

Job Description: LSC Diversity & Inclusion Chair

Position Description

Each LSC shall have an LSC Diversity & Inclusion Chair. The purpose of the LSC D&I Chair is to promote inclusion and increase diversity at the team and LSC level.

Reports to:

- LSC General Chair
- First point-of-contact for the LSC D&I Chair in the USA Swimming D&I volunteer structure is the Zone Diversity Coordinator

Key Duties and Responsibilities:

- Educate, facilitate, and lobby for D&I within the LSC
- Actively participate in all Board Meetings
- Work with or create a Diversity Committee
- Attend at least 2 D&I Chair Professional Development sessions annually
- Create or establish goals for the LSC and communicate this to the Board (create a D&I budget/lines items in existing budget)
- Deliver regular reports to General Chair, Board of Directors and House of Delegates
- Develop short and long-term projects that will benefit the LSC and its Diversity & Inclusion Mission
- Create and coordinate community related activities that help promote diversity in the LSC (Diversity Meets, Forums, Summits, Camps, Educational opportunities, Training, etc.)
- Develop, coordinate and implement strategies, policies and programs that support prospective, new and current LSC membership.
- Develop mentoring contacts and relationships
- Communicate information about programs and activities that support D&I to LSCs clubs
- Imbed Diversity & Inclusion into existing LSC structure and programming
- Regular communication with Zone Diversity Coordinator

Membership Terms & Selection:

- Varies by the LSC

Job Qualifications

- USA Swimming Membership
- Must possess the ability to think about D&I on an LSC level versus representing ideas/situations specific to their local area or team.
- Effective communicator
- Consistent follow-through
- Interest in Diversity & Inclusion