

DEI Update:

While previously our committee did a lot of communication via email, we've started meeting again monthly over Zoom, which we think will support our work more effectively. And DEI work is more important now than ever before.

I've been working with Melissa in the office to make some updates to the DEI section of the website and will continue to work collaboratively on this process.

We've recently sent out an invitation to all PNS clubs to have participation on the committee, with a goal of more folks working together to make things happen and having representation and communication more directly with teams. We've already gotten a response and look forward to welcoming coaches, parents, or athletes from other teams toward our goal of having all teams/clubs represented. As part of that email to PNS clubs, we also shared a reminder about using the parallel time standards that USA Swimming created to make time standard meets more inclusive.

As part of a goal to increase outreach and messaging regarding DEI, we're working on growing our social media work through the pnsdiversity Instagram account. We made a post in December for the International Day of Persons with Disabilities where we featured a young swimmer from the Shadow Seals club, made weekly posts in February for Black History Month, and plan to make several posts this month during Women's History Month. In addition, we've developed a social media planning calendar to help us identify and plan for posts with a variety of focuses and recognitions throughout the year. We also hope that expanding our committee participation will enable us to feature coaches and swimmers from many of our PNS clubs at various times of the year.

Ellie Wang, one of our athlete reps, was recently named to the national DEI committee, and she and I have been attending the Western Zones meetings which has been very helpful, informative, and inspiring for me as a new DEI chair learning the ropes. There has also been discussion in those meetings about website improvements and if terminology is sometimes an impediment to folks with less experience in the swimming world finding information and understanding the jargon.