

DIVERSITY CHAIR JOB DESCRIPTION

Position Specifications:

- Supported by the LSC and guidelines set by USA Swimming Diversity Goals and Objectives
- 2 – year term with unlimited terms
- Voting Member of the Potomac Valley Board

Reports to:

- LSC Chair person

Position Requirements:

- USA Swimming Membership

Job Summary:

- Diversity/ Inclusion Chair for Potomac Valley Swimming shall help develop and implement strategies, policies and programs that will facilitate a diverse and inclusive environment for swimmers in the LSC, and build a critical mass of underrepresented coaches, athletes, administrators and sports officials within the USA / Potomac Valley Swimming membership
- Serve as a voice for Potomac Valley under-represented populations including but not limited to African American, Hispanic American, Asian American, and Native American ethnic groups as well as those swimmers from challenging socio-economic backgrounds

To promote inclusion and increase diversity in the sport of swimming specifically to Potomac Valley through the following responsibilities:

Duties/Responsibilities:

- Develop and implement minority recruiting policies for Potomac Valley and clubs to follow and foster an atmosphere conducive to attracting youth from disadvantaged social/ economic conditions into the sport that coincide with the diversity/inclusion goals proposed by USA Swimming
- Create and coordinate community related activities that help to promote swimming in the LSC and community at large (Black History meets, forums, summits and camps)
- Develop short and long term projects specifically to community areas of need in the LSC
- Support and assist with USA Swimming Diversity Select Camp goals and objectives
- Research and develop opportunities for minority swimmers in the sport to compete as an LSC team at Diversity opportunities
- Develop, conduct and participate in clinics (coaches and officials training)
- Develop local mentoring contacts and relationships
- Conduct follow-up with programs and teams that target diversity/inclusion in the LSC

- Track results
- Communicate information about programs and activities that support diversity in swimming and inclusion.
- Participate in USA Swimming professional conferences and communicate best practices
- Encourage existing/new clubs and related organizations to expand opportunities to provide a competitive swimming and coaching experience to those individuals currently lacking such opportunities
- Support the establishment of LSC Diversity Committee
- Support the establishment of a LSC Diversity budget

References:

- 2009 USA Swimming Diversity Summit Short and Long Term Goals
- www.usaswimming.org