

End-of-Year Report: Diversity, Equity, and Inclusion Committee

USA Artistic Swimming – 2025

Accomplishments

The DEI Committee has worked closely with the United States Olympic & Paralympic Committee (USOPC) and national task forces to ensure our policies align with evolving federal and state inclusion guidelines. This year, our primary focus has been on adjusting to new federal requirements, particularly in states where restrictions limit our ability to mandate certain DEI trainings. These adjustments have been essential to keeping USA Artistic Swimming compliant and protecting the organization from potential legal risks.

Challenges and Areas of Focus

The biggest challenge this year has been navigating the changing legal landscape around diversity, equity, and inclusion. Balancing our commitment to fostering a welcoming environment with the need to remain compliant across multiple states has required flexibility and continual review of our guidelines.

Looking Ahead

As we move into the upcoming season, the DEI Committee will shift from primarily adjusting to policy changes toward implementing new initiatives and strengthening our long-term strategy. Priorities include:

- Creating a healthy, sustainable DEI landscape across all levels of the organization.
- Implementing new policies and resources that foster inclusivity while adapting to ongoing legal requirements.
- Expanding support for athletes, coaches, and clubs through education and outreach efforts led by the DEI Committee.

Through these efforts, USA Artistic Swimming reaffirms its commitment to ensuring that our sport remains safe, accessible, and welcoming to all members.