

What can LSC Diversity Chairs do to help your LSC & Club Increase Membership

*w/ Mike Switalski
National Diversity & Inclusion Committee member/
Niagara Swimming Diversity Chair/
Niagara Swimming Board Member*

The Vision our Executive Director

“We must all work to embrace the importance of diversity and inclusion. Diversity and inclusion require intentional acts. We must continue to try pilot programs, build partnerships, customize our messaging, and challenge each other to carry through with our commitment. Perhaps our greatest challenge is finding sustainable ways for lower income families to gain access to facilities and to programming.”

-Chuck Wielgus

USA Swimming Diversity and Inclusion Committee Mission

- 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 expression and sexual orientation.

What are the issues?

- Awareness- Outreach, Diversity, Inclusion, LGBTIQ, Transgender, Religion
- Communication- vision and mission
- Budget- money for the creation of opportunity
- Programming- membership, financial support, opportunity
- Development- camps and summits for coaches and athletes

Resources at the National Level

- USA Swimming Diversity and Inclusion Staff
- Cultural Inclusion Resource Guides- African American, Hispanic/Latino, etc.
- USA Swimming National Diversity and Inclusion Committee
- Outreach Membership
- USA Swimming Safe Sport Committee
- USA Swimming National and Zone Select Camps
- Regional Diversity Summits
- USA Swimming National Convention Workshops

What can your LSC Diversity and Inclusion Chair do for you?

- Send athletes to Zone and National Diversity Select Camps
- Send Coaches to Regional Diversity Summits
- Meet fee reimbursement program
- Educate about Make A Splash
- Educate, Educate, Educate
- Host an Ethnic Heritage Meet of some form
- Create a committee to work on D&I issues

Continued....

- Be a voice with a vote on the LSC Board of Directors
- Create guidelines and policies on D&I issues
- Track club effectiveness in D&I
- Create an LSC Multi-cultural All-Star Travel Team
- Maintain a D&I webpage on the LSC Website
- Establish a LSC Budget for D&I
- Promote outreach membership

Outreach Membership

- What is it? Option for families that meet an established income level or receive financial assistance
- Most commonly used proof is Free/Reduced Lunch
- USA Swimming Diversity and Inclusion recommends eliminating the use of Free/Reduced lunch as an option

What are other options?

- Food stamps
- Supplemental Nutrition Program for Women, Infant and Children
- Temporary Assistance to Needy Families
- Income is below Federal Poverty Guidelines
- Section 8 Housing
- Medicaid
- Medicare
- Social Security Disability Insurance
- Social Security Income
- Home Energy Assistance Program
- Food Distribution Program on Indian Reservations
- Receives a “scholarship” from club
- Other

What can you do to help your LSC increase Diversity and Inclusion?

- Create bilingual materials
- Send swimmers to Diversity Select Camp
- Encourage your membership to check the ethnicity box (checking is optional but can be strongly encouraged)
- Provide club scholarships to financially challenged families
- Be an advocate for your LSC D&I Chair to be a voting member and have a budget
- Host a Water Safety Event in a distressed neighborhood
- Join your LSC D&I Committee

Questions?

Contact Information

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