

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



A. Discussion Questions: **Racial & National Origin/Cultural Diversity**

1. What is the ethnic makeup of your LMSC board? Do you have non-white members in your elected LMSC representatives? In your volunteer roles?
2. What barriers do you think exist that might prevent more non-white members from joining your LMSC Board? What can you do to knock down such barriers?
3. Where do your elected LMSC representatives live; do they represent a variety of geographic areas within your LMSC? How can you encourage representation from areas that are not well represented?
4. Do you have non-native English speakers on your LMSC board? If so (or if a potential new member with limited English-speaking ability wants to join) what options can you offer to include them? How do you communicate 'Roberts Rules of Order' in a variety of languages?

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

B. Discussion Questions:

Gender Diversity & Sexual Orientation Diversity

1. Are the genders of your LMSC board and other volunteers representative of the genders of your LMLSC membership? What barriers to you see in your LMSC for one gender or another?
2. What terminology do you use with your volunteers and board members? He/she/they (His, her, their)? How conscious are you of terminology regarding gender? What inquiry do you make to determine your volunteers' preferences as to how they wish to be referred?
3. Does your LMSC board welcome volunteers regardless of their gender identity, gender expression, or sexual orientation? Are there any barriers that might prevent LGBTQIA+ individuals from volunteering? If your board meets in person, are there facilities (such as restrooms) that are welcoming to transgender individuals?

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

C. Discussion Questions:

Age & Physical Ability / Mental Health / Intellectual Ability / Neurological Attributes Diversity

1. What strategies do you have to attract and retain younger volunteers?
2. What accommodations do you make for volunteers as their physical and mental capabilities change with age?
3. Are there people in your LMSC who have a visible or non visible disability? What accommodations do you make for volunteers with disabilities? If you have in person meetings, do the facilities support volunteers of all abilities (ramps, microphones, restrooms, etc).
4. Do you have people in your LMSC that work with people with disabilities? Have you sought their advice in working with volunteers and with swimmers?

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

D. Discussion Questions: Social Class / Political / Religious or Ethical Value System Diversity

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 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?
4. Do you currently have a Diversity & Inclusion coordinator for your LMSC? If not, do you have a plan to add that role?

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

E. Discussion Questions: **Creating an Inclusive Culture at Your LMSC**



1. Are the leaders and the volunteers of your LMSC open to new ideas, regardless of where the new ideas come from?
2. Does your LMSC have a documented complaint and/or conflict resolution process that allows anonymous reporting of issues and concerns?
3. Is your LMSC able to attract a diverse collection of volunteers? Are you able to retain a diverse collection of volunteers?
4. How diverse is your volunteer corps, in terms of the categories we discussed today? What diversity & inclusion training have your volunteers and coaches completed? Are you planning to provide additional training in diversity & inclusion for your volunteers and coaches?

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

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>

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