



# U.S. Masters Swimming Diversity & Inclusion Committee

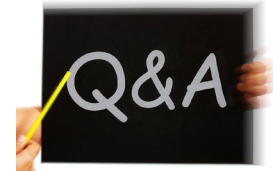
*Interactive Discussion for LMSC Volunteers  
Gender & Sexual Orientation Diversity*

Handout / Reference Materials  
October 12, 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



Jeff Comings  
&  
Rook Campbell



# Diversity & Inclusion Facilitators



**Jeff Commings** is Co-Founder (and coach) of Dolphins Of The Desert Swimming Academy, the host of USA Swimming's "Deck Pass Live" and a freelance journalist. Jeff is the first African-American to earn an individual medal in swimming at a major international competition (bronze medal in the 100-meter breaststroke, representing the United States at the 1991 Pan American Games in Havana, Cuba). He currently resides in Tucson, AZ. Jeff has helped run the board elections for the Arizona LMSC and has been a delegate for Arizona at four USMS conventions.

**Rook Campbell** teaches across areas of advertising, sport, globalization and media at the University of Southern California. At the intersection of academia and art, Rook created *That Day I was the Fastest Boy in the World* as a public engagement aimed to build empathy, voice and visibility through storytelling. Across the Los Angeles swimming community, Rook designed and leads LANEMATE Project which hosts transgender and non-binary swim activations. The motivating vision is to better welcome folks to sport by helping remove the social hurdles that block some, more than others, from coming to experience the beauty and human wonderment that sport can make real.

# Agenda

- Review of Materials
- Small Group Discussions
  1. Gender Diversity
  2. Sexual Orientation Diversity
- Wrap-Up



*Progress Pride Flag*

Red = Life

Orange = Healing

Yellow = New ideas

Green = Prosperity

Blue = Serenity

Violet = Spirit

Black/Brown = People of Color

White/Blue/Pink = Trans community

# 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



## 2. Gender Diversity

- As an introduction to any conversation about gender diversity, it is important to first touch on gender identity and the understanding of how this is separate from both sex and sexual orientation.
- An individual's "sex" is assigned at birth typically on the basis of primary sex characteristics. "Biological sex" or "sex" is, in fact, a (nonbinary) spectrum of five factors that include sex chromosomes, hormones, expressions of hormones, internal reproductive organs as well as external genitalia.

The following primer on gender diversity language and definitions aims to correct and clarify the ways that "sex" and "gender" become conflated and interchanged to mean "male" and "female".

## 2. Gender Diversity – Language/Definitions

- The language around gender continues to change rapidly. Words and their definitions vary as our understanding evolves. USMS recognizes that learning which words or phrases are most respectful and accurate is useful for expanding swimming's inclusivity.
  - Gender / Transgender / Cis-gender
  - Gender Identity
  - Gender Diversity
  - Gender Expression
  - Gender Dysphoria
  - Genderqueer / Gender Fluid / Nonbinary



## 2. Gender Diversity – Language/Definitions (1 of 3)



Please note terminology changes rapidly. We recognize that even this partial list of terms and definitions might undergo significant change in the future. For a comprehensive glossary, we refer you to GLAAD: <https://www.glaad.org/reference/lgbtq>

- **Gender is a social construct** of attitudes, norms, feelings, behaviors, and roles that vary across culture and time. Gender is frequently categorized and assumed as male, female, or nonbinary.
- **Transgender** is the broad term for someone whose sex assigned at birth and gender do not correspond.
  - Be aware that USMS does have a policy relating to Competition for Transgender athletes. [https://www.usms.org/admin/lmschb/transgender\\_policy.pdf](https://www.usms.org/admin/lmschb/transgender_policy.pdf)
- **Cis-Gender:** describes a person whose gender identity matches their sex assigned at birth. The word cisgender is the antonym of transgender.
- **Gender [Identity]** is internal: a person's gender identity is not externally visible to others. Gender [identity] is one's own innate self-sense. A person's gender [identity] is an inherent sense and knowing of self. It is a part of who one is. Gender [Identity] need not align with "biological sex" though it often does.

## 2. Gender Diversity – Language/Definitions (2 of 3)



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- **Gender Diversity** refers to the extent to which a person’s gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex. This term is probably the most popular way to describe people without reference to a particular cultural norm, in a manner that is more affirming and potentially less stigmatizing than “gender nonconformity.”
- **Gender Expression** is the way in which a person expresses or presents their gender identity, typically through their physical appearance, clothing, voice and/or behavior. Society often receives gender expression as cues communicating aspects of masculinity or femininity. To be sure, these social reads and signals of “masculinity” and “femininity” are culturally relative and vary. Gender expression may or may not conform to a person’s gender identity.

## 2. Gender Diversity – Language/Definitions (3 of 3)



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- **Gender Dysphoria** refers to discomfort or distress resulting from an incongruency between a person’s gender identity and that person’s sex assigned at birth. For extended information see: (Fisk, 1974; Knudson, De Cuypere, & Bockting, 2010b).
- **Genderqueer** refers to a person whose gender identity falls outside of the gender binary (i.e., identifies with neither or both genders). Genderqueer people may or may not also alternatively or interchangeably use the following identifiers: **gender fluid, nonbinary** and/or transgender. Not all genderqueer people identify with umbrella identifying terms such as “transgender” as this term can too rigidly imply and uphold a gender binary.

# ***Small Group Discussion Session 1 – 15 minutes***

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? How conscious are you of terminology regarding gender? How do you create a culture that allows volunteers to express their preference for pronouns?
3. Do you have any volunteers or swimmers that identify as transgender or nonbinary? What steps have you taken to ensure they feel included in the team atmosphere? 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).***

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

### 3. Sexual Orientation Diversity

- **Sexual orientation** is how a person may feel toward another person in a sexual, romantic, or affectionate way.
  - It should not be confused with gender identity, which is more about inner identity and about self-feelings.
- An individual's sexual orientation may be lesbian, gay, heterosexual, bisexual, queer, pansexual, or asexual. A person may be attracted to men, women, both, neither, genderqueer, or androgynous. Sexual orientation is distinct from sex, gender identity, gender role and gender expression.
- **Pansexual** "is most commonly used in the world outside academia as a sexual identity and sexual orientation term similar to 'bisexuality,' but more inclusive of trans people. It also shows an awareness of the implied gender binary in the term 'bisexual.'" (Elizabeth, 2013, p. 333)

# ***Small Group Discussion Session 2 – 15 minutes***

1. Does your LMSC board welcome volunteers regardless of their sexual orientation? Does your LMSC mission statement specifically welcome volunteers of any sexual orientation?
2. Are there any barriers that might prevent LGBTQIA+ individuals from volunteering?
3. Do the clubs in your LMSC specifically attempt to increase the number of LGBTQIA+ members? What steps has your LMSC board taken to ensure that LGBTQIA+ swimmers are welcome at all clubs in your LMSC?

***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.***

## D&I Legislation Approved at 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**
  - Any intentional nonconsensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward members, volunteers, or staff, or bystanders in connection with a USMS administrative activities, events, or workouts.
- **Add 402.4.6 to prohibit discrimination, harassment or offensive comments**
  - Any discrimination, or harassment, or expression regarded as offensive based on an individual’s age, gender, race, ethnicity, culture national origin, religion, sexual orientation, gender identity, gender expression, genetics 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 a USMS administrative activities, events, or workouts. Application of Part 1: Swimming Rules regarding age groups, gender categories, swimwear, and guidelines for officiating swimmers with disabilities activity. Age requirements for USMS membership shall not be considered a as violations of this article.

# Diversity & Inclusion Committee

## 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.



# Diversity & Inclusion Committee

## 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

## 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](mailto: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](mailto:ally98003@aol.com)

## 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”**
- 10/12: **“D&I Breakout: Gender & Sexual Orientation Diversity - Discussion”**
  
- Upcoming Sessions:
  - 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)

# 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](https://www.usms.org/admin/lmschb/transgender_policy.pdf)
- USA Parawimming
  - <https://www.teamusa.org/us-paralympics/resources>

## Contact Info:

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