

2025 USMS D&I PEER TO PEER MEETING



"In the context of swimming, diversity is the invitation to our sport, inclusion is making sure our sport is welcoming, and equity is ensuring all members have what they need to be successful." — USA Swimming

Hosted by the USMS D&I Committee
November 12, 2025

AGENDA



Introductions

Celebrate Wins / Share Challenges

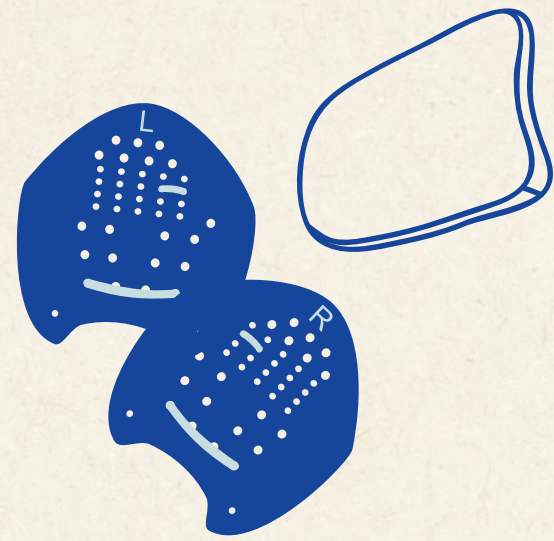
D&I Strategies

LMSC Code of Conduct Example

Disability Language Example

7x { 50 25 FLY DRILL
25 DOLPHIN K ON BACK } e: 1:10
50 FLY AT ~ P₂₀₀ e: 50
:30 EXTRA REST
12 x 100 1M
4↓ e: 1:30 1:40 1:45
4↓ e: 1:25 1:35 1:40
4↓ e: 1:20 1:30 1:35
:30 EXTRA REST
8x { 25 BACK DRILL e: 30
75 BACK e: 1:10
ODDS SMOOTH w/ GREAT UWS
EVENS FAST
:30 EXTRA REST
6 x 200 e: 2:50 3:05 3:20
ODDS FRIM (SKIP #1)
EVENS 1M FAST
:30 EXTRA REST
5x { 50 BR DRILL e: 1:00
100 BR SWIM 1-5 e: 1:50
:30 EXTRA REST
3 x 400 1M 6:20 6:40 7:00
↓ 1-3 TO ALL OUT

TEAM



INTRODUCTIONS

💧 Name

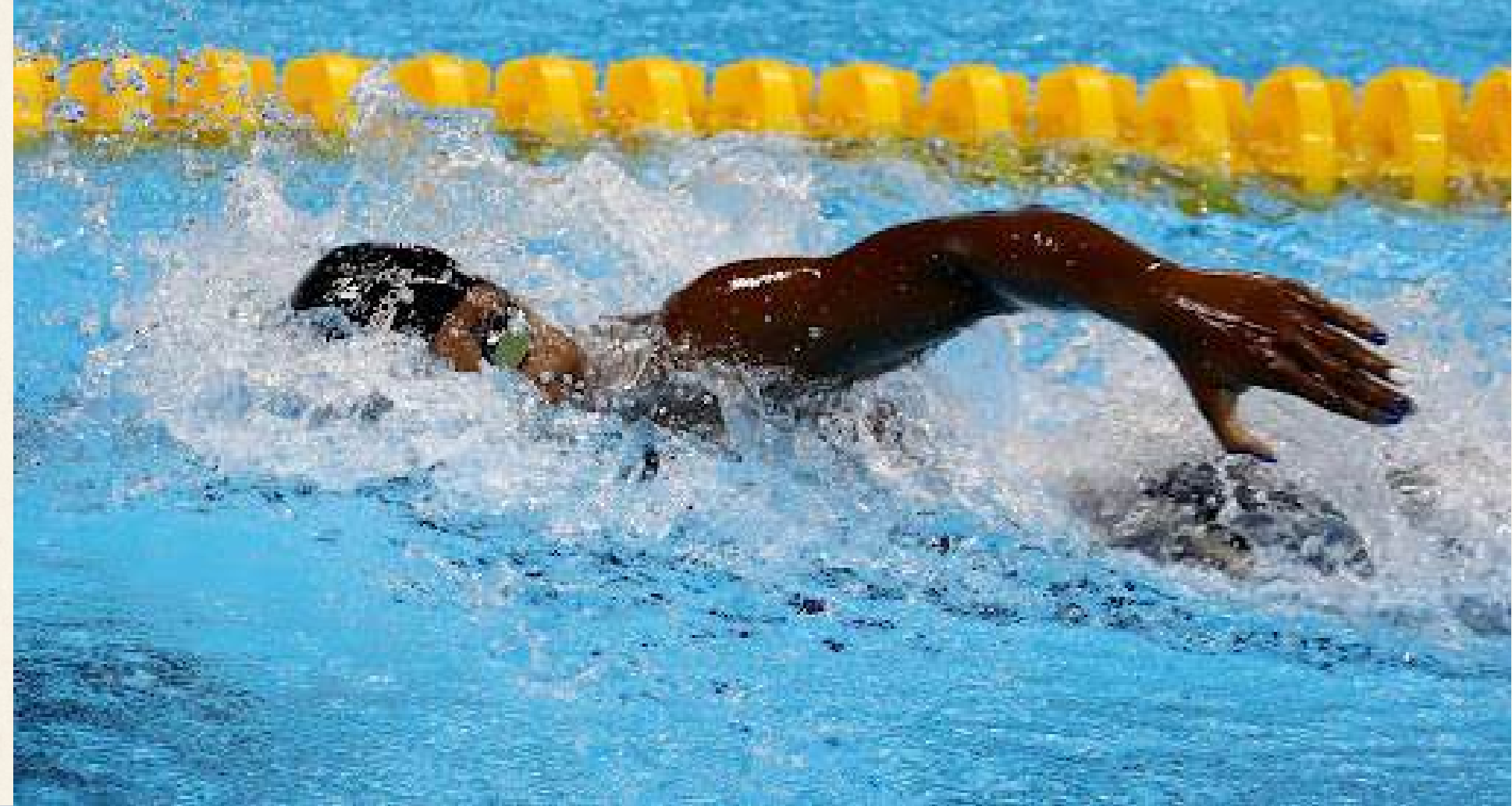
💧 LMSC

💧 What's your favorite stroke / event / drill?

💧 Why did you decide to join today?



WINS & CHALLENGES



Let's take a moment to celebrate the wins, successes, and special moments that reflect inclusion across the U.S. Masters Swimming community.

Creating inclusion isn't always easy. All are invited to share any challenges or experiences that have made inclusion difficult in your part of the swimming community.



D&I STRATEGIES

Reframe / reposition

Improve access

Create a Code of Conduct

Build relationships on your LMSC Board

Talk to people - connecting is critical!

Use a D&I lens

What else??





Pacific Masters volunteers are expected to act respectfully towards other Pacific Masters volunteers. We can disagree with each other's point of view but should not be disrespectful when expressing ourselves. This code of conduct highlights events and activities that are included in the expectations set forth. This document also describes a process to handle non-compliant behavior at any Pacific Masters event or function.

All members are expected to maintain an environment of respect. Frank discussions can be held. Please remember to speak about the issue being discussed, not about the person who presented their ideas. Behavior that is physically or verbally abusive is unacceptable at any Pacific Masters-sponsored activity, or event.

Volunteers will refrain from any intentional nonconsensual physical contact, obscene language or gestures, or other threatening language or conduct directed toward other members, coaches, facility staff, volunteers, and any other person participating in any capacity whatsoever in the affairs and activities of Pacific Masters

Volunteers will also refrain from any nonconsensual sexual conduct, pattern of unwelcome sexual advances, or other inappropriate sexually oriented behavior or action by a member toward another member or any other person participating in any capacity whatsoever in the affairs or activities of Pacific Masters. Volunteers are expected to be respectful to all attending meetings such as the Monthly Pacific Masters meeting, any USMS virtual or in person committee meeting, or the USMS annual meeting. It is important to be mindful of when it is appropriate to speak as an individual or on behalf of Pacific Masters. Conflicts of interest should be considered before speaking at any meeting.

Communication via E-Mail is also a part of this code of conduct. Emails should be polite, concise, and state the facts regarding any issue to be discussed. Volunteering at an official event or function of Pacific Masters Swimming.

As a volunteer for Pacific Masters, you represent the integrity and principles that our organization is founded upon. Please see Article 4 of the USMS rule book for examples of behavior that is unacceptable. *This code of conduct applies to a Pacific Masters member who request to volunteer at an event. This code of conduct does not apply to the right to compete at a Pacific Master event. (See Article 4 of the USMS rule book.)*

Each Pacific Masters volunteer member will use their best efforts to comply with the Code of Conduct. Failure to comply will subject the violating volunteer to the following progressive discipline:

- a. **Warning.** Upon a vote of 2/3 of the executive committee, or at the discretion of the Chair, a Warning Letter may be issued to the violating volunteer to correct his/her behavior. If the volunteer corrects the behavior, no further action is necessary.
- b. **Reprimand.** If the violation continues, or worsens, upon a vote of 2/3 of the executive committee, a Reprimand Letter may be issued to the violating volunteer member to correct his/her behavior.
- c. **Removal or suspension as a volunteer.** If the violation continues, or worsens, upon a vote of 2/3 of the executive committee the violating volunteer may be denied the request to volunteer at a future event for a period to be determined by the executive committee. Other corrective action by also be included.

CODE OF CONDUCT EXAMPLE

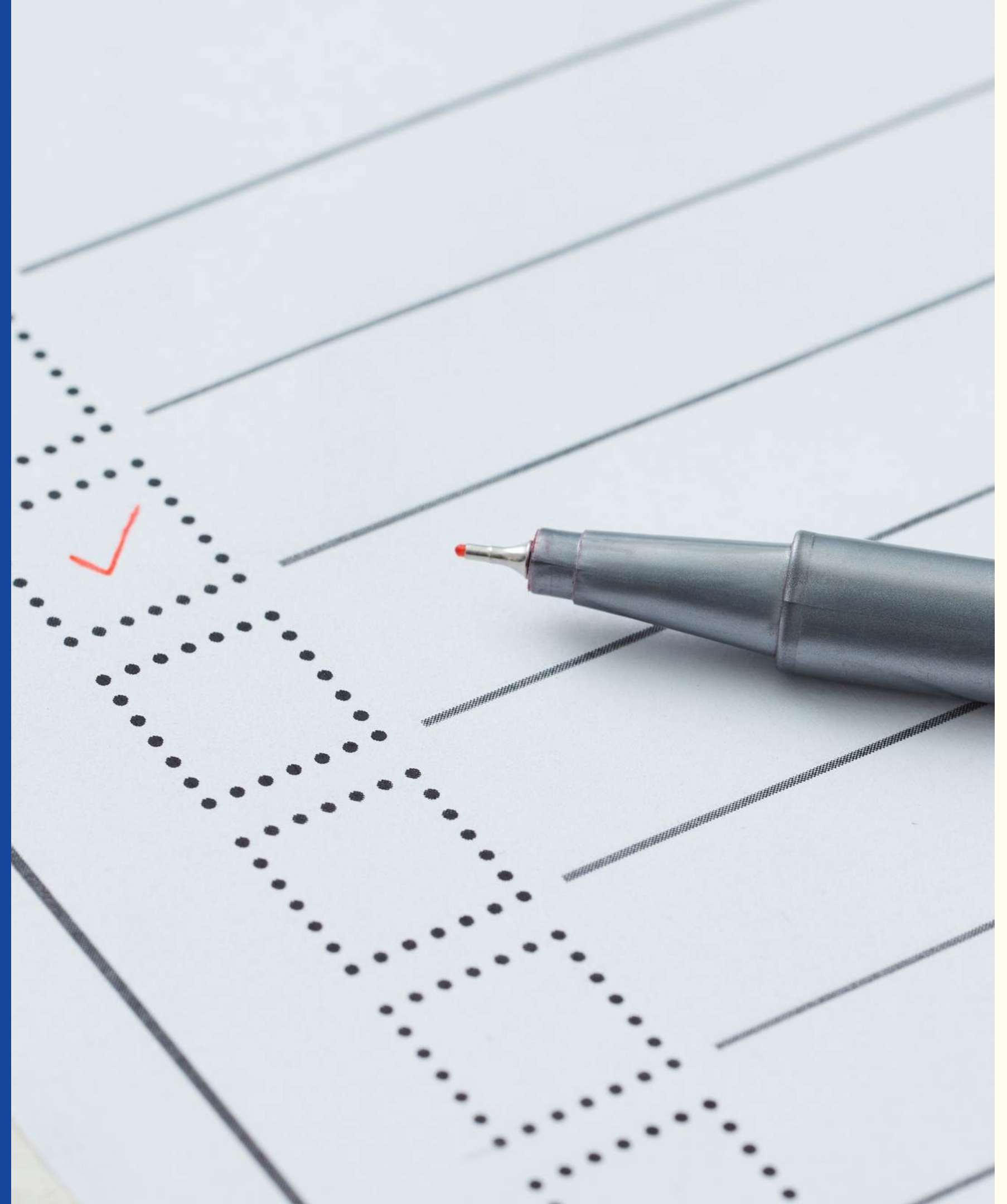
Additionally, if you do an internet search for USMS Code of Conduct you can reference the National Code of Conduct.

DISABILITY LANGUAGE

Example

ACCESSIBILITY: Athletes are welcomed at all USMS regardless of ability or disability. USMS, Pacific Masters, and the meet host wish to provide accommodation wherever reasonable for athletes with mobility, communication, and/or cognitive disabilities:

- The facility is generally accessible to those with disabilities. Athletes may contact the meet director with specific questions about how accommodations may be provided. Athletes may contact the Meet Referee for information about adaptations to the USMS Rule Book that may be applied to accommodate an athlete's disability[ies].
- Except for service animals, animals are prohibited in the facility.



A photograph of a person's arm and shoulder in turquoise water. The water is splashing and has a bright blue-green hue. A white rectangular box with a blue border is centered over the image, containing the text "THANKS FOR JOINING" in bold blue capital letters.

THANKS FOR JOINING