

PNS DEI Committee Report: June 2025

- **Committee Recruitment**

Continuing to work on committee recruitment toward goal of representation from all PNS clubs. Sent email to head coaches this spring, sent flier in What's PNeu newsletter, sharing on @pnsdiversity Instagram account. Will continue recruiting efforts and have gained 2 new members so far.

- **Social Media**

Continuing social media posts including May posts for Asian American & Pacific Islander Heritage Month and Jewish American Heritage Month, as well as International Water Safety day and our recruiting posts. In June we will be posting for Pride, as well as some audience engagement building posts for National Flip Flop Day and National Selfie Day. We have a calendar to track posting and recognition dates, so if you have a type of recognition you would like to share for consideration, please send to diversity@pns.org.

- **Events for 2025-26**

Planning underway for some events next year, including revisiting DEI training for board members (since there has been a lot of turnover since the last board-wide initiative), as well as possibly training for coach/official use.

We're investigating the possibility of doing a PNS DEI camp next year.

We're also working on planning several social/networking events, likely one per quarter and hosting one in the north end, one on the east side, and one in the south end.

- **Outreach Program**

The Western Zones DEI group has been working to ensure all LSCs have outreach membership information on their websites and easy to find. (We do!) As part of this effort, we've been reviewing individual team websites to determine who has information posted, and will be working on a plan to promote the outreach membership and how to reflect it on team websites.

We are also investigating the possibility of proposing a financial hardship clause enabling families enrolled in regular membership programs to switch to outreach in certain circumstances. In addition, we're looking into offering reimbursement to outreach members for required gear.