

VP DEI Convention Report 2024

Where are we now?

Four years ago USAAS took the bold decision to implement a VP of DEI on the Board of Directors. I had the privilege to serve two terms in this position. When we took on this journey during pandemic, I remember being asked “what is your goal as the new VP?.” My statement, “for the organization to have a completely new look.” I am very happy and confident to say our look has changed.

From 2020 what has changed or implemented

- USOPC DEI Grant finalist
- Fair selection procedures
- DEI Athlete Ambassadors
- AEC Board Position
- Gender Inclusion policy for fair and inclusive competition environment
- Inclusion of Athletes with disabilities in USAAS sanctioned events
- Construction of AWD sub-committee
- USAAS leading the inclusion of AWDs at PAQ and World Aquatic events
- Male membership has increased four times since 2020
- Number of African American athletes on an age group level has increased
- Development of DEI training for our members
- Membership increases through inclusion

Where do we go from here?

DEI needs to continue to be at the forefront of all of our organizational practices. Yearly, policies should be reviewed by the current board to ensure that we are keeping up with worlds changes.

I would like to congratulate Monica in her new board position and look forward to sharing the DEI strategic plan during the transition period. I look forward to supporting the continued growth of all DEI programs in the future.

It has been a pleasure serving as your first VP of DEI! Thank you so much for your trust with me in this position. It has been are a wonderful for years and I look forward to the continued changes to our sport through DEI

Respectfully submitted

Ashley Johnson