



DIVERSITY &
INCLUSION



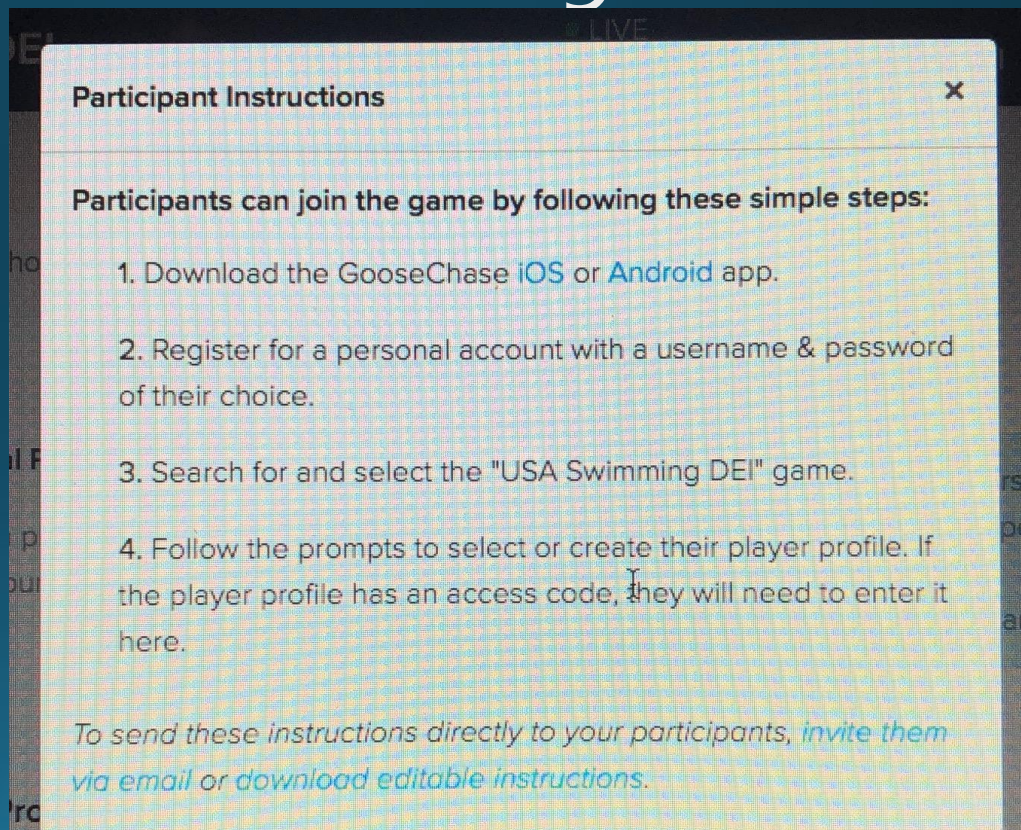
#SWIMCLUSION

LSC Diversity, Equity &
Inclusion Chairs 101

Scavenger Hunt - DEI 2019

Password:

swimclusion2019



Diversity, Equity, and Inclusion





**DIVERSITY &
INCLUSION**

Mission Statement

USA Swimming is committed to a culture of inclusion and opportunity for people of diverse backgrounds, including but not limited to race, age, income, ethnicity, religion, gender, gender identity, gender expression and sexual orientation.



**DIVERSITY &
INCLUSION**

DEI Program Goals

#SWIMCLUSION



Goal #1

Provide safe & inclusive environment.



Goal #2

Educate, embed & provide resources.



Goal #3

Reduce the gap.

What's the difference between *diversity* and *inclusion*? How do they go hand in hand?

"Diversity is simply different ethnic groups and different ways people identify themselves. On the other hand, inclusion is the unification of these people from different backgrounds. ***With inclusion, we create a diverse program.***"

Coach Johnnie Means / Harris County Aquatics Program



USA Swimming DEI Staff

MJ Truex

Senior Director of
Education, Programs
& Services



Ashanee Player

Diversity & Inclusion
Coordinator



Shaun Anderson

Diversity & Inclusion
Manager



Hilary Perez

Sports Development
Administrative Assistant



DEI Chairs UNITE Task Force!

Emily Melina

Sarah Dawson



What can we do for you??

- DEI Manual for new (and existing) Chairs
- Facebook page to bounce ideas and network with other chairs
- Quarterly newsletter
- WHATEVER ELSE PEOPLE ASK FOR!!



Description:

To promote inclusion and increase diversity specifically at the club and LSC level



Position Specifics

- Educator, facilitator, and lobbyist supported by the LSC
- Goals & objectives set should follow or tie into the USA Swimming Business Plan, National Diversity Committee or USA Swimming Diversity & Inclusion goals.
- Terms vary with each LSC (2-year term, max of 2 consecutive terms recommended)
- Can be appointed or voted in to the Board
- Voice or Voting Member of the Board



Duties and Responsibilities

- Actively participate in Board Meetings.
- Work with or create a DEI Committee.
- Create or establish goals for your LSC and communicate this to the Board
- Deliver regular reports to General Chair, BOD, and HOD



Duties and Responsibilities

- Develop short and long-term projects that will benefit the LSC and its DEI 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.



Duties and Responsibilities

- Develop mentoring contacts and relationships
- Communicate information about programs and activities that support DEI
- Imbed DEI into existing LSC structure and programming
- Regular communication with Zone Diversity Coordinator



Position Progression

Congratulations! You've been elected or appointed as your LSC DEI Chair...now what??



Position Progression

1. Assess where the position is in the progression. Read through your LSC Bylaws and Policies & Procedures
2. Familiarize yourself with the LEAP program and DEI requirements.
3. Communicate with the Board your assessment.
4. Communicate with /introduce yourself to your Zone Diversity Coordinator.



Position Progression

5. Distribute information from Zone Diversity Coordinator & USA Swimming to LSC teams and members.
6. Does your LSC offer Outreach Membership (hint: They should. It's required!)

YES

If so, promote it!

NO

Educate and promote what it is.
\$5 athlete yearly membership; \$2
LSC surcharge

7. Evaluate selection procedures for Zone Diversity Camp/Regional Summits



Position Progression

8. Are you a voting member of the Board?

YES

NO

Find your allies.

Work toward becoming one. Make your voice count.

9. Lobby to make sure you're able to attend Convention in the Fall.

10. Create a DEI Chair Notebook that can be passed to future chairs.

11. Find Athlete representatives in your LSC!



**Budget
Creation &
Funding**

Does your LSC have budget line items for Diversity purposes?



Budget Creation & Funding

YES

1. Find ways to increase the budget (both athletes & coaches).
2. Work on creating diversity line items under non- diversity budgets (to work towards inclusion).

NO

1. Lobby with the board to create line items budget
2. Create LSC Diversity Grant Program
3. Host events to feed the budget
4. Utilize DEI websites, network, and resources.
5. Don't give up. Politic!

Where do you start??

- Communicate to coaches and LSC membership about DEI
- Outreach membership campaign: Is the application on your LSC website?
- Recruit enthusiastic committee members
- Plan a local DEI camp
- Talk to your board members about DEI
- Is there a multi cultural meet in your LSC or near your LSC? Promote the meet
- Utilize social media outlets!
- Network with other DEI members . . . Be brave and ask questions!

What does your LSC need?

- Choose one thing to begin

What does your LSC need to move forward with D&I?

- Knock it out of the park!

QUESTIONS