



U.S. Masters Swimming
Diversity & Inclusion Committee

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

Interactive Discussion for LMSC Volunteers

Handout / Reference Materials
July 29, 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

Ally Segal
&
Maddie Sibilian
&
Sarah Welch



Diversity & Inclusion Facilitators



Sarah Welch swims with Puget Sound Masters Club and ORCA workout group in Seattle, WA. Sarah currently serves as chair of the USMS Diversity & Inclusion Committee.

Ally Sega swims with Connecticut Masters in Connecticut. Ally currently serves as the Diversity & Inclusion Coordinator for the Connecticut LMSC as well as on the USMS Diversity & Inclusion Committee.

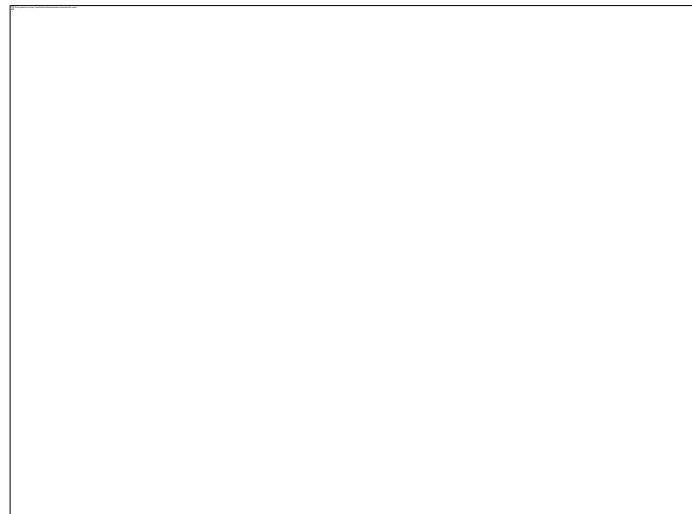
Maddie Sibilia swims with King Marlin Masters in Oklahoma. Maddie was the youngest volunteer elected to serve on the USMS Board of Directors. Maddie currently serves as chair of the USMS LMSC Development Committee.



Agenda



- Intro & Review of Materials – 10 min
- Interactive Breakout Sessions x2
 - Small Group Discussions – 15 min
 - Report Key Findings to Larger Group – 5 minutes
- Wrap-Up – 10 min
- NOTE: we won't have time to discuss all suggestions 'live' during this session; we will publish notes to all attendees in the coming days.



Disability Pride Flag

Image description: A black flag crossed diagonally from top left to bottom right by a "lightning bolt" band divided into parallel stripes of five colors: light blue, yellow, white, red, and green. There are narrow bands of black between the colors.

While "pride" is often associated with LGBTQIA+ pride, Disability pride is not intended to co-opt the meaning or message of such or other movements. [Amber McLinden of Disability Pride Alberta](#) explores this more in depth.

Valuing All Types of Diversity

The main Diversity & Inclusion presentation included 9 topics and 5 sets of discussion questions (A-E). Tonight we are focusing on topics #4 & #5, and discussion question set C.

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

Sarah



4. Age Diversity

- Swimming is a lifetime activity and USMS welcomes people of all ages (18 and older) to participate.
- We welcome young people (30's and younger) to our programs and want them to have a great social and athletic experience yet they are a small number of our members.
- The largest USMS age group is 50-54, and nearly 50% of our members are aged 40-60 years.
- As athletes age, some look to swimming for health benefits and friendship when they can no longer participate in other, higher-impact, activities.



5. Physical Ability / Mental Health / Intellectual Ability / Neurological Attributes Diversity

- Everyone has strengths *and* challenges. A person's ability is the resource to perform well at something. A person's disability is the limit or challenge he or she faces. A disability does not mean that a person is not able to perform a task or do a job. It only means that they face certain limitations or challenges.
- Per the Americans with Disabilities Act: "An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. "
- We are used to coaches working with athletes of different skill levels or even adaptive or non-traditional athletes. We must also create an environment for volunteers that allows each person to maximize their contributions to the group/team goals and objectives based on their abilities and attributes.



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?

Don't read questions again

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

Small Group Discussion – 15 minutes

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?

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.

Small Group Discussion – Recap

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?

Small Group Discussion – 15 minutes

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).

Ally

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

Small Group Discussion – Recap

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?

Upcoming Webinars

- Coaches Community Thursday August 19 : **“Coaching Differently-Abled Swimmers: Water is the Great Unifier”**
- Diversity & Inclusion Tuesday August 24: **“Breakout Session B: Gender Diversity & Sexual Orientation Diversity”**
- Additional, Diversity & Inclusion interactive sessions to be scheduled:
 - A. Racial Diversity & National Origin / Cultural Diversity
 - D. Social Class Diversity & Religious or Ethical Value System Diversity & Political Belief Diversity
 - E. Maintaining an Inclusive Culture at Your Club
- Check the USMS website for the updated list of scheduled webinars:

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

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

Proposed D&I Legislation for 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, not just participants**
 - **402.4.5** Any **intentional** nonconsensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward members, volunteers, staff *or bystanders* in connection with a USMS **~~event~~ activity**.
- **Add 402.4.6 to prohibit discrimination, harrasement or offensive comments**
 - 402.4.6 Any discrimination or harassment based on an individual’s age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, gender expression, genetic 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 USMS administrative activities, events, or sanctioned workouts.

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>

Contact Info:

Sarah Welch: sarahwelch@comcast.net

Ally Sega: Ally98003@aol.com

Maddie Sibilias: maddie.a.sibilias@gmail.com

Disability Pride Flag



About the Disability Pride Flag

The Disability Pride Flag was created by Ann Magill, a disabled woman. Here is a breakdown of its elements:

The Black Field: A color of mourning; for those who have suffered from Ableist violence, and also rebellion and protest.

The Zigzag/Lightning Bolt: How disabled people must navigate barriers, and the creativity in doing so; breaking free from normative authority and body control

The Five Colors: The variety of needs and experiences (Mental Illness, Intellectual and Developmental Disability, Invisible and Undiagnosed Disabilities, Physical Disability, and Sensory Disabilities)

The Parallel Stripes: Solidarity within the Disability Community and all its differences.

[Click here to learn how to create the Disability Pride Flag](#)
(Ann Magill has waived all copyright claims, and registered the flag under International Public Domain)



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