



LMSC VOLUNTEER ROLE DESCRIPTION DIVERSITY AND INCLUSION CHAIR

ROLE OVERVIEW

The Diversity and Inclusion Chair helps promote Masters Swimming as an activity open to all adults. The position will include working with underserved populations and swimmers that may not have traditionally participated in Masters Swimming. These populations include but are not limited to:

- people with disabilities
- people of color and underrepresented ethnic and religious groups
- people whose primary language is not English
- people identifying as LGBTQ+
- young adults (18-25 years)
- people of all ages new to the sport of swimming

KEY DUTIES & RESPONSIBILITIES

- Help to promote an environment where all members and potential members of USMS feel welcome, including at facilities, workouts, events and meets.
- Promote Diversity & Inclusion principles to coaches, club leaders, volunteers and members through training and communication
- Coordinate marketing and promotional efforts for all D&I education and programs with the LMSC
- Collaborate with national volunteers and LMSC leaders to ensure consistency of D&I message and efforts
- Assist with design and distribution of promotional items informing members of USMS D&I programs
- Serve as the local resource on D&I activities and information within USMS
- Promote USMS at events such as Pride Days, adaptive sports clinics, ethnic events, college swimming events, etc.

RECOMMENDED EXPERIENCE & SKILLS

- Strong communication and leadership skills
- Basic understanding of diversity, equity & inclusion principals



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RESOURCES

- Diversity & Inclusion Committee Chair diversity@usmastersswimming.org.
- Diversity & Inclusion webinar materials <https://www.usms.org/admin/minutes/ptp-2021-6-29-1.pdf>
- Diversity & Inclusion webinar recording <https://www.usms.org/admin/minutes/P2PRec-2021-6-29-1.pdf>
- Diversity & Inclusion best practices <https://www.usms.org/about-usms/diversity-and-inclusion/how-clubs-can-improve-diversity-and-inclusivity>
- Diversity & Inclusion coach interviews <https://www.usms.org/about-usms/diversity-and-inclusion/how-coaches-can-improve-their-clubs-diversity>
- USMS Transgender athlete competition https://www.usms.org/admin/lmschb/transgender_policy.pdf
- Diversity in Aquatics <https://www.diversityinaquatics.org/team>
- USA Parawimming <https://www.teamusa.org/us-paralympics/resources>