



U.S. Masters Swimming LMSC Development Committee

LMSC Update

2022-07-28 Webinar:

“Creating an Inclusive Culture”

Information Sharing & Community
for LMSC Volunteers



LMSC Update Facilitators

Tom Moore swims with Minnesota Masters Swimming in the Minnesota LMSC. Tom currently serves on the USMS Diversity & Inclusion committee as well as the USMS LMSC Development committee.

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

Diversity & Inclusion Panelists



Jeff Commings (he/him)

- Chair, USMS Diversity & Inclusion Committee
- Co-Founder (and coach) of Dolphins Of The Desert Swimming Academy (AZ LMSC)

Vicki Shu (she/her)

- Member, USMS D&I Committee
- Member, USMS Transgender/Nonbinary Swimmer Task Force
- Chair, Pacific Masters D&I Committee
- Member, Marcia's Enthusiastic Masters of Oakland (MEMO)

Alic Shook, PhD, RN (he/him)

- Board of Directors, Transgender Law Center
- "Former" member, MEMO

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



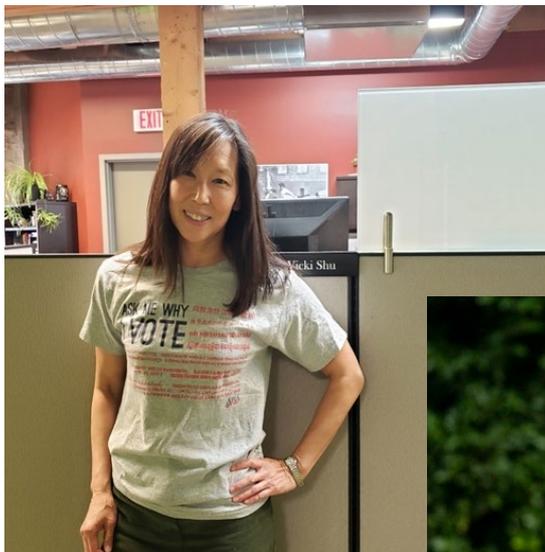
LMSC Update Facilitators



Tom Moore
&
Linda Chapman



Panelists



Vicki Shu



Alic Custer-Shook



Jeff Commings

LMSC Update



- Information Share: Downstream & Upstream
 - Today's Downstream Topic:
 - “Creating an Inclusive Culture at your LMSC – Using Correct Pronouns”
 - Upstream: What are your questions / comments / concerns?
- Community: group chat (with cameras on!)
- New & Notable
 - Streamlines for Volunteers
 - Deadlines for LMSCs
- Upcoming Webinars / Recordings of past Webinars

Agenda



1. Introduction of the Diversity & Inclusion Committee: Jeff Commings, he/him
2. D&I Committee Presentation: Creating an Inclusive Culture at Your LMSC: Using Correct Pronouns
 - A. Vicki Shu
 - B. Alic Shook
3. D&I Resources: Jeff Commings

The Four Lenses of Diversity & Inclusion



Source: Brandon Hall Group

Jeff Commings

Chair, Diversity & Inclusion Committee

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 chair of the USMS Diversity and Inclusion Committee.



DIVERSITY & INCLUSION WEBINAR SERIES



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](#)
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- 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](#)

2022 Diversity & Inclusion webinars (more to come!)

- March 31 LMSC Diversity & Inclusion Coordinator Peer-to-Peer | [Register Here](#)
- May 19 Learn about “Try Masters Swimming” + Making Your Facility & Workouts Welcoming - [Presentation](#) - [Recording](#)

Creating an Inclusive Culture at Your LMSC

- U.S. Masters Swimming believes that successful implementation of diversity & inclusion ensures that colleagues, staff, coaches, members, volunteers, and athletes are valued, treated fairly, and are encouraged to succeed.
 - LMSC leaders need to create an inclusive culture for all volunteers, and ensure club owners and coaches are creating an inclusive culture for athletes at each club.
- To be clear, increasing and maintaining the numbers of under-represented individuals in our sport is necessary, but it is not nearly sufficient. We must maintain an inclusive culture that supports the retention and success of under-represented members across all boundaries.
- Our competencies in understanding and embracing diversity are more and more important as our communities become more diverse.
- Diverse groups and diversity of thought produce a myriad of positive outcomes, including more innovative solutions to complex problems, more productive collaborations, and richer coaching experiences.



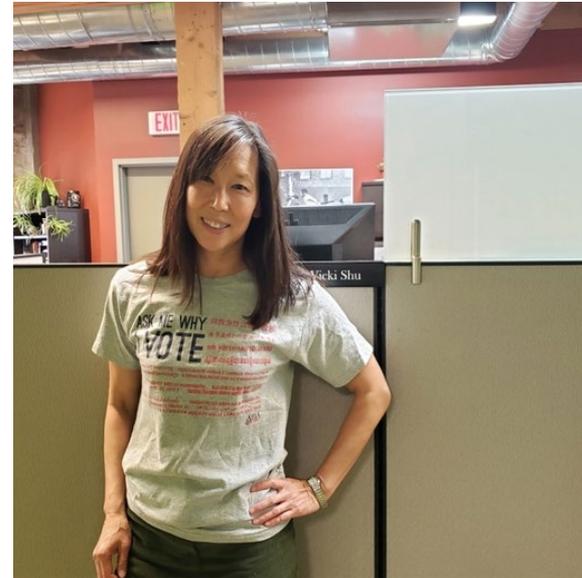
Using Correct Pronouns Co-Host

Vicki Shu



Vicki Shu (she/her) is the Chair of Pacific Masters' D&I Committee, a member of the USMS D&I Committee, and a member of USMS' Transgender/Nonbinary Swimmer Task Force. Vicki has worked for over 30 years in the nonprofit sector with organizations in Washington DC, NYC, and the San Francisco Bay Area that focus on social justice and community development.

As an age-group swimmer, Vicki swam for teams in Baltimore MD, St. Paul/Minneapolis MN, Princeton NJ, and Philadelphia PA. After taking a 30-year break, Vicki decided to try out Masters Swimming after observing a practice session with Marcia's Enthusiastic Masters of Oakland (MEMO) and realized swimming could be fun again.



Using Correct Pronouns Co-Host Alic Shook



Alic Shook, PhD, RN (he,him) is an Assistant Professor in the College of Nursing at Seattle University & a pediatric emergency medicine nurse at Mary Bridge Children's Hospital. He has researched & written about the experiences of trans & non-binary young people in healthcare settings. He serves on the Board of Directors of the Transgender Law Center and has participated in a number of trans advocacy campaigns, including the [Transgender Employment Program's](#) Hire Trans Campaign & the [Transcending Love](#) photo series. He has written about gender & his experience as a MEMO member in the USMS article "[Still Attached to Marcia](#)". Alic is a former a member of Marcia's Enthusiastic Masters of Oakland (MEMO).





Did
you
know...

A rising share of adults know someone who is transgender or goes by gender-neutral pronouns

Growing shares in U.S. know someone who is transgender or goes by gender-neutral pronouns

% saying they personally know ...

Someone who is transgender



Someone who goes by gender-neutral pronouns



Note: The term transgender was defined for respondents as someone who identifies as a gender that is different from the sex they were assigned at birth.

Source: Survey of U.S. adults conducted June 14-27, 2021.

PEW RESEARCH CENTER

Nearly 10% of teenagers view themselves as gender diverse!*



*Prevalence of Gender Diverse Youth in an Urban School District

Which means....



- ✓ They may be USMS volunteers
- ✓ They will be future USMS members
- ✓ There are current USMS members who are gender diverse
- ✓ Affirming theirs and our gender identity will create an inclusive environment and open the swim community to more people
- ✓ It's the perfect time to practice how to use correct pronouns!

First Thing's First: Let's talk about Sex and Gender



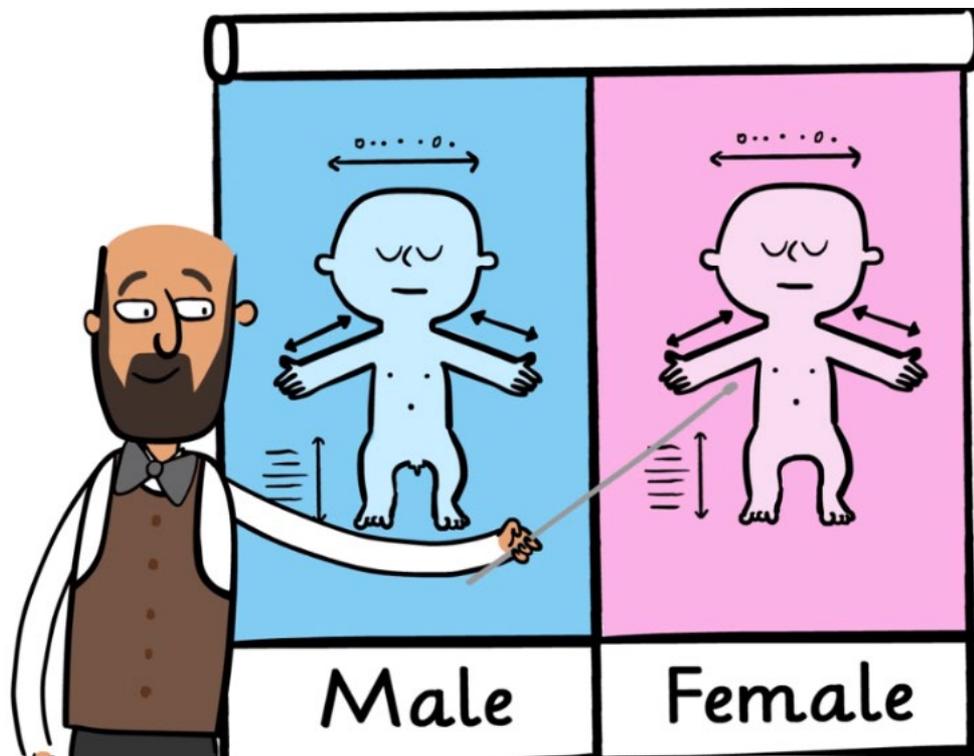
Sex is...



- Assigned at birth
- Typically on the basis of primary sex characteristics
 - chromosomes
 - hormones
 - expressions of hormones
 - internal reproductive organs
 - external genitalia
- Which means...

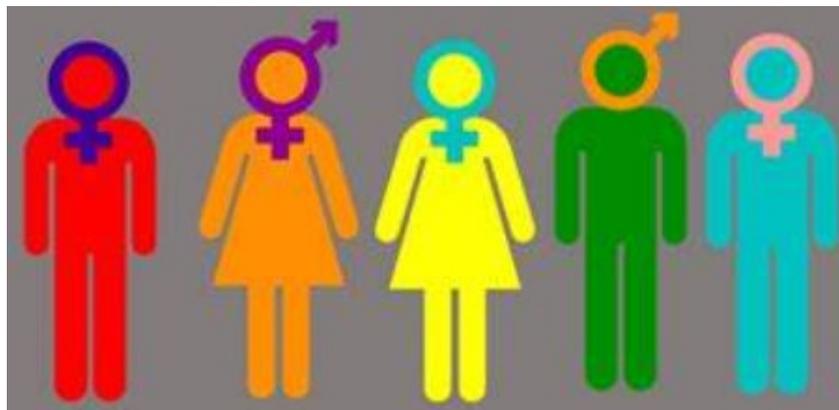
...Sex is in itself, **nonbinary**

Having only 2 options **might not** describe what's going on inside a person's body.



Gender

- Is a social construct
- Reflects the social and cultural role of gender characteristics within a given community
- Is traditionally, in Western cultures, divided on the binary lines of “man” and “woman.”



Some terminology



- **Transgender** is the broad term for someone whose sex assigned at birth and gender do not correspond.
- **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.
- **Nonbinary:** an umbrella term to describe any gender identity that does not fit into the gender binary of male and female. Nonbinary gender (also sometimes referred to as genderqueer) people may, for example, identify as having no gender, fall on a gender spectrum somewhere between male and female, or identify as totally outside binary gender identities

Q&A



Why does using correct pronouns matter?

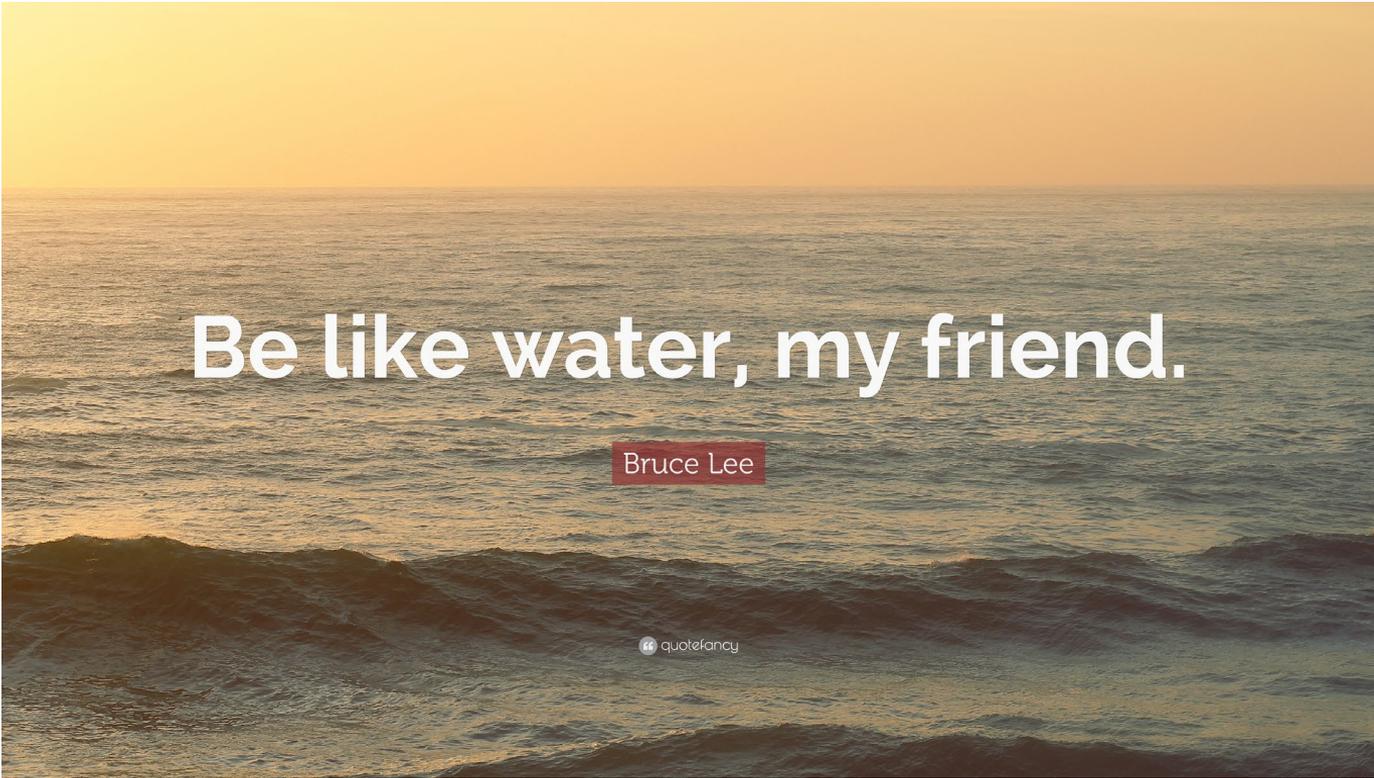
- How someone prefers to be addressed is determined by that person alone.
- Everyone has the right to use gender pronouns that match their personal identity.
- Being misgendered may leave a person feeling disrespected, invalidated, dismissed, and unseen.



Don't assume another person's gender or gender pronouns by appearances, dress code, and behaviors.



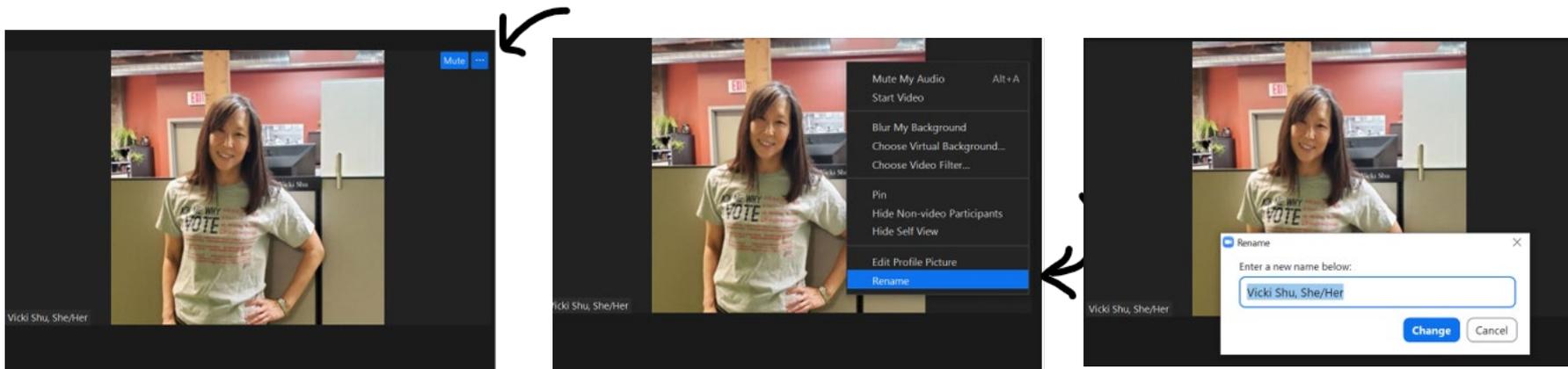
Recognize that gender expression is fluid



Be like water, my friend.

Bruce Lee

Normalize the sharing of gender pronouns



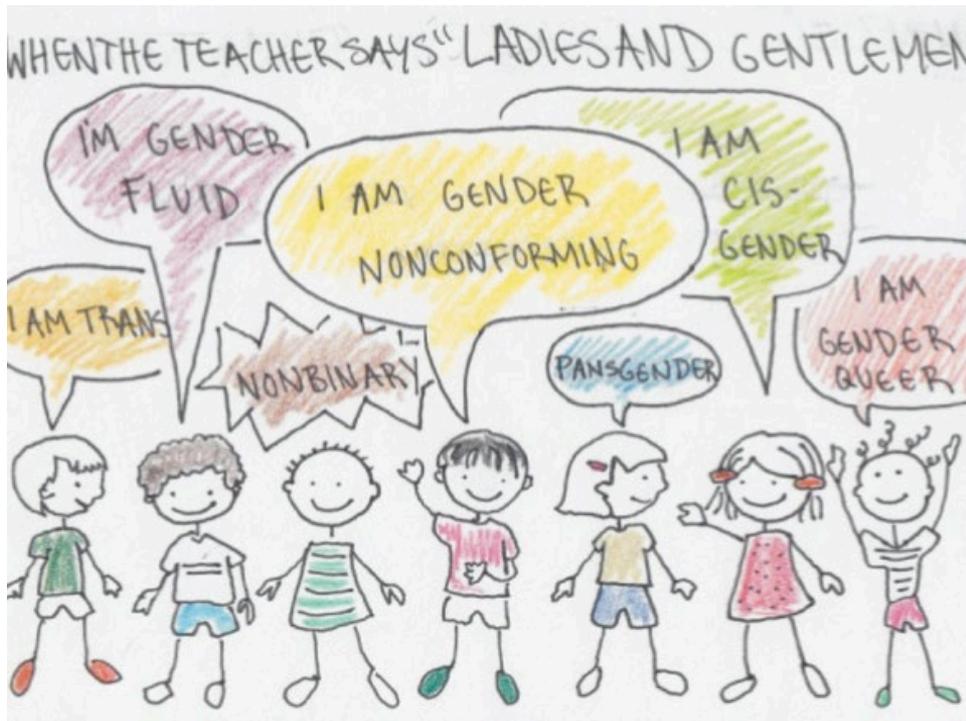
Apologize if you call someone by the wrong pronoun

- ✓ Mistake happen
- ✓ Simply correct the error
- ✓ Thank anyone who brings this to your attention
- ✓ The recognition of a mistake and the correction is an essential tool to creating an inclusive environment

A dark blue chalkboard graphic with white text. The text reads "FORGET THE MISTAKE" on the top line and "REMEMBER THE LESSON" on the bottom line. A white horizontal line is drawn below the second line of text.

FORGET THE MISTAKE
REMEMBER THE LESSON

Avoid binary-gendered language



Try instead:

Everyone/Everybody

All

Team

People

Child/Children

Sibling

Parent

Help others to use correct pronouns

- ✓ Help others use correct pronouns
- ✓ Correct someone if they have used the wrong pronoun

❖ If you observe someone purposely using the wrong pronoun, be an ally and call them out



practiice

practiice

practiice

practiice

Resources – Gender Identity & Pronouns



- [Gender Identity and Pronouns - Onlea - What Will You Teach The World?](#)
- [USMS Diversity & Inclusion Interactive Breakout Session: Gender and Sexual Orientation Diversity Webinar, October 21, 2021](#)
- [Sex Assigned at Birth and Gender Identity: What Is The Difference?](#)

Q&A



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 Segal ally98003@aol.com

Resources / Contact Info



- Best Practices for Diversity & Inclusion: [How Clubs Can Improve Diversity and Inclusivity | U.S. Masters Swimming \(usms.org\)](#)
- Coach Interviews: [How Coaches Can Improve Their Club's Diversity | U.S. Masters Swimming \(usms.org\)](#)
- [Diversity In Aquatics](#)
- USMS Transgender Athlete Competition Policy: [transgender_policy.pdf \(usms.org\)](#)
- [U.S. Paralympics Swimming - Features, Events, Results | Team USA](#)

Jeff Commings, Chair: jeffswim@aol.com

Ally Sega, Vice-Chair: ally98003@aol.com

Sarah Welch, past Chair: sarahwelch@comcast.net

Questions

Information Share: Upstream

- Feedback and input
- Priorities for upcoming webinars?
- Questions / Concerns?
- Small group discussion for volunteers from similar LMSCs?

Recent Webinars



Presentations and/or Recordings Available <https://www.usms.org/admin/minutes/index.php>

- July 7: **Peer-to-Peer for LMSC Hall-of-Fame (HOF) Coordinators** - [Presentation](#) - [Recording](#)
- June 30: **Peer-to-Peer for LMSC Fitness Event Coordinators** - [Presentation](#) - [Recording](#)
- June 23: **LMSC Update: “Focus on Leadership Development (Peter Guadagni)”** - [Presentation](#) - [Recording](#)
- June 16: **Coaches Community: “Lap Swimming 101 – building a bridge from ALTS to Masters”** - [Presentation](#) - Recording
- June 2: **Peer-to-Peer for LMSC Communication Coordinators** - [Presentation](#) - Recording
- May 31: **BOD: “Vision for the future of U.S. Masters Swimming”** – [Volunteer Roles](#) - [Presentation](#) - [Recording](#)
- May 26: **LMSC Update: “Focus on Volunteer Development”** - [Presentation](#) - [Recording](#)
- May 19: **Coaches Community “Try Masters Swimming Month / Making your Facility and Workouts Welcoming to All”** - [Presentation](#) - [Recording](#)
- May 5: **Peer-to-Peer for LMSC Awards & Recognition** - [Presentation](#) - [Recording](#)

New & Notable (1 of 3)



- Streamlines for Volunteers June issue came out 7/12/2022
 - Letter from President Peter Guadagni
 - “Thank You” to those that provided feedback on the Strategic Plan process.
 - » The BOD discussed the feedback regarding USMS's new strategic priority of providing more service at the local level and the vision for the future of the national committee structure.
 - » Your perspectives will help guide our planning.
 - [Strategic Plan](#)
 - » [webinar recording](#)
 - » [Presentation](#)
 - » [delineation of volunteer roles document created by the Governance Committee](#)
 - Delegates will be asked to weigh in upon during [the annual meeting Sept. 16-18](#)
 - Upcoming Webinars
 - LMSC Update: July 28 Creating an Inclusive Culture at your LMSC – [Register](#)
 - <https://www.usms.org/volunteer-central/lmscs/peer-to-peer-calls>
 - [Volunteer Working Calendar](#)
 - Try Masters Swimming – [How LMSCs Can Help “Try Masters Swimming” be Successful](#)
 - Swimmer Magazine – [Article Idea Collector](#)
 - LMSC Officers – [Notify USMS of Any Changes](#)
 - Volunteer Spotlight: Ann Marshfield, O*H*I*O Masters, Lake Erie LMSC

New & Notable (2 of 3)



- Upcoming Dates for Volunteers:
<https://www.usms.org/volunteer-central/volunteer-working-calendar>
- Submit list of delegates from your LMSC to Annual Meeting deadline Aug 15
- Annual Meeting – September 16-18
- Registration for Clubs & Workout Groups for 2023 Begins – October 1
- National Coaches Clinic – October 7
- Long Course Meters Top 10 Submission Deadline – October 20
- 2023 Registration Year Begins – November 1

New & Notable (3 of 3)



- Published Minutes (<https://www.usms.org/admin/minutes/index.php>)
- 7/11 Coaches Committee [Minutes](#)
- 6/27 Legislation Committee [Minutes](#)
- 6/20 BOD [Minutes](#)
- 6/15 Legislation Committee [Minutes](#)
- 5/31: BOD “**Vision for the future of U.S. Masters Swimming**” – [Volunteer Roles](#) - [Presentation](#) - [Recording](#)

Peer 2 Peer Tentative Schedule 2022-23



1. **Thur 10/6 LMSC Membership Coordinator P2P**
2. **Thur 11/3 LMSC Secretary P2P**
3. **Thur 2/2 LMSC Leadership (Chair / Vice Chair) P2P**
4. **Thur 3/3 LMSC Treasurer P2P**
5. **Thur 4/7 LMSC Awards & Recognition P2P**
6. **Thur 5/5 LMSC Club Development & Coach Support P2P**
7. **Thur 6/1 LMSC Event Hosting P2P**
(Sanctions, Safety, Officials, Top10, LMSC Records, LMSC HOF)
8. **Thur 7/6 LMSC Diversity & Inclusion Coordinator P2P**

DIVERSITY & INCLUSION WEBINAR SERIES



Coach Community

- 7/23/20 **Diversity & Inclusion for Coaches** – [Presentation](#) - [Recording](#)
- 11/18/21 **Differently-Abled Swimmers: Water is the Great Unifier** - [Presentation](#) - [Recording](#)

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- May 19 Learn about “Try Masters Swimming” + **Making Your Facility & Workouts Welcoming** - [Presentation](#) - [Recording](#)

ADULT-LEARN-TO-SWIM COMMUNITY WEBINAR SERIES



- January 28, 2021 ALTS Grant Application Process - [Recording](#)
- February 25, 2021 ALTS Peer-to-Peer - [Recording](#)
- March 25, 2021 ALTS Peer-to-Peer - [Recording](#)
- May 27, 2021 ALTS II: Choose your own Adventure, Part One - [Presentation](#) - [Recording](#)
- August 26, 2021 ALTS II: Choose your own Adventure , Part Two - [Presentation](#) - [Recording](#)
- October 28, 2021 ALTS Community - [Recording](#)
- January 27, 2022 Breathing Into Fear - Calming the Anxious Adult Swimmer - [Presentation](#) - [Recording](#)
- February 24, 2022 Becoming a More Effective ALTS Instructor - [Presentation](#) - [Recording](#)
- March 24, 2022 Lessons on Partnering with Volunteers and the Community from Pacific Masters - [Presentation](#) - [Recording](#)
- June 16, 2022 Lap Swimming 101 - building a bridge to Masters from ALTS - [Presentation](#) - [Recording](#)

COACHES COMMUNITY WEBINAR SERIES



- July 23, 2020 Diversity & Inclusion for Coaches - [Presentation](#) - [Recording](#)
- October 21, 2021 Differently-Abled Swimmers: Water is the Great Unifier - [Presentation](#) - [Recording](#)
- November 18, 2021 Code of Conduct - [Recording](#)
- January 20, 2022 So you want to start your own masters team - [Presentation](#) - [Recording](#)
- March 17, 2022 Relay Reflections - [Recording](#)
- May 19, 2022 Learn about “Try Masters Swimming” + Making Your Facility & Workouts Welcoming - [Presentation](#) - [Recording](#)
- June 16, 2022 Lap Swimming 101 - building a bridge to Masters from ALTS - [Presentation](#) - [Recording](#)

Context & Acronyms



- FINA (federation internationale de natation) is the international federation which governs international aquatics competition
- USAS (United States Aquatic Sports) is the umbrella organization that allows US athletes to compete in FINA events. USAS consists of USA Water Polo, USA Artistic (nee Synchronized) Swimming, USA Diving, USA Swimming, and US Masters Swimming)
- USMS (United States Masters Swimming) is the national governing body for swimming for adults 18 and over
- LMSC (Local Masters Swimming Committee) is the “state” level governing body for regions throughout the US
 - USMS is divided into 8 geographic zones
 - USMS contains 52 LMSCs.