

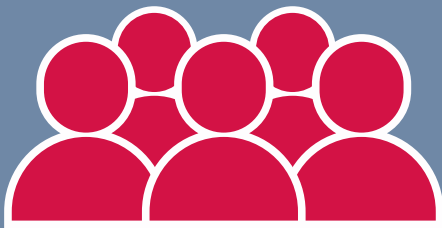
LSC DIVERSITY, EQUITY, & INCLUSION CHAIR PROPOSED LEGISLATION

The purpose of this legislation is to give voice and vote to the DEI position as a mandatory LSC board position to more effectively increase diversity, implement equity, and promote inclusion at the LSC level.



UPLIFT & AMPLIFY VOICES OF CHANGE

Voting to pass legislation to make the DEI Chair a mandatory position aligns with USA Swimming's efforts to stand unified to make a difference in our swimming community.



IMPACT ON LSC BOARD SIZE

The goal remains to establish smaller, more strategic LSC boards. Adding the DEI Chair position more accurately reflects each LSC's dedication to strategically weaving DEI into all strategic decisions.

WHERE WE GO FROM HERE

This legislation will be brought before the House of Delegates in 2021. We ask that you stand with us as educated delegates of this proposal to uplift this critical position.



PROPOSED AMENDMENTS TO RULES AND REGULATIONS

R-	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: REQUIRED LSC BYLAWS TEMPLATE

Proposed by: LSC Development Committee, Athlete Executive Committee, and Diversity, Equity, and Inclusion Committee

Purpose: To add the Diversity, Equity, and Inclusion (DEI) chair as a designated member of the LSC Board of Directors. This will enable the DEI position to be more effective in assisting LSCs to develop, implement and incorporate the plans and procedures to achieve its diversity, equity, and inclusion goals.

Recommendation: *The Rules and Regulations Committee recommends _____.*

Effective Date: 1/1/2023

ARTICLE 5 BOARD OF DIRECTORS

5.1 MEMBERS - The Board of Directors shall consist of the following officers, committee chairs, *coordinators* and representatives of XXSI, together with those additional members designated in Sections 5.2 and 5.3:¹⁰

- .1 General Chair
- .2 Administrative Vice-Chair
- .3 Finance Vice-Chair
- .4 Coach Representative
- .5 Athlete Representatives (2)
- .6 Secretary
- .7 Treasurer
- .8 Senior Vice-Chair
- .9 Age Group Vice-Chair
- .10 Safe Sport *Chair/Coordinator*
- .11 At-Large Athlete Board Members [as needed]
- .12 Diversity Equity and Inclusion (DEI) *Chair /Coordinator*

6.2 OTHER DIRECTORS

¹⁰ *Each LSC may add to this list other positions in accordance with its needs, but may not remove any of the listed positions. Typical positions on many Boards include: Officials Chair, Registration/Membership Coordinator, Technical Planning Chair, ~~Diversity Chair~~, Disability Chair, Operational Risk Chair/Coordinator, and Non-Athletes At-Large.*

(insert the DEI Chair/Coordinator into the proper section, as appropriate for your LSC)

.3 COMMITTEE CHAIRS/COORDINATORS/AT-LARGE BOARD MEMBERS ¹

- A. *The following committee chairs/coordinators/at-large Board members shall be elected by the House of Delegates: [List as appropriate]*
- B. *The following committee chairs /coordinators/ at-large Board members shall be elected as follows: [List as appropriate]*

EXAMPLES:

- (1) *The Officials Chair shall be elected by the Officials Committee in accordance with XXSI Policies and Procedures.*
 - (2) *At-Large Board members shall be elected by the regions they represent in accordance with the rules of each region or the XXSI Policies and Procedures.*
 - (3) *The Athlete At-Large Board members shall be elected by the athletes at the same time as the Athlete Representatives.*
- C. *The following committee chairs/coordinators/ at-large Board members shall be appointed by the General Chair with advice and consent of the Board of Directors: [List as appropriate]*

¹ *An LSC may choose the methods of selection for all non-officer Board positions. The Athlete & Coach Representatives must be selected in accordance with provisions A or B. Any single-person position, other than General Chair, that has been listed as a chair should be changed to “coordinator”.*



Job Description: LSC Diversity, Equity, and Inclusion (DEI) Chair

Position Description:

Each LSC shall have an LSC Diversity, Equity, and Inclusion Chair. The purpose of the LSC DEI Chair is to lead the LSC to increase diversity, implement equity, and promote inclusion at the team and LSC level by providing consultation to teams, creating opportunities through diversity-themed camps, and actively advocating for DEI at the LSC Board of Directors meetings.

Goal Statement: Engage. Communicate. Educate. Celebrate.

Volunteer Job Qualifications

- Current USA Swimming Member
- Ability to meet time demand for LSC DEI goals
- Strong leadership and communication skills both internally and externally
- Consistent follow-through with all duties and tasks
- Passion for diversity, equity, and inclusion; experience is a plus

Internally Reports to:

- LSC General Chair

Externally Corresponds with:

- Respective Zone DEI Coordinator

Key Duties and Responsibilities:

- Watch the DEI Chairs 101 webinar located on the USA Swimming [website](#).
- Provide DEI education within the LSC through trainings, round-tables, or facilitated discussions.
- Lobby for DEI within the LSC by actively attending BOD meetings.
- Submit regular reports to the General Chair, Board of Directors, and House of Delegates meetings.
- Create an LSC-level DEI committee that has athlete representation (suggested 20% representation) and provide meeting minutes from all committee meetings to the General Chair and respective Zone coordinator.
- Develop and maintain DEI influence by either creating professional relationships with BOD members, active athletes, and other DEI advocates throughout the LSC.
- Work to obtain and/or maintain DEI voting member status.
- Actively participate on Zone DEI Committee calls by attending, expressing pressing concerns, and sharing best practices.
- Work with LSC Treasurer and LSC Board of Directors to participate in the LSC budget process.



- Work with LSC Registrations Chair to understand the registration process and how competition category changes for gender-diverse athletes.
- Attend at least 2 DEI Chair Professional Development sessions annually (may be achieved through Spring Zone Meetings or Convention)
- Create and establish a DEI Strategic Plan for the LSC by creating a DEI budget or line items in existing budget, establishing policies, and communicating their purpose to the BOD.
- Communicate information about programs and activities that support DEI to LSC clubs.
- Work with the LSC Webmaster to ensure website reflects the LSC's diversity, mission, and goals through stated DEI mission and diverse imagery.
- Imbed diversity, equity, and inclusion into existing LSC structure and programming.
- Keep Zone DEI Coordinator up-to-date with term dates and new DEI Chair selection process.

Membership Terms & Selection:

- Varies by the LSC; suggested term is 2-years with the ability to serve for up to 3 terms or 6-years.