



2013 Eastern Zone Summit
Hosted by New England Swimming and the New England Inclusion Committee
June 20-23rd 2013
Northeastern and MIT Universities
Boston, MA



USA Swimming, the Eastern Zone and New England Swimming supported the 2nd Eastern Zone Diversity Summit held in Boston, MA June 20-23rd. The summit was held on the campuses of Northeastern University and MIT University as well as (BCYF) Boston Centers for Youth and Family Madison and Mason Recreation Centers. The previous Eastern Zone Diversity Camp was held in Philadelphia, PA at LaSalle in 2011 hosted by Middle Atlantic Swimming. The 2011 EZ Diversity Camp helped to set the template for the 2013 EZ Diversity Summit. The objective of the Zone Diversity Select Camps are designed to be conducted every 2 years with an objective to instilling a vision of success and inspiring athletes from ethnically under-represented populations to become leaders in the sport of swimming.

This year the Eastern Zone Summit had 40 participants from 9 of the 12 LSCs in the Eastern Zone. Athletes, Diversity Chairs and Coaches attended 3 day sessions filled with enlighten discussion, workouts and a day of service hosted by New England Swimming and the New England Swimming Inclusion Committee. The theme of this year's summit was "**Challenges>Create Opportunity**" by Nadine Johnson – Jesionek the Diversity Chair and Co-Coordinator of the summit.

Overall Highlights

Each of the participants took part of engaging group lectures, workshops and training opportunities that centered on the theme created. The staff for the summit included Head Coach Peter Maloney (VA), Connie Wu (CT), Kathy Mendez (OK) and Candass Tucker (NJ). All participants also had the chance to participate in a Water Safety Festival hosted by the New England Swimming, setting the template of service to the community started by the Central Zone Camp Coordinator Kathy Mendez who was also present at the summit. The goal of the summit was to provide 2 tracks focusing one on Athletes and another for LSC Diversity Chairs and Coaches. We would also like to thank USA Swimming's Shaun Anderson for his help in making this event possible.

- Total of 40 athletes, staff, diversity chairs and coaches participated in the 3 day event.
- 11 of the total 12 LSCs in the EZ participated in the 2013 EZ Diversity and Inclusion camp as either an Athlete, Staff member, Diversity Chairs and/or Coaches.
- Great to have **EZ Coaches Chair – Ed Dellert** present during the summit to provide information from the EZ and guidance to the various Diversity Chairs and Coaches during the workshop sessions.
- Diversity Chairs, Coaches, Staff and Athletes had exposure to various swim programs in the city of Boston
- Athletes had an opportunity to swim in one of the best LC pools in New England, MIT University and were housed at one of the best dorms in the country at Northeastern University.
- We had guest speakers from local Boston organizations who gave relevant working examples to participants
- A template for a last day "test set" was created by the coaching staff
- A online toolbox was created where Diversity Chairs and Coaches could use to share information and best practices



Athletes and Staff Track Highlights

24 athletes attended the summit. The goal for the summit athletes was **Service & Social Responsibility – What’s your role/Get Involved/Take Action**

Day 1

- Athletes arrived and had an engaging opening session and introductions by the Zone Summit Staff, USA Swimming’s Shaun Anderson, the Eastern Zone Coaches Chair – Ed Dellert, Motivational Speaker Jenelle Woods-McNish and participated in an “out your seat” / awesome kick-off by Bobby Stevenson.
- After the introductions, the athletes had their first chance to get into the water. In walking distance from the dorms, the staff conducted the summit’s 1st practice at Madison Park Recreation Center, where site Manager, Raymond Heath, generously extended pool operations to accommodate the group, giving the chance for the athletes to stretch out, get to know the coaches and show a bit of their talents during a 100 free for time at the end of practice.
- Athletes were housed at Northeastern Universities West Village F – one of the best dorms many have seen with apartment style housing and a common area for group activities



Day 2

- The athletes and staff had an early rise to start their first Long Course session at one of the best pools in New England - MIT Zeisger Sports and Fitness Center pool. Afterwards they had breakfast and rested for the afternoon activities which included a session with the Dynamic Group Speaker **Janelle Woods – McNish** on “**Personal Branding**”.
- During the Personal Branding session athletes had a chance to reflect on how we market ourselves and how people experience us. Athletes had a chance to discover why personal branding is important, identify their personal brand, create a personal branding statement, and learn how to continue to reinvent them self as they grow as athletes and young adults.
- The athletes then returned to the MIT Zeisger Sports and Fitness Center pool for their second session of LC practice and then returned for dinner and a final classroom session by the **Positive Coaches Alliance** on “**Becoming a Triple-Impact Competitor**”, Lead by **National Swimming & Rowing athlete and facilitator Julia Beasley**. During the discussion athletes learned how to make positive contributions on three levels:
 - Personal Mastery: Improving Oneself
 - Leadership: Improving Teammates
 - Honoring the Game: Improving the Sport
- The interactive classroom session provided athletes and staff with specific tips and techniques for mastery and continuous improvement in the sport, how to seize opportunities to encourage and support teammates, and competing fiercely to win, but only within an ethical context of honoring the game.



Day 3

- Athletes awoke to another early morning start at a wonderful BCYF Pool called Mason. The Mason pool has a program that partners with the local elementary school next door to provide swim lessons for K-5th graders. The host Andres Ramirez who has his own recreational swim team took the time to open the pool for the staff and athletes. Coaches on staff also had the opportunity to work with the athletes focusing on drills for all 4 strokes.



- After practice the athletes volunteered in a Water Safety Festival, organized by Nadine and the New England Swimming Inclusion Committee. The special guests were **Rhi Jeffery – Gold Medalist from Athens, Janelle Woods – McNish** who is also Ms. Massachusetts and a welcomed visit from the **Daphne Griffin**, Boston’s Chief of Human Services from the Mayor’s office. The Water Safety Festival provided an opportunity for the Zone Select athletes and New England Swimming Inclusion Athlete Advisory Council to work collectively to share skills and work with local youth introducing them to the sport and water safety skills. Overall there were over 50 participants from the Boston Community in the Water Safety Festival Event
- Continuing with the event filled day, after the Water Safety Festival the athletes, staff and summit participants went to MIT for the final LC practice where the athletes did a High V02 Max set which each athlete swam the following IMX events:
- 200 Fly, 200 Bk, 400 IM, 200 Br, and 200 Fr., followed by 200 moderate after each event. Here are the top 3 boys and girls finishers and their “IMX Scores” using USA Swimming’s online calculator.
 - Boys: Evan Z. (Metro) – 3,140 pts, Taye B. (MD) – 2,906 pts and Will D. (MD) – 2,617
 - Girls: Burgyang L. “YangYang” (MA) – 2,819 pts., Theresa C. (MD) – 2,561 pts. and Erin D. (MD) – 2,544 pts.
- Athletes followed the session with a fun quick tour by Harvard University and a last classroom session / coaches panel where the coaches **Ron Zuwallack and Jerry Moss** had a chance to present along with one of New England Swimming’s star athlete, and now coach **Alex Fraiser**. The panel shared their experiences in the sport relative to being a diverse athlete and/or coaching athletes from diverse backgrounds. The panel shared discussions on sensitivity and what helps them remain fair and unbiased in the swimming world. The panel answered questions from both athletes and coaches during the panel discussion.
- The summit concluded with a bus tour around Boston and some souvenir pick-up time at the historic Faneuil Hall which was one of the first markets in Boston during its early days.



Coaches and Diversity Chair Track Highlights

12 Coaches and Diversity Chairs participated in the 2013 Summit. The goal for the summit Diversity Chairs and Coaches were **Building a Strong Foundation – Relationships Matter and Seize the Moment**

Day 1

- Welcomed with Athletes with introductions and an engaging kick – off session by Bobby Stevenson
- Adult participants of the summit stayed in the International Village
- We had 12 participants from the following LSCs who were a part of the Diversity Chair and Coaches track: Allegheny Mountain, Maine, Maryland, Metro, New England, New Jersey and Potomac Valley

Day 2

- **Janelle Woods – McNish** presented the Diversity Chairs and Coaches on the topic of “**Personal Branding**”. During the Personal Branding session Diversity Chairs and Coaches had a chance to reflect on how we market ourselves and how people experience us especially in the programs/opportunities we create in our LSCs. Diversity Chairs and Coaches had a chance to discover why personal branding is important, identify their personal brand, create a personal branding statement, and learn how to continue the journey of branding in their LSC.
- After lunch the Diversity Chairs and Coaches from the various LSC participated in a workshop session lead by Shaun Anderson of USA Swimming and Miriam Lynch – Eastern Zone Diversity and Inclusion Coordinator. The goal of the session was to communicate information on Diversity from USA Swimming, share successfully programs and materials going on across the country and start working on developing a focus/plan for 2013-2015 Diversity and Inclusion for each LSC in the Eastern Zone.
- During the working session we discussed:
 - Goals of EZ Diversity and Inclusion as outlined in the EZ Policies and Procedures
 - LSC Diversity Chair succession template
 - Sharing session of some great example programs going on in the EZ and USA Swimming
 - Elliot P. of Imagine Swimming Shared a Video on a Clinic Metro Swimming host with Anthony Ervin every year as an example clinic LSCs can host to help with training officials, coaches and swimmers:
 - Link: <http://www.usaswimming.org/ViewNewsArticle.aspx?TabId=0&itemid=3958&mid=8712>.
 - Kathy Mendez also shared information from the Central Zone Multicultural Meet and her Native American Swim Clinic and Meet
 - Links: <http://youtu.be/cqfOvqMD48> and <http://youtu.be/KXlz9OdDlfM>
 - The formation of the Advisory Board to the EZ Diversity and Inclusion Coordinator, which would include participants from the summit.
 - Started to develop a toolbox on Google Drive to share information, modify the website to meet the needs of the zone and develop procedures for communication and applications for the 2015 Summit and beyond
- After the working session, the PCA (Positive Coaches Alliance) Lead by National Swimming & Rowing athlete and facilitator Julia Beasley had a classroom session on Double Goal Coach: Culture, Practice and Games which provided an interactive workshop and book on creating productive practices, creating a positive practice culture and introduced participants to the game of coaching.



Day 3

- The participants of the Summit also helped to run the Water Safety Festival, organized by Nadine and the New England Swimming Inclusion Committee with the athletes. All groups work collectively to share skills and work with local youth introducing them to the sport and water safety skills. Overall there were over 50 participants in the Water Safety Festival Event.
- After the Water Safety Festival Coaches and Diversity Chairs had an opportunity to work with the staff to conduct the “test set” by providing times and motivating the athletes through the tough set. This test set provided a great opportunity for guest coaches to be on deck and learn from the summit staff about some . We will explore in the future possibly having an additional session for coaches to be able to attend a practice for some

- The Coaches and Diversity chairs had a chance to participate in the same classroom / coach's panel as the athletes where the coaches Ron Zuwallack, Jerry Moss and athlete, now coach Alex Fraiser shared their experiences in the sport relative to being a diverse athlete and/or coaching athletes from diverse backgrounds, their sensitivity and what helps them remain fair and unbiased and answered questions from both athletes and coaches.
- Diversity Chairs and Coaches then had a last working session to develop 2013 – 2015 Goals for their perspective LSCs.
 - Attached to this report you will find the **2013 – 2015 Diversity and Inclusion Goals** produced by participants of the LSCs who participated.
- We also developed some norms
 - Discussed the template for future LSC Diversity Camps / Summits
 - Name for Diversity would now mirror USA Swimming by being called Diversity and Inclusion
 - Adopted an application process and template for the next Diversity Summit held in 2015 that models the Central Zone with submissions due on Dec 1 and voting by Jan 15th of the New Year.
 - A template will be created to help those who wish to apply to host for the 2015 EZ Summit/Camp
 - All LSCs working together with possible partnerships for stronger Diversity programs
 - EZ will stay committed to supporting existing Multicultural Meets in the East. Attached to this email
 - The summit concluded with a bus tour around Boston with the athletes

Conclusion and Next Steps

- The 2013 Summit was a success for defining tracks and purposes for athletes, Diversity Chairs and Coaches
- Conducting a survey with participants to get feedback and lessons learned
- Develop the application and bidding process for the 2015 Summit / Camp
- Continue to communicate events and happenings in the EZ through the EZ Website, EZ Diversity and Inclusion Listserv, LSC Chairs and updated Diversity and Inclusion Chair contact listing on the EZ Website

A special thank you goes out to the staff of the summit and Nadine Johnson – Jesionek of New England Swimming and her Inclusion Committee for all their hard work and efforts in making this a successful event for all who were involved. A video will be created soon and posted on the EZ Diversity and Inclusion Website.

Link to images from the Camp:

<https://drive.google.com/folderview?id=0B3cbRz0po09SQ241YWt0UkhjTVU&usp=sharing>