

## USA Swimming Zone Directors' Council



“As the National Governing Body of the sport of swimming, we are steadfast in our commitment to identify and lead in reducing barriers, to create and creating opportunities for inclusion, and to increase fairness throughout our sport. We strive to have the demographics of our country be reflected in our membership.” – USA Swimming

In making the above public statement, USA Swimming has declared a commitment to change the face of our sport to a more inclusive and productive environment. In a letter to the USA Swimming Board of Directors and Senior Staff from a independently formed Diversity, Equity, and Inclusion (DEI) coalition, consisting of DEI Chairs, DEI Committee Members, Zone and National representatives, the following was stated:

“While financial commitments and outward proclamations are meaningful, we fear that they will simply be symbolic in nature without a thorough investigation of the structural aspects that lead to inequity in our sport. This work should be built on a foundation of transparency and accountability – that is, publicly declaring goals and timeframes for achievement so that we can help hold each other to these critical goals from the top of our organization to grassroots level. Our ultimate aim is for all identities to not only be tolerated but celebrated in our sport and provide a community where marginalized peoples are empowered to represent who they are while thriving in the sport.”

For us to move forward we need the help and commitment of each Local Swim Committee. As a Zone Council we are endorsing a legislative change to the USA Swimming LSC Bylaws Article 5 – Board of Directors (see attached). This proposal would make the Diversity, Equity, and Inclusion (DEI) Chair a mandatory position on the LSC Board of Directors with voting rights.

It is time to put our words into action. By supporting the proposed LSC Board of Directors template change, as an organization we are affirming our beliefs in the importance of Diversity, Equity, and Inclusion. We encourage all of the LSC Boards to look at the legislation as the “first step” towards meeting future DEI initiatives.

Please note that due to the legislation being submitted after the deadline, it will require a 90% vote to pass. We ask for your full support in passing this legislation to validate the importance of Diversity, Equity, and Inclusion in our sport.

Sincerely,

USA Swimming Zone Council

## PROPOSED AMENDMENTS TO RULES AND REGULATIONS

R-	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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**Location:** **REQUIRED LSC BYLAWS TEMPLATE**

**Proposed by:** Committee name or individual permitted by 502.1.4 A or Article 6 of the Corporate Bylaws to submit proposals **[TBA]**

**Purpose:** To add DEI chair as a designated member of the LSC Board of Directors and Officers. This will enable the DEI position to be more effective in assisting LSC's to develop, implement and incorporate the plans and procedures to achieve its Diversity, Equity and Inclusion goals.

**Recommendation:** *The Rules and Regulations Committee recommends \_\_\_\_\_.*

**Effective Date:** Immediately

### ARTICLE 5 BOARD OF DIRECTORS

5.1 MEMBERS - The Board of Directors shall consist of the following officers, committee chairs, *coordinators* and representatives of XXSI, together with those additional members designated in Sections 5.2 *and* 5.3:<sup>10</sup>

- .1 General Chair
- .2 Administrative Vice-Chair
- .3 Finance Vice-Chair
- .4 Coach Representative
- .5 Athlete Representatives (2)
- .6 Secretary
- .7 Treasurer
- .8 Senior Vice-Chair
- .9 Age Group Vice-Chair
- .10 Safe Sport *Chair/Coordinator*
- .11 At-Large Athlete Board Members [as needed]
- .12 Diversity Equity And Inclusion (DEI) Chair

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<sup>10</sup> *Each LSC may add to this list other positions in accordance with its needs, but may not remove any of the listed positions. Typical positions on many Boards include: Officials Chair, Registration/Membership Coordinator, Technical Planning Chair, ~~Diversity Chair~~, Disability Chair, Operational Risk Chair/Coordinator, and Non-Athletes At-Large.*

ARTICLE 6  
OFFICERS AND DIRECTORS

6.1 OFFICERS – The officers shall be as listed herein and shall be elected by the House of Delegates at its annual meeting<sup>21</sup>.

- .1 General Chair
- .2 Administrative Vice-Chair
- .3 Finance Vice-Chair
- .4 Senior Vice-Chair<sup>22</sup>
- .5 Age Group Vice-Chair<sup>23</sup>
- .6 Secretary<sup>24</sup>
- .7 Treasurer<sup>25</sup>
- .8 Diversity Equity And Inclusion (DEI) Chair

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<sup>21</sup> *It is recommended that approximately half of the elected positions be elected in odd-numbered and half in even-numbered years using two-year terms of office. This section may be further varied to allow for other terms of office. If staggered, the election year for each office should be specified adjacent to each position listed in 6.1.1 thru 6.1.7.*

<sup>22</sup> *Program Operations Vice-Chair may be substituted.*

<sup>23</sup> *Program Development Vice-Chair may be substituted.*

<sup>24</sup> *If permitted under the laws of the state of incorporation, a staff member may serve in the position of secretary with voice but no vote and should be indicated in adjacent parentheses that the position is filled by staff and not elected by HOD.*

<sup>25</sup> *If permitted under the laws of the state of incorporation, a staff member may serve in the position of treasurer with voice but no vote and should be indicated in adjacent parentheses that the position is filled by staff and not elected by HOD.*