



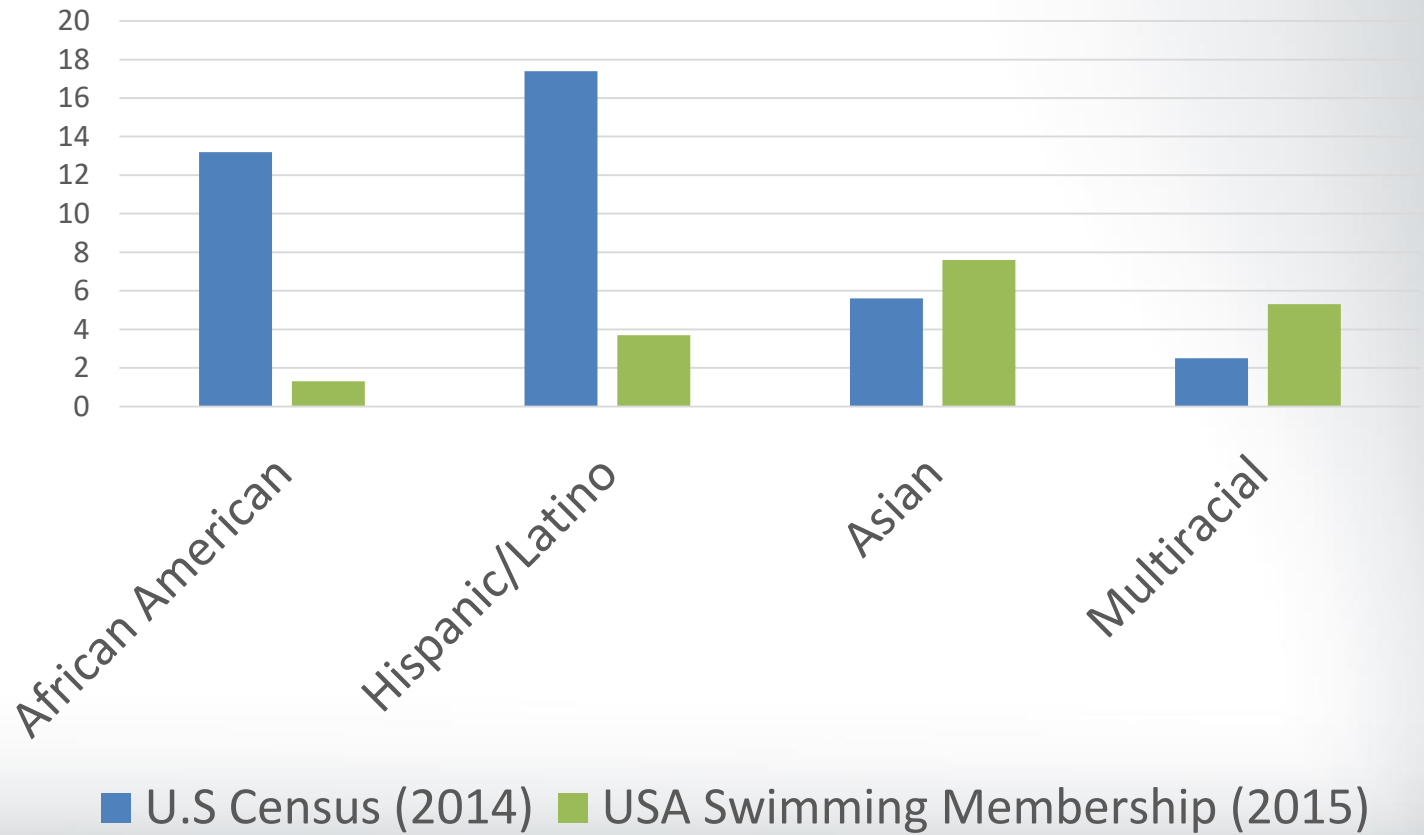
How Diversity and Inclusion Ties to the LEAP Program

Mission Statement of USA Swimming D&I Committee

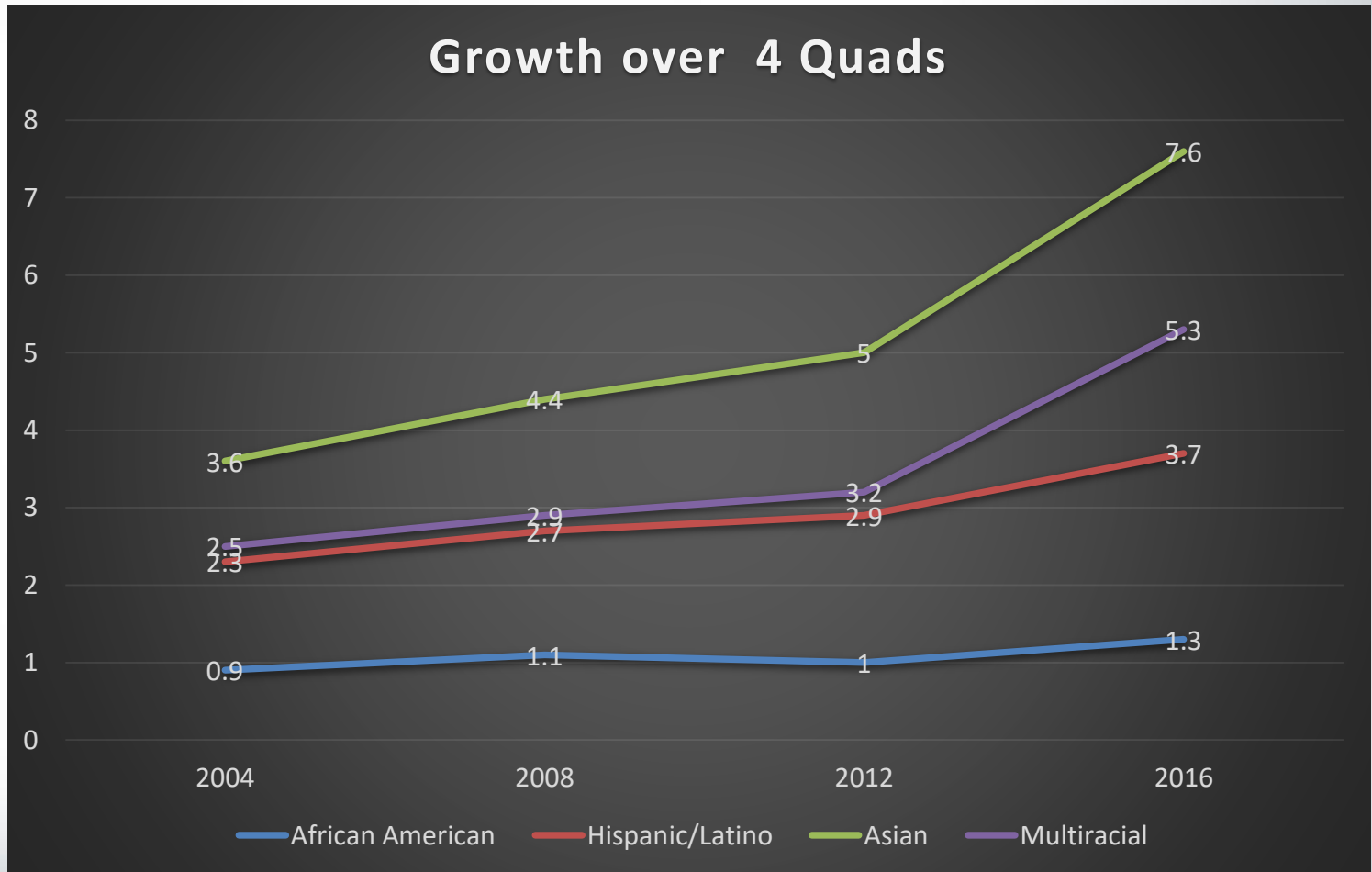
USA Swimming is committed to a culture of inclusion and opportunity for people of diverse backgrounds, including, but not limited to, race, age, income, ethnicity, religion, gender, gender expression and sexual orientation



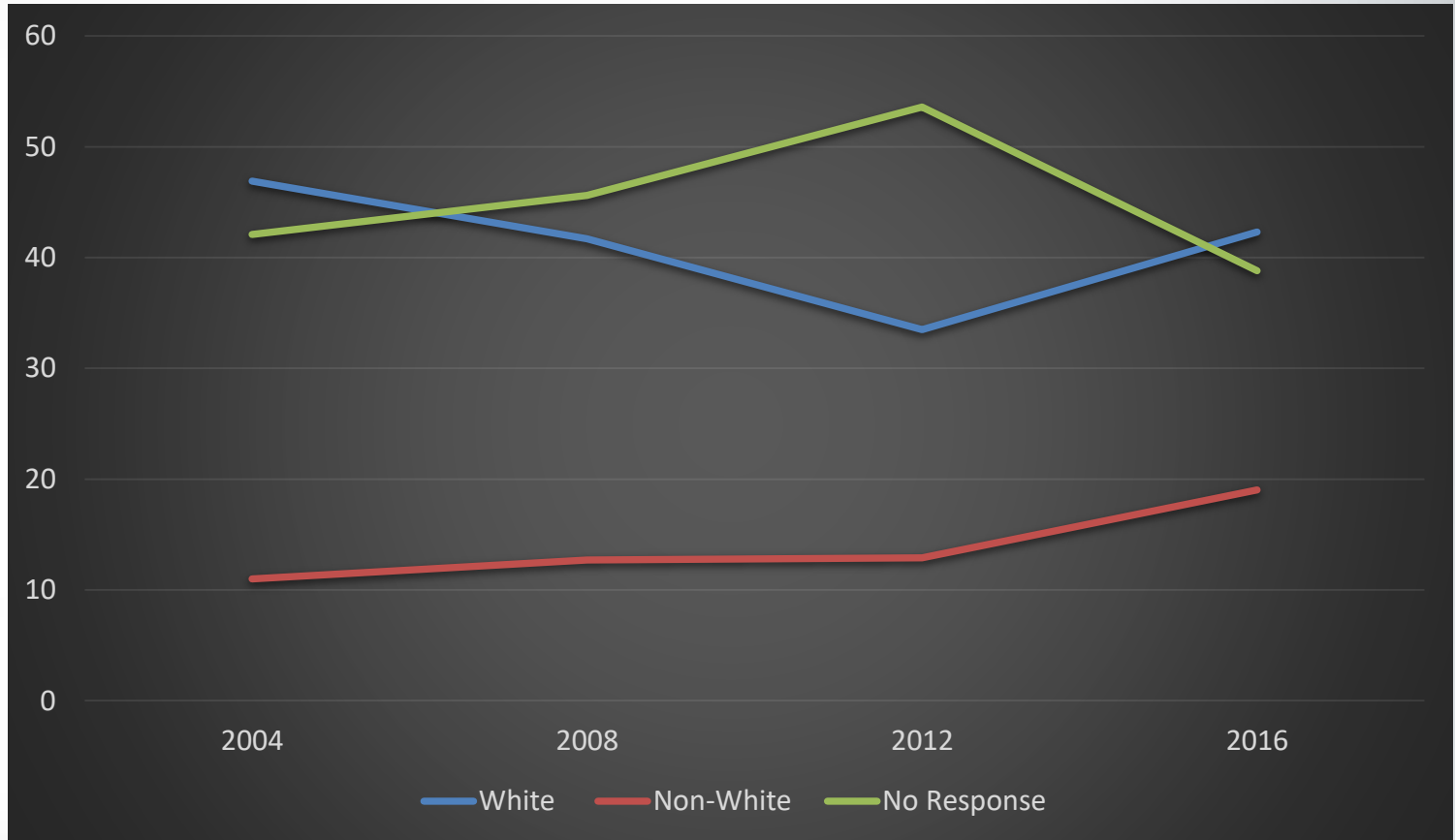
Membership Trends & Stats



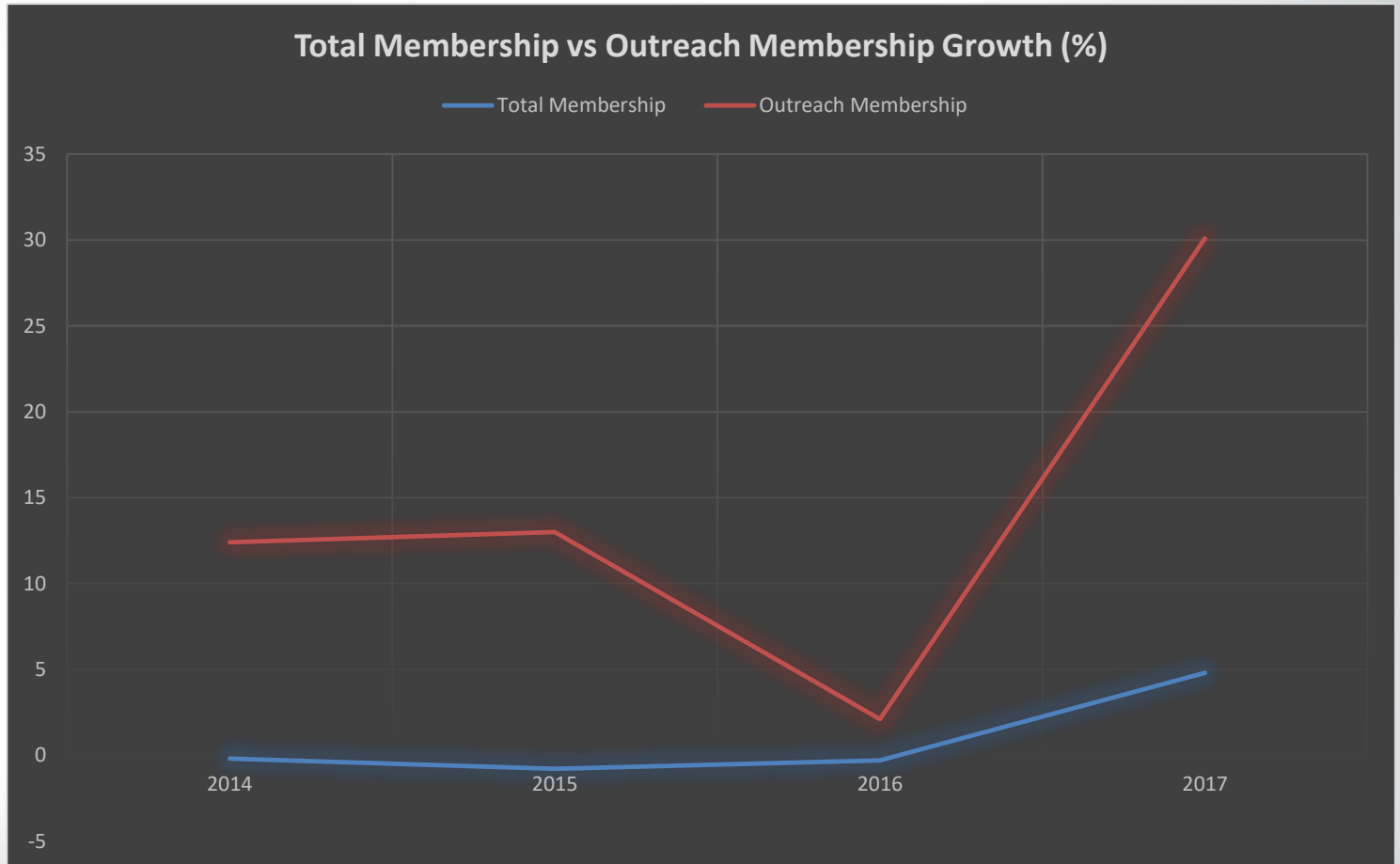
Diversity Membership Trends



Diversity Membership Trends



Outreach Trends



Overview

18 total criteria affecting D&I for this LEAP cycle

- 7 are new
- 4 have new changes from previous cycle
- 7 unchanged from previous cycle
- Level 1 has 2 criteria
- Level 2 has 8 criteria
- Level 3 has 8 criteria
- 9 are Business and Organizational Structure
- 7 are Athlete Development
- 2 are Volunteer
- 9 are required
- 9 are point scoring options



Business and Organizational Success (Level 1 Required)

USA Swimming Prohibits discrimination on the basis of race, color, religion, age, gender or national origin. See USA Swimming Rule Book Code of Conduct 304.3.3 and Part Five Corporate Bylaws 501.3 (eligibility).



Athlete Development (Level 1 Required)

The USA Swimming Rules and Regulations (Article 302.2.2) require that LSCs offer an Outreach Membership with specially reduced fees.



Business and Organizational Success (Level 2 Required)

Each LSC must provide a Coordinator/Chair for interaction between the LSC and the USA Swimming Diversity and Inclusion Committee.

Active committees are an important part of effective LSC governance. Provide a list of committees on your LSC website.



Business and Organizational Success (Level 2 Optional)

In addition to a Diversity Liaison or Diversity Chair, the LSC should encourage the development of a Diversity Committee.

In order for committees to contribute to the mission of the LSC, it is important for committees to have their own mission statement which connect with the greater mission of the LSC.

LSCs have a duty to meet, record and post minutes. This practice helps keep the BOD and members informed of LSC business and demonstrate transparency.



Volunteer Development (Level 2 Required)

USA Swimming provides numerous opportunities for volunteers to participate in workshops such as General Chairs, Age Group Chairs, Registration, Senior Chairs, Safety Chairs and Board of Review. List workshops attended.



Volunteer Development (Level 2 Optional)

USA Swimming Zone Diversity Summits are held every two years. List the names of delegates who represented your LSC at the most recent Zone Diversity Summit.



Athlete Development (Level 2 Required)

Does your LSC have more than one way to qualify for Outreach Membership (ie. Club scholarships, SNAP Program, Medicaid, etc.).



Business and Organizational Success (Level 3 Optional)

LSCs can encourage diversity and inclusion in many ways. An LSC may have a budget line item or funding for diversity programming, events, travel, etc.

Describe any promotion or publicity programs your LSC sponsors to promote USA Swimming and your LSC to the community at large.

Describe any activities that your LSC sponsors that encourage or facilitate the construction or renovation of competitive swim venues. (Inner City?)



Athlete Development (Level 3 Required)

To encourage diversity and inclusion, the LSC can publicize a variety of events such as Diversity meets, camps, coaches' clinics, parent workshops, a webpage, etc.

LSCs are required to offer outreach memberships. However, the cost of membership is just one expense in swimming. Does your LSC have a policy that gives additional benefits to outreach members?

Awareness of and information about USA Swimming's Diversity camp program is an important resource for D&I athletes. How does your LSC promote these opportunities?



Athlete Development (Level 3 Optional)

To encourage diversity and inclusion, the LSC can host a variety of events such as Diversity meets, camps, coaches' clinics, parent workshops, a webpage, etc. Provide an example.

Participation in USA Swimming's Zone or National Diversity Camp Program is an outstanding accomplishment for D&I athletes. List those who most recently attended.



QUESTIONS?



Resources

USA Swimming Diversity and Inclusion Staff

MJ Truex, Director of Programs and Services
Manny Banks, Diversity and Inclusion Specialist
Juan Caraveo, Diversity and Inclusion Specialist
Shawn Anderson, Diversity and Inclusion Consultant

USA Swimming Diversity and Inclusion Committee

Kathy Mendez (2019), Chair
Audrey Bell (2020)
Lisa Dahl (2020)
Naomy Grand’Pierre (2017)
Thomas Luchsinger (2017)
Stanley McIntosh (2018)
Emily Melina (2017)
Angela Monty (2017)
Jennie Shamburger (2018)
Mike Switalski (2019)
Alicia McConnell (2017), Ex-officio

LSC Diversity and Inclusion Chair and Committee

