
Snake River Swimming

House of Delegates Proposal

Twin Falls, Idaho

Stephanie O'Malley

Diversity and Inclusion Board of Directors Vote

13th October 2018

OVERVIEW

After attending many USA swimming workshops and conferences it has come to my attention that it is important that the Diversity and Inclusion Chair have a vote on the Board of Directors.

GOALS

1. To make Diversity and Inclusion a part of every conversation that impacts our LSC
2. To make sure out board and LSC are encompassing the values that USA swimming is pushing through the D&I track.

FACTS

<http://www.russellreynolds.com/insights/thought-leadership/different-is-better-why-diversity-matters-in-the-boardroom>

- “A wide range of perspectives, not merely token representation, is critical to effective corporate governance.”
 - In our case, non-profit governance of swimming in the SRS LSC
- “The trend toward diversity is essential as boards look to navigate the complex and dynamic issues that companies now face.”
 - USA Swimming has been and will continue to pass down policy that directly impacts diverse populations, the new recommended practices for gender diverse athletes for example, it is vital to the success of our board to have a member that has been directly educated by USA swimming about its goals.
- “Boards become greater advocates for diversity as they have more direct beneficial experiences with it.”
 - The more we talk about D&I, the easier it will be to understand the directives pushed down by USA swimming and how we can use them to make swimming in SR better for everyone.

<https://boardsource.org/research-critical-issues/diversity-equity-inclusion/>

-
- “We believe that social sector organizations are better able to do this work effectively and with authenticity when they are led by boards that are
 - Diverse: The individual leaders who compose nonprofit boards are a reflection of an organization’s values and beliefs about who should be empowered and entrusted with its most important decisions. We believe that all social sector organizations can better achieve their missions by drawing on the skills, talents, and perspectives of a broader and more diverse range of leaders, and that the diversity of viewpoints that comes from different life experiences and cultural backgrounds strengthens board deliberations and decision-making.
 - Inclusive: The most effective boards work to build a culture of trust, candor, and respect—none of which is possible without a culture of inclusion. Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identity, and life experience to their board service. An inclusive board culture welcomes and celebrates differences and ensures that all board members are equally engaged and invested, sharing power and responsibility for the organization’s mission and the board’s work.
 - Equity-focused: Boards play a critical role in helping organizations understand the context in which they work and how best to prioritize resources and strategies based on that reality. An awareness of how systemic inequities have affected our society and those an organization serves enables boards to avoid blind spots that can lead to flawed strategies, and creates powerful opportunities to deepen the organization’s impact, relevance, and advancement of the public good.”
 - By having someone on the Board of Directors who is directly engaged and involved with Diversity and Inclusion conversations, as they relate specifically to swimming, we can help to create a board that has some of the qualities listed above.

Mariejo P. Truex (She|Her|Hers)

Senior Director, Education, Programs & Services for USA Swimming

“Data and research tells us:

- Diversity improves performance particularly when senior leadership (in your case, board members with voting power) is diverse (or in your case you representing diversity). For the record being a Millennial and being female make you diverse.”
 - While I recognize that I will not always be the D&I chair it is important to begin considering if our board is in fact diverse, or if we need to diversify in order to become a more successful governing body.
- “Organizations who were gender diverse among senior leadership (again those with power which one might conclude could mean voting power) were 21% more likely to outperform competition. 33% more likely to outperform competition if the board was ethnically diverse.”
 - I think our board and LSC currently do a great job of supporting gender diverse leadership on and off the pool deck, just a fact to keep in mind as we move forward as an LSC.

-
- “The millennial generation will dominate the economy providing 75% of the workforce by 2025. Millennials overwhelmingly support diversity. To ignore that is a detriment to the organization.”
 - Once again I think our board does a great job of supporting and including millennials but as I am currently the only millennial on the board I encourage other millennials in the room to become more involved in the practices and governance of our LSC.
 - “Breadth of perspective, not the mere inclusion of diverse traits is what ultimately benefits the organization”
 - “Wide range of perspectives, not merely token representation is critical to effective governance”
 - “From what we know approximately 15% of Snake River membership is diverse with an additional 15% of no response (which could increase that number). There should be at least 15% voting representation on the board.”

Conclusion

As the decision-making body at the highest level of our LSC organizational leadership, the board plays a critical role in creating an organization that prioritizes, supports, and invests in diversity and inclusion. By providing the Diversity and Inclusion Chair with a vote on the Board of Directors our LSC will be ensuring that we are including diversity, inclusion, and equality in all conversations regarding the future of Snake River Swimming. We will also be aligning our LSC with the values of USA swimming.



#SWIMCLUSION

