



U.S. Masters Swimming Diversity & Inclusion Committee

Interactive Discussion for LMSC Volunteers

Handout / Reference Materials
August 24, 2021 Webinar

Welcome Everyone!



- The webinar will begin in a few minutes; please stand by as everyone gets connected
- All attendees will be muted throughout the presentation and un-muted for the Q&A segment
- You can submit questions to the moderator via the Q&A 'Chat' window



Diversity & Inclusion Discussion Facilitators



Sarah Welch
&
Tom Moore



Diversity & Inclusion Facilitators



Sarah Welch swims with Puget Sound Masters Club and ORCA workout group in Seattle, WA. Sarah currently serves as chair of the USMS Diversity & Inclusion Committee.

Tom Moore is a member of Minnesota Masters Swimming and lives in Minnetonka, just west of Minneapolis, MN. Tom is a past chair of the Minnesota LMSC and currently serves USMS on the Diversity & Inclusion and LMSC Development committees.

Agenda

- Quick Review of Materials
- Small Group Discussions
 1. Socioeconomic Diversity
 2. Religious & Ethical Value System + Political Belief Diversity
- Wrap-Up



Symbols of World Religions

Judaism Star of David, Christianity Latin Cross, Islam Crescent and Star, Hinduism Pranava, Taoism Yin and Yang, Buddhism Wheel of Dharma, Sikhism Khanda, Confucianism ideogram for water, Shintoism Torii, Jainism hand with wheel on the palm, Baha'i nine pointed star, Native Spirituality pictograph of cross in circle, Atheism atomic whirl

Reviewing--Valuing All Types of Diversity

We will review issues specific to each topic (1-9) then provide some discussion questions (A-E) for you to think about and apply to your LMSC

A 1. Racial & National Origin / Cultural Diversity

B { 2. Gender Diversity
3. Sexual Orientation Diversity

C { 4. Age Diversity
5. Physical Ability / Mental Health / Intellectual Ability / Neurological Attributes Diversity

D { 6. Socioeconomic Diversity
7. Religious or Ethical Value System Diversity
8. Political Belief Diversity

E 9. Creating an Inclusive Culture at Your LMSC



6. Socioeconomic Status Diversity

- **Socioeconomic status** is a characterization derived from a combination of education, income, and occupation.
- Social equity has been challenged in recent years through increasing income inequality. The widening gap between rich and poor contributes to economic segregation among regions and neighborhoods and has a direct impact in all sports. The potential for positive change lies in the willingness of coaches to advance social equity through a variety of ways. Volunteer activities should be inclusive and provide multiple modes of engagement creating pathways for achievement in an environment of accessibility and face-to-face time with the individuals.

Small Group Discussion Session 1 – 15 minutes

1. What is the approximate socioeconomic makeup of your LMSC, based on perceived income and occupation? Is your board representative?
2. Do certain aspects of being a part of your LMSC board limit volunteers in particular financial brackets from participating? This could include the USMS annual membership fee and location and time of meetings.
3. What strategies do you/could you offer to break down barriers to participation based on economic status?

Think about these questions related to not only your LMSC board but also events sponsored or supported by your LMSC (social events, meets, etc).

If you are a coach, think about these questions related to your athletes at a workout, meet, or event.

7. Religious or Ethical Value System Diversity

- Religious and ethical value systems are teachings and practices of what might be interpreted as right or wrong, good or bad, virtuous or vicious, from a spiritual point of view. The definition of “religion” is controversial. A definition favored by the U.S. Supreme Court is that religions are traditions that are anything like Judaism, Christianity, Islam, Hinduism, or Buddhism.
- Many different spiritual perspectives shape American society and the global swimming community whom we serve as volunteers; therefore, we must be prepared to understand and relate with them in a respectful manner. Genuine respect is more than just tolerance.
- The right to engage in religion goes together with the right of not engaging in religion. Thus, religious and nonreligious people have the responsibility to respect those who differ from them and promote the common good of the program, society, and world.

8. Political Belief Diversity

- Volunteers may bring their political beliefs with them. Political beliefs don't make someone a better volunteer. LMSC leaders should strive to make the volunteer environment as politically neutral as possible. Political issues and debates are better left out of volunteer environments, and the leader must find ways to respectfully quiet volunteers prone to engage in political conversations during activities.
- Adult swimmers bring all their experiences, goals, opinions, emotions, and external influences with them and it is thereby important for every LMSC Board leader to be flexible, knowledgeable, organized, and empathetic while maintaining proper decorum for the benefit of everyone.

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Guidance for Recognizing Holidays



- When selecting meet dates, be aware of:
 - Federal and state holidays
 - Other key religious holidays and observances (such as Jewish holidays, Holy Thursday, or Ascension Thursday)
 - Ethnic holidays (per local custom)
 - Local observances: Canadian Thanksgiving coinciding with a meet, acknowledge in programming/announcements, but can still hold an event.
 - Avoid the major Christian, Jewish, Islamic holidays (reflect on your community)
- For other Diversity dates, they could be a conversation starter, or at least something for the announcer to bring up (such as after a break):
 - <https://www.diversitybestpractices.com/2021-diversity-holidays#january>
 - Suggestion: Someone on the meet committee can review the list prior to the meet and take some ideas to use at the meet.

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Guidance for Recognizing Holidays - 2022



- **January**
 - Martin Luther King Day 1/17
- **February**
 - Black History Month
- **March**
 - Women’s History Month
 - Nat’l Developmental Disabilities Awareness Month
- **April**
 - Ramadan starts Fri 4/1
 - Passover starts Fri 4/15
 - Easter Sun 4/17
 - Passover ends Sat 4/23
 - Ramadan ends Sat 4/30
- **May**
 - Asian Pacific Heritage Month
 - Jewish American Heritage Month
 - Memorial Day Mon 5/30
- **June**
 - Pride Month
 - Juneteenth Sun 6/19
- **September**
 - Labor Day Mon 9/5
 - 9/15-10/15 Hispanic Heritage Month
 - Rosh Hashanah Sun 9/25-Tue 9/27
- **October**
 - National Disability Employment Awareness Month
 - Yom Kippur Tue 10/4-Wed 10/5
- **November**
 - National Native American Heritage Month
 - Veteran’s Day Fri 11/11
 - Thansgiving Thur 11/24
- **December**
 - World AIDS Day Thur 12/1
 - Hanukkah starts Sun 12/18
 - Christmas Sun 12/25
 - Hanukkah ends Mon 12/26

Small Group Discussion Session 2 – 15 minutes

1. What is your LMSC volunteer policy regarding the discussion of political or religious topics? How do you mediate conversations to ensure all volunteers and athletes feel included and respected?
2. What such topics have come up from your clubs/teams or within your LMSC and how have you handled them?
3. How have you addressed diversity of backgrounds and cultures in your scheduling of events? What could you do differently?

Think about these questions related to not only your LMSC board but also events sponsored or supported by your LMSC (social events, meets, etc).

If you are a coach, think about these questions related to your athletes at a workout, meet, or event.

Diversity & Inclusion Webinar Series

- 6/29: **“Diversity & Inclusion for LMSC Volunteers”**
- 7/29: **“D&I Breakout: Age + Physical/Mental Ability Diversity - Discussion”**
- 8/24: **“D&I Breakout: Politics + Religion + Socioeconomic Diversity - Discussion”**

- Upcoming Sessions:
 - 10/12: **“D&I Breakout: Gender & Sexual Orientation Diversity - Discussion”**
 - 11/9: **“D&I Breakout: Race + National Origin / Culture Diversity - Discussion”**
 - 11/30: **“D&I Breakout: Creating an Inclusive Culture at Your LMSC - Discussion”**

- List of all upcoming webinars (2-3 months) always available at <https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls>
(Includes links to recordings of past presentations as well as links to materials/notes)

Diversity & Inclusion Best Practices

- D&I Best Practice write-ups available on the USMS website here:
 - <https://www.usms.org/about-usms/diversity-and-inclusion/how-clubs-can-improve-diversity-and-inclusivity>
- If you, your team, or LMSC did something noteworthy for Diversity and Inclusion, the Diversity and Inclusion Committee wants to hear from you! We are creating a collection of proven, distinct ideas, programs, and best practices that encourage all adults to swim. Email us at Diversity@USMastersSwimming.org

LMSC Diversity & Inclusion Coordinator

- Several LMSCs have recently implemented a “Diversity & Inclusion Coordinator” on their board of directors
- Role write-up provided to LMSC Development Committee
- For more information, contact Ally Sega ally98003@aol.com

Proposed D&I Legislation for 2021 USMS Annual Mtg

- **Section 402.4 “Unsporting Conduct”**
- **Update 402.4.5 to apply to all “activities” (not just ‘events’) and to all people present, not just participants**
 - **402.4.5** Any intentional nonconsensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward members, volunteers, staff or *bystanders* in connection with a USMS ***event activity***.
- **Add 402.4.6 to prohibit discrimination, harrasment or offensive comments**
 - **402.4.6** Any discrimination or harassment based on an individual’s age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, gender expression, genetic information, mental or physical disability, protected health and medical information, or any other status protected by federal, state or local law, where applicable, directed toward members, volunteers, staff, or bystanders in connection with USMS administrative activities, events, or sanctioned workouts. Application of Part 1: Swimming Rules regarding age groups, gender categories, swimwear, and guidelines for officiating swimmers with disabilities shall not be considered violations of this article.

Resources / Contact Info



- Best Practices for Diversity & Inclusion:
 - <https://www.usms.org/about-usms/diversity-and-inclusion/how-clubs-can-improve-diversity-and-inclusivity>
- Coach Interviews:
 - <https://www.usms.org/about-usms/diversity-and-inclusion/how-coaches-can-improve-their-clubs-diversity>
- Diversity in Aquatics
 - <https://www.diversityinaquatics.org/team>
- USMS Transgender Athlete Competition Policy
 - https://www.usms.org/admin/lmschb/transgender_policy.pdf
- USA Parawimming
 - <https://www.teamusa.org/us-paralympics/resources>

Contact Info:

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