

2019 Update to Diversity and Inclusion Strategic Plan 2019-2021

	2019	2020	2021	
I. Collect Data: USMS will enhance current data collection to better describe the demographics of our membership by asking members to update and maintain their member profiles				
A. USMS collects information at registration including age (birthdate), gender, and local (geographic) affiliation-club or LMSC.	X			Ongoing through registration system; National Office is updating the registration system
B. USMS will create the opportunity for members to add information to their profile to include their role (such as coach), type of participant (such as triathlete, meet swimmer, fitness swimmer, etc.) volunteer roles (such as convention delegate, LMSC volunteer, or other volunteer role) and training/certifications (such as ALTS instructor or coach certification) and demographic data such as race/ethnicity, disability and para athlete designation.	X	X		National Office role sets backdrop for data collection
C. USMS will use CDC data sets (similar to USA-S) as when collecting demographic on race and ethnicity for the member profile system.	X			Adopted by the BOD in 2017,
D. The Diversity and Inclusion Committee will work with the National Office to design questions and wording for new ‘member profile’ data collection system related to diversity and inclusion, including ethnic background, gender and member disability status and relating to classified/classifiable para swimmer, disabled but not classifiable, able bodied.	X			
E. Update Coach Survey-the Committee will update the coach survey on diversity the Diversity Task Force completed in 2018		X		
II. Organize Data and Develop Resources				

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A. Using member profile data and USMS registration data, the Committee will work with the National Office to prepare a bi-annual report of demographic data-including race/ethnicity and disability data, by geographic area (aka LMSC) and by member roles such as leadership, coaching and volunteering.		X		
B. Based on the member data, the Committee will determine where USMS has gaps in membership after comparing to other standard data such as CDC and USA-S.		X		
C. The Committee will prepare best practice for creating and supporting an inclusive environment within USMS.	X	X		Ongoing work program
D. The Committee will profile successes for diversity and inclusion through interviews and stories.	X			Ongoing work program
E. The Committee will work with USMS to assemble and create a searchable database for archived articles supporting diversity and inclusion.			X	
II. Share Data and Resources				
A. The Committee will create a Diversity and Inclusion Forum to be added to the Forums section of the USMS Website.				Committee will work with the National Office on this
B. The Committee will assist the National Office and the Coaches Committee with feedback and module development on the topic of diversity and inclusion for the Coach Services Training as curriculum evolves.	X	X		This is in ongoing role.
C. The Committee will work with the Coaches Committee to provide information for Streamlines for Coaches.		X		
D. The Committee will work with Coaches Committee to provide continuing education opportunities for		X		

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coaches and will collaborate on initiatives common to both Committees.				
E. The Committee will share best practices with LMSC's.			X	
F. USMS, with support from the Committee, will find organizations outside USMS to partner with that will potentially increase diversity.		X		
G. The Committee will work with USMS to create and share marketing materials (video/brochure as examples) for use at local events and outreach.		X	X	
H. The Committee will work with the National Office to add 'best practices' to the USMS website where coach profiles and program initiatives to promote diversity and inclusion can be located and accessed by the membership.	X			