



U.S. Masters Swimming

LMSC Diversity & Inclusion Coordinator Peer-to-Peer

March 31, 2022 Webinar

LMSC Development Committee
Peer-to-Peer Webinar



LMSC Development Facilitators

Linda Chapman swims with Puget Sound Masters in the Pacific Northwest LMSC. Linda currently serves on the Webinars Team and LMSC Standards Team for the USMS LMSC Development committee as well as serving as Chair of the Pacific Northwest LMSC.

Kris McPeak swims with (and is the co-owner of) SilverPeak Performance in Pasadena, CA. Kris currently serves on the Mentorship Team for the USMS LMSC Development committee & is Treasurer for the Southern Pacific LMSC.

Tom Moore swims with Minnesota Masters Swimming in Minnetonka, MN. Tom currently serves on the Webinars Team for the USMS LMSC Development committee as well as on the USMS Diversity & Inclusion committee.

Katherine Olson swims with the Sioux Falls Prairie Masters team in Sioux Falls, South Dakota. Katherine currently serves on the Mentorship Team for the USMS LMSC Development Committee and is the Communications Chair for the South Dakota LMSC.



Panelists

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 three USMS conventions. He is the new chair of the USMS Diversity and Inclusion Committee.

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.

Leann Rossi swims with the Atlanta Water Sharks in the Georgia LMSC. She is the Diversity & Inclusion Coordinator for the Georgia LMSC and is a member of the USMS Diversity & Inclusion committee. She recently attended her first in-person USMS meeting and was a rockstar panelist at Relay 2022.

Vicki Shu returned to swimming in 2017, after a 30-year break, as a member of MEMO -- Marcia's Enthusiastic Masters of Oakland (USMS 2021 Club of the Year!). She has served as a Delegate for Pacific LMSC for the last two years. Vicki had a love-hate relationship with age group swimming as she swam for 6 teams in 4 states over 9 years. She managed to squeak out a year of swimming at UC-San Diego, before giving into the fact that she was just burned out. She enjoys masters swimming so much more! Outside of swimming, Vicki has worked and volunteered in the social justice space for over 30 years, currently as the Director of Development and Communications with the East Bay Asian Local Development Corporation, an affordable housing developer and social service provider in Oakland, CA.

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
- You can submit questions to the moderator via the Q&A 'Chat' window



LMSC Development Facilitators



Linda Chapman



Kris McPeak



Tom Moore



Katherine Olson



Diversity & Inclusion Panelists



Jeff Commings

Rook Campbell

Leann Rossi

Vicki Shu





Peer-to-Peer Webinars

Annual session hosted by LMSC Development and any relevant national committee for a specific LMSC role focused on establishing and growing mentoring relationships.

<https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls> Upcoming Schedule (subject to change):

9/30 – LMSC Membership Coordinator

11/4 – LMSC Secretary

1/6 – LMSC Leadership (Chair / Vice-Chair)

2/3 – Event Hosting (Sanctions, Safety, Officials, LMSC Records, Top10 Recorder)

3/3 – LMSC Treasurer

3/31 – LMSC Diversity & Inclusion Coordinator

4/7 – LMSC Coach & Club Development

5/5 – LMSC Awards & Recognition

6/2 – LMSC Communication

6/30 – LMSC Fitness Event Coordinator

7/7 – LMSC Hall of Fame

9/1 – LMSC Community Service

Agenda

- D&I Educational Materials – Tom
- Resources - Linda
 - LSMC D&I Coordinator Role Description
 - USMS D&I Home Page
 - USMS D&I Best Practices
- Peer-to-Peer Relationship Building Program – Kris & Katherine
- Diversity & Inclusion
 - USMS D&I Committee – Jeff
 - D&I at the LMSC Level – Rook, Leann & Vicki
- Group Discussion / Q&A

D&I Education Materials

- **Coach Community**

7/23/20 **Diversity & Inclusion for Coaches** – [Presentation](#) - [Recording](#)

11/18/21 **Differently-Abled Swimmers: Water is the Great Unifier** - [Presentation](#) – [Recording](#)

- **Diversity & Inclusion for LMSC Volunteers webinar series**

6/29/21 **Diversity & Inclusion for LMSC Volunteers** - [Presentation](#) - [Recording](#)

7/29/21 **Interactive Session 1: Age + Physical / Mental Ability** - [Presentation](#) - [Recording](#)

8/24/21 **Interactive Session 2: Gender & Sexual Orientation** - [Presentation](#) - [Recording](#)

10/12/21 **Interactive Session 3: Politics + Religion + Socioeconomic** - [Presentation](#) - [Recording](#)

11/30/21 **Interactive Session 4: Race + National Origin / Culture** - [Presentation](#) - [Recording](#)

1/11/22 **Interactive Session 5: An Inclusive Culture at Your LMSC** - [Presentation](#) – [Recording](#)

- **Upcoming**

5/19/22 **Coach Community: “Making your Facility & Workouts Welcoming to All” / Try Masters Swimming Month is July** - [Register](#)

LMSC Diversity & Inclusion Resources



- Mission Statement
The USMS Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs, and local volunteers.
- [Diversity & Inclusion Coordinator Role Description](#)
- [USMS Diversity & Inclusion Home Page](#)
- Diversity & Inclusion Best Practice write-ups
 - [Best Practices for Clubs](#)
 - [Best Practices for Coaches](#)

P2P Relationship Building Program

- We want to connect each LMSC Volunteer with 1-5 Peers in similar LMSCs.
[Program Overview Link](#)
- Fill out online sign-up form (closes Sunday 4/10)
 - [LMSC D&I Coordinator - Sign Up Link](#)
 - Your contact info
 - D&I Areas of concern
 - Challenges?
 - Best Practice suggestions?
- LMSC Development will send you contact information for your Peer(s), along with some suggested conversation starters – we recommend you share contact information with each other, do a phone call in the next 30 days to get to know each other, then do a follow up in 3 months, and whenever you need a ‘buddy’ to talk to about being an LMSC Chair or Vice-Chair.

Diversity & Inclusion

- USMS Diversity & Inclusion Committee (Background & Accomplishments) – Jeff
- Bringing Diversity & Inclusion to the LMSC Level – Rook, Vicki & Leann
 - What is my **why** ? [what is *your *why**?]
 - Tasks at the LMSC Level
 - Experience & Great Ideas for setting up a D&I committee at the LMSC level
- Group Discussion – All attendees
 - What are your concerns?
 - What are you excited about?
 - What can we help you with?

Upcoming Webinars

<https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls>



April – *Celebrate Diversity Month, National Developmental Disabilities Awareness Month*

- Sat 4/2 Ramadan Starts
- Thur 4/7 **LSMC Coach & Club Development Coordinator P2P** - [Register](#)
- Thur 4/14 **LSMC Update – Focus on Volunteer Relay 2022 Recap & Membership Growth** (Dawson Hughes) - [Register](#)
- 4/28 – 5/1 **USMS Spring Nationals**

May – *Asian Pacific American Heritage Month, Jewish American Heritage Month*

- Mon 5/2 Ramadan Ends
- Thur 5/5 **LSMC Awards & Recognition Coordinator P2P** - [Register](#)
- Thur 5/12 **ALTS Community: “Inviting ALTS Graduates to ‘Try Masters Swimming’”** - [Register](#)
- Thur 5/19 **Coaches Community: “Making your Facility and Workouts Welcoming to All / Try Masters Swimming”** - [Register](#)
- Thur 5/26 **LSMC Update – Focus on Volunteer Development**
- Mon 5/30 Memorial Day

June – *Pride Month*

- Tue 5/31– Thur 6/9 FINA Worlds (Japan)
- Thur 6/2 **LSMC Communication Coordinator P2P**
- Thur 6/9 **ALTS Community: “TBD”**
- Thur 6/16 **Coaches Community: “TBD”**
- Sun 6/19 Juneteenth
- Thur 6/23 **LSMC Update – Focus on Leadership Development** (Peter Guadagni)
- Thur 6/30 **LSMC Fitness Event Coordinator**