LSC EVALUATION RUBRIC

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

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
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
10. Frequency of DEI Committee meetings	None	1-4 meetings annually	5-8 meetings annually	8+ meetings annually
 LSC DEI Committee has a Mission Statement 	No			Yes
 Diversity, Equity and Inclusion has a line in the LSC Budget 	No			Yes
 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
14. Options for Proof of Assistance/Income accepted for Outreach Membership	1-3	4-6	7-9	10+
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
16. LSC offers a waiver for Championship Meet Entry Fees of outreach swimmers	No			Yes
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
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

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	
20. LSC offer DEI educational events	None	1-3 annually	4-6 annually	6+ annually	
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	
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	
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	
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	
25. LSC hosts/financially supports a Multi-Cultural Swim Meet	No	Yes, the LSC financially supports a Multiculural Swim Meet	Yes, the LSC financially supports a Multiculural Swim Meet	Yes, LSC Hosts a Multi- Cutural Swim Meet	

		tala I a a a			
		with less	with more		
		than \$1000	than \$1000		
26. LSC DEI Chair participated in	No	Yes, the LSC	Yes, the LSC	Yes, the LSC	
USA Swimming's DEI Chair		DEI Chair	DEI Chair	DEI Chair with	
101		completed	attended in	an additional	
		the online	person at	LSC Board	
		webinar	National	Member	
			Convention	attended in	
				person at	
				National	
				Convention	
27. LSC DEI Chair attends Zone	No	Yes, the LSC	Yes, the LSC	Yes, the LSC	
DEI Meetings		DEI Chair	DEI Chair	DEI Chair	
		attends 1-3	attends 4-6	attends 6+	
		Zone DEI	Zone DEI	Zone DEI	
		Meetings	Meetings	Meetings	
		annually	annually	annually	
28. LSC DEI Chair attends	No	Yes, the LSC	Yes, the LSC	Yes, the LSC	
Professional Development		DEI Chair	DEI Chair	DEI Chair	
opportunities		attends 1-3	attends 4-6	attends 6+	
		Professional	Professional	Professional	
		Development	Development	Development	
		opportunities	opportunities	opportunities	
		annually	annually	annually	
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