue the AEC and have new representatives yearly. We also are planning out the possibility of hosting either a swim clinic or a leadership summit for athletes.

**AD LSC Diversity Report  
Spring 2022 Meetings BOD and HOD  
Rossi Maldonado, Diversity Chair**

### **Diversity, Equity & Inclusion**

Coach Jerry Adam, Marco Greico and Coach Rossi Maldonado, our Adirondack Athletes: Abbie Sellnow and Caitlin.

We attended the 2022 USA Swimming Workshop Thursday, April 21 – Sunday, April 24, 2022 in Denver, Colorado.

Personally, I thank Adirondack for sponsoring all of us on attending the Workshop and to Jerry Adams to driving us to Red Rock Park /Amphitheatre for Lunch, Caitlin, Abbie and I had a great time exploring around.

It was just so nice to see old coaching friends for all over USA but I had the privilege to meet Board members and coaches from the Mid-West, South-West and plus.

We all attended various workshops from National Committee Meetings to the most attended “Let’s have a conversation under Diversity, Equity & Inclusion)

Attached is from the talks including a guide to all on how to become and learn to more inclusive presented by the Western Zone during the talk’s workshop.

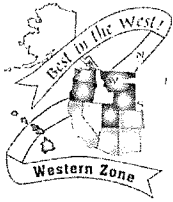
I’ll make copies for all attending our Board Meeting and will ask Adirondack to forward the attachment to all Adirondack Teams.

We will talk briefly about the Summit.

We will Introduce Skidmore Head Coach Jill Greenleaf as she will present to Adirondack Outreach Program under Diversity, Equity & Inclusion a check of \$1341.80.

Coach Jill to Rossi:

Our team is again excited to share that we raised \$1341.80 to continue to support DEI efforts and the Adirondack Swimming Outreach program. I want to confirm the check is payable to: Adirondack Swimming: Diversity & Inclusion Program.



## How LSC's Can Increase Inclusivity

The following ways in which LSC's can become more inclusive were recorded at the WZ DEI Summit by athletes and nonathletes with the actual identities discussed below. As previously discussed, inclusion is rooted in both feeling a sense of belonging and being valued as a unique individual.

### Instilling a Sense of Belonging

#### LSC's can increase sense of belonging for LGBTQ+ Athletes by...

- Promoting diversity, equity, and inclusion.
- Hosting events that support LGBTQ+ athletes at the LSC level.

#### LSC's can increase sense of belonging for Athletes of Color by...

- Providing support to the DEI committee.
- Outreach to make sure more people know about where they can go for help.
- Not host events for "check the box" purposes, but instead to actually change
- Enforce being mindful of racial comments and jokes.
- Emphasize diversity and its importance.

#### LSC's can increase sense of belonging for Non-Athletes of Color by...

- Having someone there to be welcoming of new people/faces.
- Educating about different identities and how you can be supportive, and provide/educate rules and policies.

### Valuing as a Unique Person

#### LSC's can help LGBTQ+ Community Members feel valued as people by...

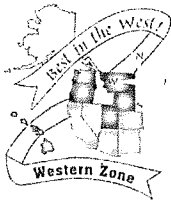
- Putting effort into promoting diversity.
- Acknowledging that LGBTQ+ exists.
- Using their power to promote diversity and touch on "taboo" topics.
- More outreach among all LCS and boards.

#### LSC's can help Athletes of Color feel valued as people by...

- Including DEI in BoD Meetings, Committee Meetings, and making it part of every conversation.
- Including DEI in budget planning-many workshops
- Paying for facilitators.
- Valuing and promoting USA-S outreach programs.
- Continuing to hold DEI meetings to learn what is going well and what can be improved on.
- Keeping informed on the diversity of your region.

#### LSC's can help Non-Athletes of Color feel valued as people by...

- Respect me for who I am.
- Celebrate all holidays.
- Understand, Value, and Support times of fasting.
- Provide me with the opportunity to speak.
- See me. Acknowledge me. Ask me my opinion. Value my opinion even if it isn't the same as yours.
- Let me have my voice (instead of "giving" me a voice.)
- Listen to me in a way that I know you are listening to me--say "what I heard you say is..." or asking a question about what I say. Also, process what I say.
- Asking me questions as if you see value in what I offer and respect my experience, knowledge, and work.
- Having the Choir sing and the LSC listening to hear the Choir sing!"



## How Coaches Can Increase Inclusivity

The following ways in which coaches can become more inclusive were recorded at the WZ DEI Summit by athletes and nonathletes with the actual identities discussed below. As previously discussed, inclusion is rooted in both feeling a sense of belonging and being valued as a unique individual.

### Instilling a Sense of Belonging

**Coaches can increase sense of belonging for LGBTQ+ Athletes by...**

- Asking athletes for preferred pronouns.
- Creating a safe environment.
- Using gender-neutral language.

**Coaches can increase sense of belonging for Athletes of Color by...**

- Educating yourselves on the cultures of their different athletes, to help understand where their swimmers are coming from.
- Checking up on athletes.
- Being more attentive toward their swimmers and notice problems.
- Being willing to talk to swimmers and understand them. (Not staying away from perceived taboo topics.)
- Talking with your swimmers about DEI issues, to show that it is ok to talk to them.

**Coaches can increase sense of belonging for Non-Athletes of Color by...**

- Saying “hi” and reaching out.
- Introducing yourself.
- Making yourself available.
- Not over-acknowledge me :)
- Saying “I don’t know how to help and I want to help.” and asking “How can I support you?” and “What work do I need to do myself?”
- Understanding people unlike you may not want to talk with you and forcing them to have a conversation may be your power forcing them to have a conversation they don’t want to have. (Forcing them to listen to may be an advantage of power too.)

### Valuing as a Unique Person

**Coaches can help LGBTQ+ Community Members feel valued as people by...**

- Making an effort to include.
- Paying attention to and shutting down bullying and negative comments.
- Reaching out to help struggling swimmers.

**Coaches can help Athletes of Color feel valued as people by...**

- Making an effort to include .
- Paying attention to and shut down bullying and negative comments.
- Reaching out to help struggling swimmers.
- Advocating for me.
- Welcoming marginalized athletes.
- Respecting all swimmers and their differences.
- Talking to swimmers and trying to understand their problems.

**Coaches can help Non-Athletes of Color feel valued as people by...**

- Respecting me for who I am.
- Recognizing/celebrating all holidays.
- Understanding, Valuing, and Supporting times of fasting.
- Seeing me. Acknowledging me.
- Listening to me—say “what I heard you say is...” or ask a question about what I say.
- Asking me questions, as if you see value in what I have to offer and respect my experience, knowledge, and work.”



## How Teams Can Increase Inclusivity

The following ways in which Teams can become more inclusive were recorded at the WZ DEI Summit by athletes and nonathletes with the actual identities discussed below. As previously discussed, inclusion is rooted in both feeling a sense of belonging and being valued as a unique individual.

### Instilling a Sense of Belonging

**Teams can increase sense of belonging for LGBTQ+ Athletes by...**

- Be accepting and inclusive towards everyone.
- De-stigmatizing arguments about sexuality and gender identity.

**Teams can increase sense of belonging for Athletes of Color by...**

- Trying harder to reach more diverse communities to draw in more people of color to the team.
- Addressing the shortcomings of the team.

**Teams can increase sense of belonging for Non-Athletes of Color by...**

Making DEI feel like it is a priority by initiating action and discussion.

### Valuing as a Unique Person

**Teams can help LGBTQ+ Community Members feel valued as people by...**

- Acknowledging the celebration of pride as normal even outside of pride month.
- Actually promote diversity, don't use it as a +1.

**Teams can help Athletes of Color feel valued as people by...**

- Communicating with me and other members of our team.
- Getting to know me gradually as friendships grow.
- Just show us that you understand that it is not easy to be multiracial and show us the same respect you show everyone else.
- Value and promote outreach programs set up by USA Swimming.
- Do not tokenize an athlete.

**Teams can help Non-Athletes of Color feel valued as people by...**

- Respecting me for who I am.
- Celebrating all holidays.
- Understanding, Valuing, and Supporting times of fasting.
- Having a potluck to celebrate/value/learn about different foods families eat.
- Providing me with the opportunity to speak.



## How Officials Can Increase Inclusivity

The following ways in which officials can become more inclusive were recorded at the WZ DEI Summit by athletes and nonathletes with the actual identities discussed below. As previously discussed, inclusion is rooted in both feeling a sense of belonging and being valued as a unique individual.

### Instilling a Sense of Belonging

#### **Officials can increase sense of belonging for LGBTQ+ Athletes by...**

- Not letting bias interfere with officiating.
- Maintaining safe sport boundaries.
- Using gender neutral language.

#### **Officials can increase sense of belonging for Athletes of Color by...**

- Calling out behavior on deck.
- Treating swimmers all the same because we are all human and we all play the same sport.

#### **Officials can increase sense of belonging for Non-Athletes of Color by...**

- Say hi, reaching out.
- Treat me like a person.
- Be aware of yourself.
- Acknowledge me beyond my race.
- Not over-acknowledge me. :)
- Understand how exhausting it is for me to have to explain this to all of you.

### Valuing as a Unique Person

#### **Officials can help LGBTQ+ Community Members feel valued as people by...**

- Are respectful to everyone.
- Know people's pronouns and respect them.

#### **Officials can help Athletes of Color feel valued as people by...**

- Identify any implicit bias, but do not let those transfer into officiating.
- Respect everyone.
- Have more multiracial officials and officials of color.

#### **Officials can help Non-Athletes of Color feel valued as people by...**

- Respect me for who I am..
- See me. Acknowledge me.
- Ask me questions, as if you see value in what I have to offer, and respect my experience and knowledge and work.





## How Athletes Can Increase Inclusivity

The following ways in which athletes can become more inclusive were recorded at the WZ DEI Summit by athletes and nonathletes with the actual identities discussed below. As previously discussed, inclusion is rooted in both feeling a sense of belonging and being valued as a unique individual.

### Instilling a Sense of Belonging

#### **Athletes can increase sense of belonging for LGBTQ+ Athletes by...**

- Treating everyone with respect.
- Advocating for the wellbeing of LGBTQ+ athletes.
- Educating yourself on LGBTQ+ topics.

#### **Athletes can increase sense of belonging for Athletes of Color by...**

- Try to remove remarks or jokes made about someone's race.
- Treating swimmers all the same regardless of gender, race, etc...
- See something, say something.
- Trying to be as open as possible; not getting defensive; listening and being open to conversation; allow person to explain their position.

#### **Athletes can increase sense of belonging for Non-Athletes of Color by...**

- Say hi, reaching out.
- Not over-acknowledging me. :)

### Valuing as a Unique Person

#### **Athletes can help LGBTQ+ Community Members feel valued as people by...**

- Treating us with respect.
- Openly talking about LGBTQ in safe environments.
- Asking questions if you have any.

#### **Athletes can help Athletes of Color feel valued as people by...**

- Not forcing them into one race or another.
- Not making a person act like someone they don't want to be.
- Asking about who we are and getting excited about learning about us and our background.
- Asking about our background, making sure to ask the question in a non-offensive tone.
- Validating the experiences we've had.
- Trying to understand how I feel.
- Reaching out when you feel like something is off or wrong.
- Recognizing one's privilege.

#### **Athletes can help Non-Athletes of Color feel valued as people by...**

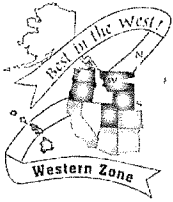
- Respect me for who I am.
- Asking me questions, as if you see value in what I have to offer and respect my experience, knowledge, and work.



## Experiences shared by LGBTQ+ Swimmers

The following list of experiences was generated by LGBTQ+ swimmers at the 2021 Western Zone Inclusion Summit.

- Forced into gender binaries
- The transgender athlete debate within sports, etc. can make them feel like a circus exhibit.
- Stereotyped as an LGBTQ+ person
- People wanting a “Gay Best Friend” to seem like they’re inclusive
- Straight white girls idolizing queer white men, but not seeming to like nonbinary or lesbian people
- People saying...
  - *“You’re just trying to be special”*
  - *“You’re not actually as someone who identifies as bisexual”*
  - *“You’re choosing to identify as queer/gay”*
- People who are “tolerant” and seem like they support you.
- Homophobic family members.
- Homophobic people in public.
- Not much of a support system, or adults who can help.
- Fear of having to come out to others.
- Wish that people wouldn’t assume whom I want to date.
- Lack of education about LGBTQ+. Wish that it was taught to kids at a younger age.
- Locker Room problems, hearing people say they feel uncomfortable with queer swimmers in locker rooms
- Being ignored or harassed when come out
- People thinking that I am making LGBTQ+ my whole personality
- Gender binaries in meets and coaches’ language
- Feeling uncomfortable as transgender athlete in swim suits and in the pool
- Being unable/scared to talk to coaches, not knowing if they are accepting or willing to talk about gender identity/sexuality
- Jokes turning into harassment
- Applications to committees being turned down or ignored, and not being advertised to me



## Experiences shared by Swimmers of Color

The following list of experiences was generated by Swimmers of Color at the 2021 Western Zone Inclusion Summit.

### Challenges Experienced by Multiracial Swimmers of Color

- Wondering if I'm acting white or Taiwanese enough to be 'deserving' of my race.
- I can't be my authentic self because my Asian friends see me as Asian and my white friends seem like white.
- I do not have the strength of connections I want to have with my culture.
- People always assume my race and when I tell them the truth, they judge me by saying I don't act enough like one or the other.
- I've been told that I'm "not white enough" or "not black enough." Why do I need to choose?
- Being told my own race or I'm not enough of the race I am to qualify.
- Feeling like I have to choose one race instead of being able to represent multiple.
- It's hard to relate to my teammates being in a underrepresented community on a team
- It's difficult to fit in because of my race, age, and speed and it's frustrating to relate to my teammates.
- Being told that I don't deserve the good things I've gotten from swimming because I don't look like a swimmer or I didn't "work" for it.
- Feeling left out in my team because there are not a lot of other multiracial athletes

### Challenges Experienced by Monoracial Swimmers of Color

- Choosing between the "American" side of our identity and the "ethnic" side.
- Conforming or purposely unconforming with stereotypes.
- Experiencing marginalization in the sport.
- Struggling to fit in/feel included.
- Feeling isolated on team.
- Feeling compelled to talk about racial issues (e.g. the Black Lives Matter Movement).
- Encountering racist coaches on team.
- Being seen as different or as someone who does not belong in the sport of swimming because of my race.
- [Lack of] representation in the sport.



## Experiences shared by Nonathletes from Underrepresented Groups

The following list of experiences was generated at the 2021 Western Zone Inclusion Summit by nonathletes from underrepresented groups.

- Doubt the ability I can do something.
- Males are considered first for leadership roles.
- Whites are given credit for successes first.
- Whites are assumed to be qualified, where as People of Color we must prove ourselves.
- Not waited on at restaurants the same way as whites.
- Discrimination can be very subtle.
- My anxiety and discomfort increase when I go into spaces predominantly white/male.
- I need to “code-switch.”
- People stick up for me when I don’t feel I need it and haven’t asked for help.
- Fear of being targeted by my racial identity.
- Assumption that I need reminding of the rules and explanations more than whites do.
- The officials hierarchy is male dominated.
- People are afraid to ask questions.
- I have to physically “make myself bigger” and navigate through other coaches.
- Male coaches have more space on deck.
- I have been assigned race-based nicknames
- I have experienced racial epithets.
- I am objectified, and am constantly conscious of how I dress and how I am seen.
- Higher scrutiny to follow “rules/policies.”
- Experience gaps in resources/access/ability.
- There is a lack of awareness of my challenges by athletes/non-athletes not in the traditional power group.
- Hear “they followed the rules, but...” underground there was mumble, mumble, mumble (unsupportive mumble).