

Border Swimming LSC
DEI (Diversity, Equity, inclusion)
As of Dec 13, 2023

Vision Statement: Engage, Empower & Celebrate.

Mission Statement: Promote diversity, equity, and inclusivity within BD Swimming LSC in all age groups, regardless of gender, race, religion, ability, through multiple avenues, including, but not limited to educational programs, camps, social media, and written media; to support and foster growth through swimming.

Position Description: DEI Chairperson is an appointed position by the General Chair. DEI Chair is a voting BOD member. The DEI chair is to lead the LSC to increase diversity, implement equity, and promote inclusion at the team and LSC level by providing consultation to teams, creating opportunities through diversity-themed camps and actively advocating for DEI at the Border LSC BOD meetings. Reports to General Chair.

Specific Duties:

- Creates and maintains a DEI athlete committee.
- Advocates and supports every athlete, coach, official and member within the Border LSC regardless of abilities.
- Promotes programs and supports awareness among athlete, non-athlete member, coach, and officials through educational offerings from the National DEI committee, USAS, and other sources of DEI related information.
- Encourages athlete, coach, official and Border LSC members to participate in diversity camps, meets, and trainings that promote DEI.
- Works closely with the Officials Committee, the Safe Sport committee and other committees as special programs are developed to create a safe and supporting environment for all athletes.
- Attends monthly Border LSC BOD meetings, National DEI committee meetings, technical planning meetings and trainings/clinics provided by USA Swimming DEI. *Virtual or in person.
- Provides DEI trainings as necessary to athlete, non-athlete, coach, and official.
- Provides educational resources for athletes, non-athletes, coaches and officials on the Border LSC website.
- Supports programs such as Outreach membership options to be more inclusive of families with financial needs and sets qualifying standards that are published on the BD LSC website.