

DIVERSITY, EQUITY, AND INCLUSION CHAIR

Division: Operations

Reports to: Operations Vice Chair

Appointed: by the General Chair

Term: 2 years

3.5.8 Diversity, Equity and Inclusion Chair

The Diversity, Equity and Inclusion Chair will recruit members and provide direction and leadership to the Inclusion Committee. The Inclusion Chair is a voice for New England Swimming's underrepresented populations and is responsible for creating and implementing programs that create bridges of understanding between ethnic groups and that raise cultural awareness within the sport of swimming. The Chair and committee will help develop and implement strategies, policies and programs that will create a diverse and inclusive environment for swimmers in the LSC, and will build on the population of underrepresented coaches, athletes, administrators and sports officials within the LSC/USA Swimming membership and within New England Swimming in accordance with USA Swimming Rules and Guidelines.

Duties and Responsibilities:

- Attend and participate in all Board of Directors and House of Delegate meetings
- Chair the DE&I Committee
 - Preside at all meetings of the respective division, committee or subcommittee
 - See that all duties and responsibilities of the respective division, committee or subcommittee in his or her charge are properly and promptly carried out
 - Appoint such committees or subcommittees as may be necessary to fulfill the duties and responsibilities of the division or committee, respectively
 - Communicate with the General Chair, respective division, committee or subcommittee members and the staff to keep them fully informed
 - Appoint a member as secretary of the committee or subcommittee charged with taking minutes of each meeting and forward reports or minutes of all meetings to the staff
- Recruit members to the DE&I committee
- Be a voice for New England Swimmings' underrepresented populations
- Create and implement programs that create bridges of understanding between ethnic groups and that raise cultural awareness within the sport of swimming
 - Example: Water Safety Days
- In conjunction with the Operations Vice Chair, create and implement the yearly committee budget in a fiscally responsible manner
- Implement strategies, policies and programs that will create a diverse and inclusive environment for swimmers in the LSC
- Build on the population of underrepresented coaches, athletes, administrators and sports officials within the LSC/USA Swimming membership in accordance with USA Swimming Rules and Guidelines.
- Carry out the LSC Strategic Plan

- Perform all duties in a professional manner that coincides with and represents the New England Swimming mission to: *“Provide opportunities for all to achieve their highest potential in competitive swimming.”*
- Perform all other duties as requested by the General Chair, Board of Directors or House of Delegates