

LSC EVALUATION RUBRIC

<u>Diversity, Equity and Inclusion Item</u>	<u>1 Point</u>	<u>2 Points</u>	<u>3 Points</u>	<u>4 Points</u>	<u>Comments</u>
1. LSC Board reflects Diversity	No	Yes by Gender, Race or Sexual Orientations (1 out of 3)	Yes by Gender, Race or Sexual Orientations (2 out of 3)	Yes by Gender, Race and Sexual Orientation	2.5 (Regional Diversity, Gender)
2. LSC Governance Committee reflects diversity	No	Yes by Gender, Race or Sexual Orientations (1 out of 3)	Yes by Gender, Race or Sexual Orientations (2 out of 3)	Yes by Gender, Race and Sexual Orientation	2.5
3. Diversity, Equity and Inclusion is embedded in the LSC Mission Statement	No			Yes	4
4. Diversity, Equity and Inclusion training is embedded in Board Orientation	No	Yes but informally	Yes, it is a formal section	Yes, it is a formal section with online learning	2
5. LSC Anti-Discrimination Statement is clearly stated	In LSC Policies	In LSC Policies and Procedures	In LSC P&P with the ability to report	In LSC P&P with the ability to report online	1 (Reporting Online?)
6. USA Swimming Code of Conduct 304.3.2 is posted on website	No			Yes	4
7. The Diversity, Equity and Inclusion Chair position is:	Not Filled	Filled as an extra role for a board member	Filled as a separate appointed position	Filled as a separate elected position	4

8. The Diversity, Equity and Inclusion Chair:	Not Filled	Does not have voice or vote on the LSC Board	Has Voice but not vote on the LSC Board	Has Voice and Vote on LSC Board	4
9. LSC Diversity, Equity and Inclusion Leadership is:	Not Filled	The DEI Chair	DEI Chair plus volunteers when necessary	DEI Chair plus the DEI Committee	4
10. Frequency of DEI Committee meetings	None	1-4 meetings annually	5-8 meetings annually	8+ meetings annually	2
11. LSC DEI Committee has a Mission Statement	No			Yes	No
12. Diversity, Equity and Inclusion has a line in the LSC Budget	No			Yes	Yes
13. LSC Diversity, Equity and Inclusion Budget average based on all athletes in LSC	Less than \$2.00	\$2.01- \$5.00	\$5.01-\$8.00	\$8.01 or more	3
14. Options for Proof of Assistance/Income accepted for Outreach Membership	1-3	4-6	7-9	10+	4
15. LSC has a Meet Fee Reimbursement Program	No	Yes but with a limit of \$50 or less per outreach swimmer	Yes but with a limit of \$50.01-\$100 per outreach athlete	Yes with a limit of more than \$100.01 per outreach athlete	4
16. LSC offers a waiver for Championship Meet Entry Fees of outreach swimmers	No			Yes	4
17. LSC has Make A Splash Local Partner Programs as club members	No	Yes, 1-3 Programs	Yes, 4-6 Programs	Yes, more than 6 programs	1
18. LSC offers a Matching Grant Program for MAS partners	No	Yes, 10% or less of the	Yes, 11%-25% of the grant	Yes, more than 25% of	1

that receive a USA Swimming Foundation Grant		grant can be matched	can be matched	the grant can be matched	
19. LSC has a Check the Box Campaign to encourage identifying ethnicity	No	Yes by Letter, Email or Phone Call (1 of 3)	Yes by Letter, Email or Phone Call (2 of 3)	Yes by Letter, Email and Phone Call	2
20. LSC offer DEI educational events	None	1-3 annually	4-6 annually	6+ annually	1
21. LSC website has a dedicated DEI page with educational materials	No	Yes but it only links to the USA Swimming DEI webpage	Yes and it links to USA Swimming plus additional materials but is updated less than 3 times annually	Yes and it links to USA Swimming plus additional materials and is updated at least 4 times annually	2
22. LSC website, educational materials and registration forms can be translated into multiple languages	No	Yes but only one	Yes but only 2	Yes the website and documents can be translated	1
23. LSC sends swimmers to the Regional Diversity Select Camp	No	Yes but only 1 athlete	Yes but only 2 athletes	Yes, we send more than 2 athletes	4
24. LSC hosts a LSC Diversity Select Camp	No	Yes for fewer than 20 athletes	Yes for 21-40 athletes	Yes for more than 40 athletes	1
25. LSC hosts/financially supports a Multi-Cultural Swim Meet	No	Yes, the LSC financially supports a Multicultural Swim Meet	Yes, the LSC financially supports a Multicultural Swim Meet	Yes, LSC Hosts a Multi-Cultural Swim Meet	1

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