

# CULTURAL INCLUSION RESOURCE GUIDE



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# OUR MISSION

*USA Swimming is committed to a culture of inclusion and opportunity for people of diverse backgrounds, including, but not limited to, race, age, income, ethnicity, religion, gender, gender expression, and sexual orientation.*

*Our organization is sensitive to differences between ethnic/*

*cultural groups, and is dedicated to values of inclusion and respect. We recognize and respect that the term “Asian American” refers broadly to individuals of or relating to Asia or to any of its peoples or languages. This includes those who relate to or identify as Asian Indian, Chinese, Filipino, Korean, Japanese,*

*Thai, Vietnamese, or other Asian groups. For the sake of this Cultural Resource Guide, the term Asian American is used to refer generally to anyone identifying geographically, linguistically, or culturally with Asian origins.*

*We will use the term “Asian American” as a representative term for all groups.*

# 66%

of Asian-Americans  
**DON'T  
KNOW  
HOW**  
to swim

# 88%

Formal swim lessons can  
**REDUCE** the  
likelihood of  
childhood  
drowning by 88%

# 10

people drown in the US **EVERYDAY**



## 321.4

million people in the U.S.



## 339,903

year-round athletes  
registered with  
USA Swimming

## 5.7%

18,200,000 of whom are  
Asian-American



## 18,107

of whom are  
Asian-American=5.3%

These are estimations based on the 2010 census.



# STUDIES SHOW...

*In 2010, USA Swimming Foundation and the University of Memphis teamed up to identify key barriers to urban minority group participation in swimming. These barriers actively prevent minority groups from wanting to engage in the sport:*

- Fear factor (both swimmer and parent)
- Swimming ability
- Physical appearance
- Parental influence/encouragement
- Role model recognition/influence
- Access to facilities

USA Swimming recognizes the value of diversity in our organization and our swim teams. We are dedicated to addressing these obstacles and extending our reach to minority groups.

# WHY SWIM?



# PREVENT DROWNING

Drowning is a leading killer of American children. \*Almost 54% of children between 12 and 18 can do no more than splash around the shallow end of a pool.

# PROMOTE FITNESS

Over 30% of kids are at risk for obesity-related illnesses. Swimming is a lifetime activity for ages 1 to 101. It is easy on joints and relatively injury free compared to other youth sports. Swimming also reduces exercise-induced asthma and burns calories quickly.



A photograph of two young swimmers in a pool. The swimmer in the foreground is wearing yellow-tinted goggles and is in a freestyle stroke, with water splashing around their head. The swimmer in the background is also wearing goggles and is partially visible, swimming behind the first swimmer. The water is bright blue and the scene is captured from a low angle, emphasizing the swimmers' heads and shoulders.

# SKILL & **STRENGTH**

Swimming teaches skill development and improves strength and coordination. Many super-stars in other sports started as swimmers, where they gained the strength and coordination necessary to excel.

# PHYSICAL **SUCCESS**

Swimmers are motivated to strive for self-improvement. They learn how to set goals and work towards them in practice and at meets.



## LIFE VALUES

Swim team cultivates a positive mental attitude and high self-esteem. Kids work together to achieve team goals and learn sportsmanship as they deal with winning and losing. Swimmers also learn to work with officials, teammates, and coaches.

## SUPPORT SCHOLARSHIP

Swimming encourages a healthy balance between athletics and academics. The NCAA validates this fact with the “Academic Progress Rate Score” (APRS). The results of APRS data show that swimmers are among the top performing students when it comes to academic eligibility, retention and graduation.

# PROGRAMS





## CAMP SYSTEM

The National Diversity Select Camp (NDSC) is a camp that invites 48 athletes from underrepresented demographics to a 3-day camp that includes pool and classroom sessions with a focus on leadership. For more information please visit:

<https://www.usaswimming.org/camps>

To progress to the NDSC, camps are also available at the Zone and LSC (Local Swimming Committee) level.

<http://www.usaswimming.org/camps>

## MENTORSHIP PROGRAM

USA Swimming offers a Diversity Coach Mentorship Program. This program focuses on matching diverse mentee coaches with experienced mentor coaches.

<http://www.usaswimming.org/diversity>

# COMMUNITY SWIM TEAMS

Along with the help of LSC's, USA Swimming looks to partner with diverse communities around the country in order to increase the diversity of our membership.

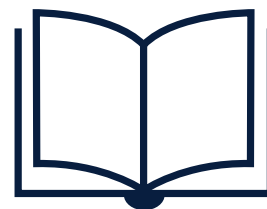
<http://www.usaswimming.org/diversity>



## CULTURAL RESOURCES

USA Swimming's Diversity and Inclusion Resource webpage has articles, videos, resource guides and other materials to help LSCs and clubs develop multi-cultural programming at the grassroots level.

<http://www.usaswimming.org/diversity>





# MAKE A SPLASH

The USA Swimming Foundation's Make a Splash program initiative is a national child-focused water safety campaign, which aims to provide the opportunity for every child in America to learn to swim. For information on lesson opportunities near you, please visit: <http://www.usaswimmingfoundation.org>



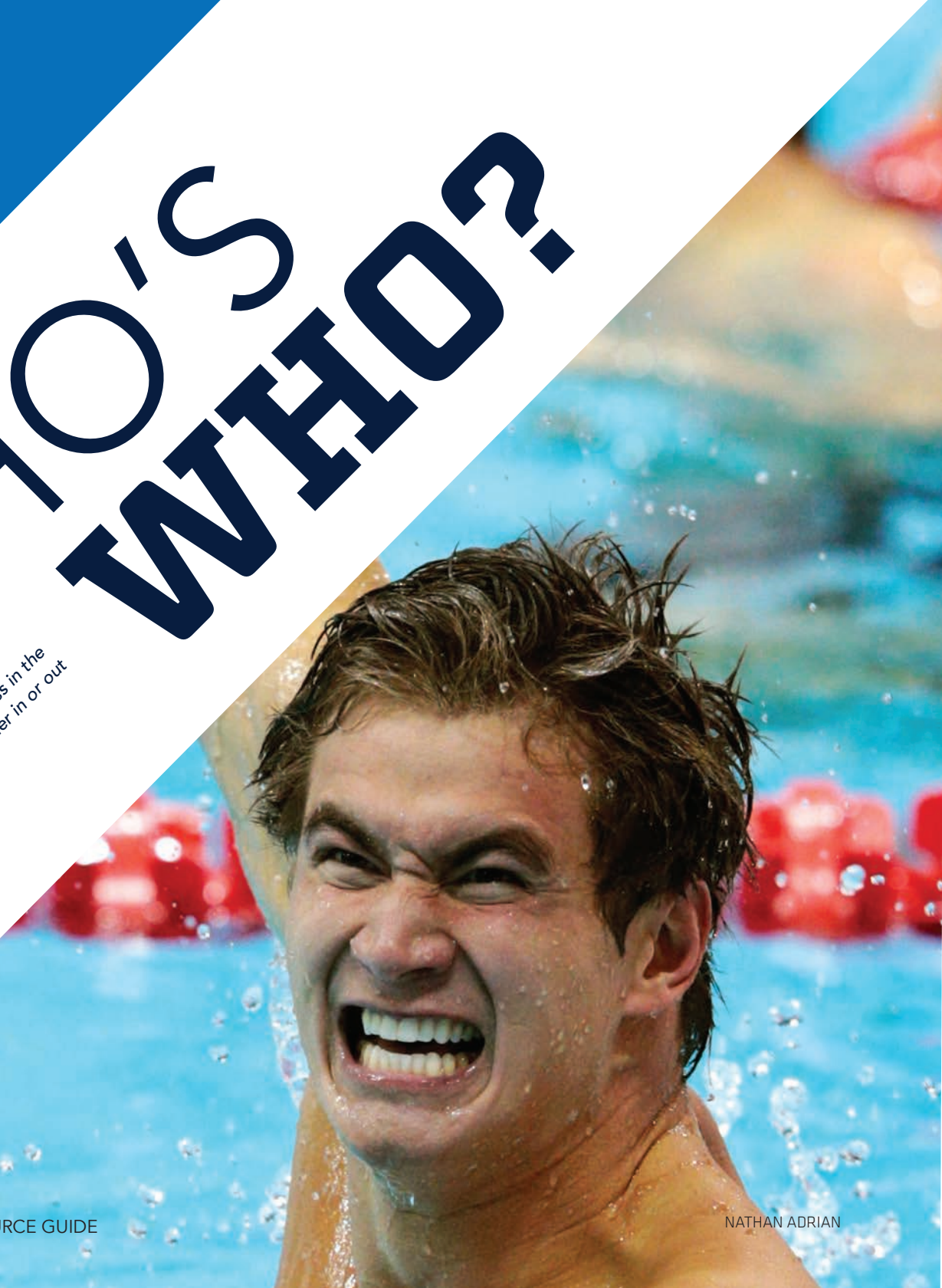
## OUTREACH

USA Swimming offers an Outreach Membership program that provides a discounted membership fee to need-based youth in the community.

<http://www.usaswimming.org/diversity>

# WHO'S WHO?

The following athletes have achieved elite level success in the sport of swimming either in or out of the pool.



# ◀ NATHAN ADRIAN

- 3x Olympian, 4x World Champion
- Captain of the 2016 Olympic Swimming Team and 4 Medal Winner
- Gold medalist in the 2008 Beijing Olympics as a member of the U.S. 400m free relay, helping Team USA set a then-world record in the prelims
- Former swimmer for University of California Berkley, earning 6 individual NCAA titles and 9 PAC-10 Championships
- 2011 Recipient of Neufeld Scholar Athlete of the Year award
- 2012 Golden Goggles recipient for "Race of the Year"
- Inducted into the Asian Hall of Fame in 2014

## SCHUYLER ▲ BAILAR

- Member of the Harvard University men's swim team
- Member of the record breaking National Age Group relay team in the 15-18 400 M.R. (2013)
- First openly transgender athlete to compete in any sport on an NCAA Division 1 men's team
- His historic story has hit Facebook's top-trending news and has been recounted globally in hundreds of media outlets from The Washington Post and 60 Minutes to The Ellen Show
- MTV cited his story in its list of "2015's Best Moments for the Trans Community" and BuzzFeed named him one of the "11 Transgender people who are shifting our views."



## CHELSEA CHENAULT

- US National Team Member
- Gold Medalist in the 800m freestyle relay at the 2015 FINA World Championships and the 2015 World University Games
- PAC-12 Champion in the 500y freestyle and career 6x All-American at USC
- Youngest competitor at the 2008 Olympic Trials, making the semifinals in the 200 free, and finishing 23rd in the 400 free
- Named Cal-Hi Sports Girls Athlete of the Year and San Jose Easy Bay Girls Swimmer of the Year her senior year of high school
- Featured in Sports Illustrated for Kids at 13 years old for her wins in the 50, 100, 200, 400 and 800 freestyle events at the Pacific Junior Olympics



CHELSEA CHENAULT

SCHUYLER BAILAR



## ◀ NATALIE COUGHLIN

- Member of the 2004, 2008 and 2012 U.S. Olympic Swimming Teams
- 12x Olympic Games Medalist and 20x World Championships medalist
- World record holder in the 100 meter backstroke and 400 meter medley relay
- First woman to swim the 100m backstroke in less than one minute
- First person since Tracy Caulkins (1978) to win 5 U.S. National titles at one meet
- 2002 World Swimmer of the Year, 2004 Sport's Illustrated on Campus' Female Athlete of the Year

## MARGARET ▶ GUO

- Named the 2016 NCAA Woman of the Year
- 2x Academic All-American and 2x recipient of NCAA All-American Honors
- MIT record holder in the 200 and 400 medley relays
- Recipient of the 2015 Division III NCAA Elite 89 Award
- Named the 2016 CoSIDA Academic All-America Athlete of the Year
- Co-inventor on 2 patent/patent-pending technologies and is co-author on two scholarly articles
- Rhodes finalist and Goldwater scholar
- Currently in pursuit of an MD-PhD at Stanford University

## DANA ▶ KIRK

- Olympian and Pan American Games Medalist
- Finished 9th in the 2004 Olympics 200m butterfly semifinals
- Attended Stanford University and swam for the Cardinal Swimming & Diving team
- Currently the 4th fastest 100y and 200y butterfly swimmer in Stanford history earning 17 All-American nods and 10 PAC-10 titles
- She and her sister, Tara, were the first set of sisters to swim on the same U.S. Olympic Team
- Current Coach for the Palo Alto Stanford Aquatics Team where she has produced many top level age group swimmers in Pacific Swimming as well as Junior National Finalists, CCS Champions, Western Zone and North American Challenge Cup qualifiers



MARGARET GUO

## ▼ TARA KIRK

- 15x medalist in major international competitions including a silver medal in the 2004 Olympic Games in Athens
- Former world record holder in the 100 breaststroke (short course)
- First swimmer in NCAA history to win a breaststroke event for four consecutive years in the 100 breast
- 17-time All-American and 3x captain at Stanford who won 11 NCAA titles in record-breaking time
- Captured the Honda Award her senior year presented to the nation's most outstanding collegiate women's athlete for swimming and diving
- Won all 35 of her college races in the 100 yard breaststroke and her final 19 collegiate 200 breaststroke races
- She and her sister, Dana, were the first set of sisters to swim on the same U.S. Olympic Team



DANA KIRK



TARA KIRK

# FELICIA ▼ LEE

- U.S. National Team Member
- Won gold in the 400m free relay and bronze in the 400m medley relay at the 2015 World University Games
- Won Silver and set an American record in the 4x50m medley relay at the 2014 Short Course World Championships
- Recipient of the Honda Sports Award for Swimming and Diving, recognizing her as the outstanding college female swimmer of 2013–14
- Won 5 NCAA titles in 2014
- Finished 6th place in the 100m butterfly at the USA Nationals and World Championship trials in 2009
- Swimmer for the Cardinal on an athletic scholarship to Stanford University



# LIA NEAL

- 2x Olympian (2012, 2016)
- Medalist in the 4x100m free relay (Bronze 2012, Silver 2016)
- Placed second in 100y free at the 2015 Division I NCAA Championships
- 19x All-American in her first three years at Stanford University
- Earned 6 National Championships
- Recipient of the Swim for the Future Scholarship
- First woman to identify as African/Asian-American to swim an Olympic final for the United States

# JAY LITHERLAND

- Member of the 2016 Olympic Team
- Placed 5th in the Olympic 400m Individual Medley
- Finished 2nd in the 400m individual medley and 5th in the 200m individual medley at the 2016 Olympic Trials
- World University Games Gold Medalist
- Collegiate swimmer and full-time business student at the University of Georgia
- Has triple citizenship in the U.S., Japan and New Zealand
- Triplet who began swimming at 8 years old with his brothers

LIA NEAL



# SEASONED COACHES

## TONY BATIS

- Head coach at Palo Alto Stanford Aquatics
- Competitor in the 1988 Olympic Trials
- All-American Swimmer at the University of Southern California
- Voted Pacific Swimming Age Group Coach of the Year in 1991 and Pacific Swimming Senior Coach of the year in 2008 & 2010
- Head Women's Coach at 2011 FINA World Youth Championships and Assistant Men's Coach for the 2009 National Youth Team trip
- Assistant Coach at 2012 SC World Champs in Istanbul
- Coached numerous athletes in the top 16 nationally along with Junior National Champions, Pacific Record Holders, National Finalists and Olympic Trial Finalists





## ◀ NAYA HIGASHIJIMA

- Assistant Coach at University of California Los Angeles since 2012
- One of the most decorated swimmers in Oregon State history
- Helped place her team in the Top 25 at NCAA's for the first time in school history
- Holds the dual meet career win record with 104 victories
- Produced seven All-Americans and All-Academic honorees in 6 years for

the UCSB women's team, as well as two scholar-athletes of the year and seven Big West Conference team titles

- Coached 32 All-American swimmers since 2012
- Coached the UCSB team to a top 25 finish at the NCAA Championships in 2009 and helped coach UCLA to a 17th place finish at the NCAA Championships in 2016

## RUSSELL ▶ MARK

- High Performance Consultant at USA Swimming
- Graduated with a degree in aerospace engineering while also swimming competitively at the University of Virginia
- Has been working with the National Team since 2002
- Advises USA Swimming's best athletes and coaches on technique,

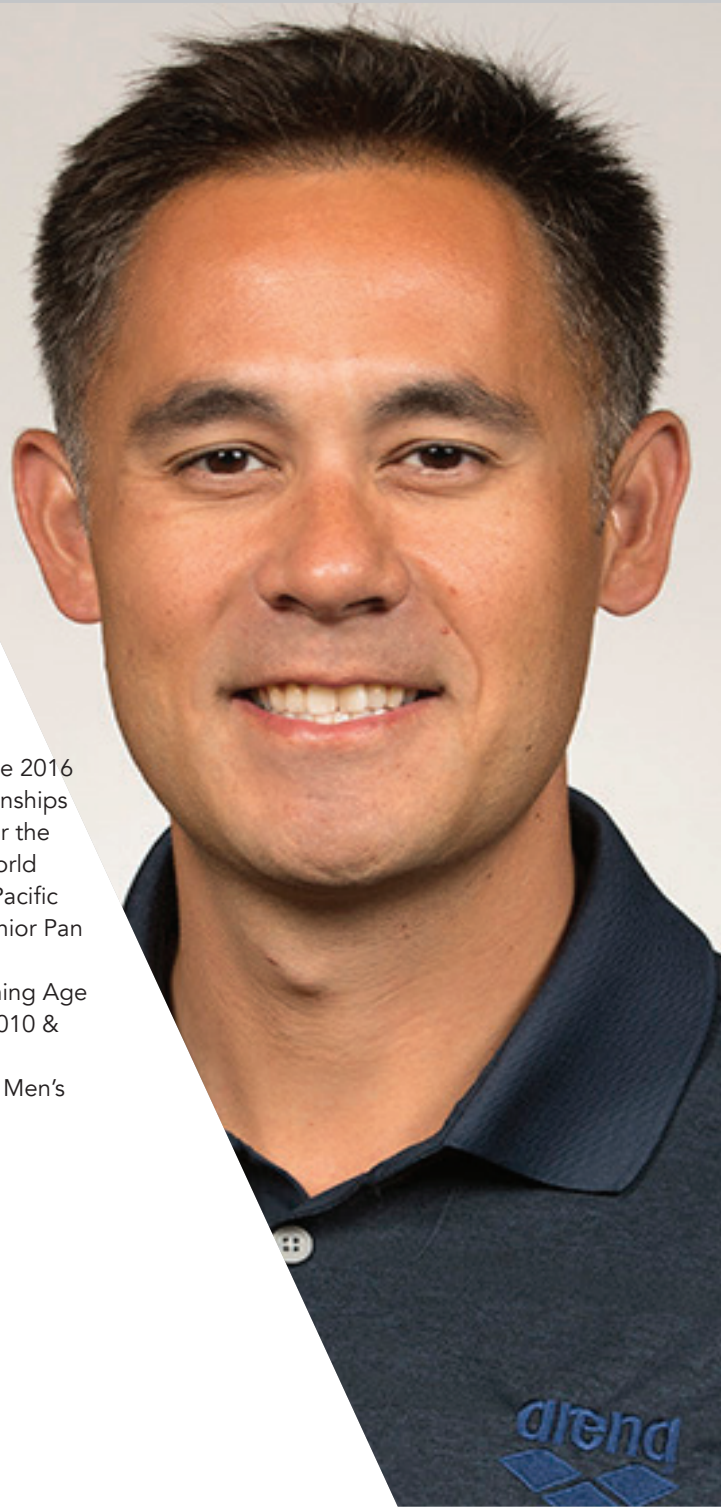
race strategy, and competition prep including the 2004, 2008, 2012, and 2016 Olympic Games

- Educates the USA Swimming community about technique through scientific publications, technique articles
- Has given over 250 lectures in the last 4 years, recognized as one of the world's foremost authorities on swim technique



# YURI SUGUIYAMA

- Associate Head Coach of the Men's Swimming Team at the University of California-Berkeley
- Coached Katie Ledecky to a gold medal in the 800m free at the London Olympics and Ryan Murphy to gold medals in the 100m and 200m backstrokes in Rio de Janeiro
- Competitor at the 2000 U.S. Olympic Trials
- 4x NCAA All-American at the University of North Carolina-Chapel Hill
- Head U.S. Men's Coach for the 2016 World Short Course Championships
- Assistant U.S. Men's Coach for the 2016 Olympic Team, 2015 World University Games, 2014 Pan Pacific Championships, and 2012 Junior Pan Pacific Championships
- Voted Potomac Valley Swimming Age Group Coach of the Year in 2010 & 2011
- Voted 2014 CSCAA Assistant Men's Coach of the Year





# GET INVOLVED

*Getting into the sport of swimming is now easier than ever and it all starts with a phone call or click of a button.*



To learn more about USA Swimming's diversity programming, please contact our Diversity and Inclusion Team:  
<http://www.usaswimming.org/diversity>

To find a swim team in your area please click here:  
<http://www.swimtoday.org/>

To find swimming lessons in your community click here:  
<http://www.usaswimmingfoundation.org>

