

## Welcoming Minorities

	<b>What we think</b>	<b>What we do</b>
<b>We are ready to welcome you</b>	We actively welcome, embrace and encourage young people from all minority groups to come and give competitive swimming a go. 80% of black children don't swim and we want to change that! Other minority groups like refugees (most recently from the Ukraine) may include displaced swimmers. We offer you a new swim home.	We are aware of challenges, ready to listen to concerns and prepared to welcome you in all your uniqueness! Please help us spread the word that the City of Bristol Aquatics is a welcoming and inclusive club.
<b>We see you</b>	"I don't see you as black" is so 80's! We see your differences and think they are great! We know it can be difficult for families of minority groups of all races to come into swimming. We are so glad you're here and we want to make sure you are supported.	We have a buddy program that can connect you to another parent and your swimmer to another swimmer so that you feel supported and can ask questions privately.
<b>Trial</b>	We know it can be intimidating to walk out onto that poolside. Please try not to worry and just take the first brave step to show up. It's our job to make you glad you did!	We will connect both parent and swimmer to a buddy who can walk in with you and show you the ropes.
<b>Kit</b>	We know it can be overwhelming! What do you need and what do you wear? You are not alone! We are experts in all that and are here to help.	We have a welcome kit (swimsuit/trunks/goggles, flippers, snorkel, paddles, and a bag) that you can borrow with everything you need. Help is available with kit after you join too.
<b>Hair &amp; Skin</b>	One of the biggest reasons black kids do not swim is hair related. The bad experience starts in school swimming when their hair doesn't fit into caps, takes all day to dry and causes damage/breakage. Plus, braids or extensions that struggle to fit into some swim hats. Many ethnic minority groups have naturally dry skin and chlorine and water make it drier. We know!	Our coaches, swimmers and parents are a wealth of knowledge! From different hair types, hair products to different swimming hats. While we might be curious and ask questions, we will not tolerate any meanness. The best advice comes from other parents that have gone through their own trial and error. We will connect you with them. One mum has a complete basket of hair and skin products in the car!
<b>Practical Stuff</b>	We are not being nosy but are interested in anything you feel comfortable sharing around your family dynamics that might make a commitment to swimming difficult.	We don't have all the answers but always want an opportunity to try. Your coach and your Buddy can help explore creative options/carpooling and even help with a post on the group Facebook page.
<b>Cost</b>	We appreciate that cost is an issue for most families. Sometimes we can help. After your swimming trial we will follow up to see how it went and share a form that allows you to request financial support.	Limited short-term support towards fees and help with equipment and kit may be available

Beyond the medals there are so many benefits to competitive swimming including friendship, health, stress management and scholarships to university. We can't wait to meet you!