

Diversity-Opportunities and Obstacles



Diversity Task Force of the
USMS Board of Directors
USMS Convention, 2016 Atlanta, GA

Diversity Workshop Agenda

- Introduction (Sarah Welch)
- What Areas of Diversity Are Important To You? (Lisa Dahl)
- Obstacles and Opportunities-The Diversity Wheel (Benicia Rivera)
- Turning Obstacles to Opportunities (Lisa Dahl)
- Examples and Strategies for Local Programs (Sarah Welch/Task Force Members)
- Introduce Task Force Members and Making Resource Connections

What Areas of Diversity Are Important To You?

What matters?

What's Important To You-Pick an Area

Why? _____

Obstacles and Opportunities-the Diversity Wheel



Dimensions of Diversity

United States Master Swimming is made up of people from all walks of life who are joined together by a shared passion and commitment for swimming and health. The mission of USMS and the Diversity Task Force is that everyone has the opportunity to learn, grow and thrive. This diagram represents the various dimensions of diversity. To truly be inclusive and welcoming to all, it is critical to understand the many factors that make up and influence an individual. If we hold too narrow a view of what constitutes diversity, we will miss opportunities to effectively engage, connect and serve all USMS swimmers and potential members.

Organizational Dimensions

Organizational dimensions contribute to how we experience our time with USMS. These dimensions help to shape how you or your team approach your connection and outreach to current and potential members.

Dimensions of Diversity (cont.)

External Dimensions

External dimensions include factors that shape who we are as individuals and influence how we connect with others. These dimensions effect how we approach different situations as well as our expectations. In contrast with internal dimensions, many individuals have some control over external dimensions. How does your program cater to these dimensions?

Internal Dimensions

Internal dimensions include six core characteristics that all individuals possess. Each of these characteristics have a direct influence on how we experience the world around us. How does your program cater to these dimensions?

Obstacles or Opportunities?

What Area Did You Pick? _____.

Using the Diversity Wheel, in what specific areas can you take action? Pick three dimensions. _____

Turning Obstacles to Opportunities

How will you turn the obstacles you identified into opportunities?

Diversity Task Force Membership

Sarah Welch, Chair, sarah@usms.org

Jeff Commings

Nadine Day

Lisa Dahl, ldahl@usms.org

Dr. Jane Katz

David Morrill

Benicia Rivera Benicia.Rivera@gmail.com