

ARKANSAS SWIMMING, INC.

DIVERSITY CHAIR

JOB DESCRIPTION

The Diversity Chair is an appointed non-voting board member of Arkansas Swimming, Inc. (ASI) Board of Directors (BOD). This position is appointed by the ASI BOD for a 2-year term with unlimited terms. The Diversity Chair shall have voice but no vote in meetings of the BOD.

Please refer to *USA Swimming Rules and Regulations, Part Six: Bylaws, Rules and Regulations for the Local Swimming Committees* Article 605.5.2 for the Voice and Voting Rights of Non-Voting Board Members of the Diversity Chair. Specific responsibilities of the Diversity Chair, which also may be specified elsewhere in *USA Swimming Rules and Regulations, Part Six* and the ASI Handbook include, but are not limited to, the following:

1. help develop and implement strategies, policies and programs that will create a diverse and inclusive environment for swimmers in the LSC, and build on the population of underrepresented coaches, athletes, administrators and sports officials within the LSC/USA Swimming membership.
2. Serve as a voice for ASI's under-represented populations including but not limited to African American, Hispanic American, Asian American, and Native American ethnic groups as well as those swimmers from challenging socio-economic backgrounds.
3. To promote inclusion and increase diversity in the sport of swimming specifically to ASI through the following responsibilities:
 - a. Attend monthly Board Meetings
 - b. Create and coordinate community related activities that help to promote swimming in ASI and community at large (Diversity meets, forums, summits and camps) .
 - c. Develop short and long term projects specifically to community areas of need in the LSC.
 - d. Support and assist with USA Swimming Diversity Select Camp goals and objectives.
 - e. Research and develop opportunities for minority swimmers in the sport to compete as an LSC team at Diversity opportunities.
 - f. Develop local mentoring contacts and relationships.
 - g. Conduct follow-up with programs and teams that target diversity/inclusion in the LSC. Track results.
 - h. Communicate information about programs and activities that support diversity in swimming and inclusion.
 - i. Participate in USA Swimming professional conferences and communicate best practices.
 - j. Encourage existing/new clubs and related organizations to expand opportunities to provide a competitive swimming and coaching experience to those individuals currently lacking such opportunities.
 - k. Support the establishment of LSC Diversity Committee.
 - l. Support the establishment of an ASI Diversity budget.

- m. Build upon the College Knowledge Event by increasing the number of participants and Target at increasing the number of parent volunteers of Officials and Referees through creating a training programs that are community based.
- n. Partner with Recreation departments, non USAS member clubs and USA Swimming Make A Splash in creating a swim clinic/swim safety day.
- o. Help in the training of new coaches through creating a clinic for increasing the number of ASCA Level 1 Coaches who are from the community.