

# USMS 101

Introduce Volunteers to the Local and National Organization



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# Why are we here?

- Show new volunteers how the sausage is made!
  - Explain the local, regional, and national governance structures
  - Introduction to the National Office and Staff
- Local and National Operations: How We Work Together
- Volunteers need answers: Whom to ask?
  - At the local and regional levels
  - At the national level



# Local Governance: Your LMSC

- Know Your Catchment/Boundaries (Appendix D)
- Introduce Your LMSC Officers
- Inform Volunteers on Who/What/When/Where
  - LMSC By-Laws
  - Volunteer Roles/Descriptions (Volunteer Central)
  - Identified Needs in Your LMSC (Diversity and Inclusion, Club Development)
    - See Leann's D&I Chair Document!
  - Educate about Local Operations



# Regional Governance: Your Zone

- Know Your Zone (Appendix D)
- Who's My Zone Chair? (Appendix E)
- What Does the Zone Do?
- LMSC Development Committee



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# National Governance: Volunteer Alphabet Soup!

- Executive Committee (EC) / Board of Directors (BOD)
  - VP of Local Operations (VPLO) has purview over LMSCs
- House of Delegates (HOD)
- National Committees and Liaisons
  - Committees of the BOD
  - Committees of the HOD
  - Special Appointments
- <https://www.usms.org/volunteer-central/board-and-committees/board-of-directors>



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# National Operations: Meet the National Office!

- CEO
- Senior Leadership
- Departments and Staff
- <https://www.usms.org/about-usms/national-office>
- Email [volunteer@usmastersswimming.org](mailto:volunteer@usmastersswimming.org) with questions!



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# You have questions. Who has answers?

Climb the ladder!

- LMSC/USMS Websites (Volunteer Central is your friend!)
- Club Resources/Leadership
- LMSC Resources/Chair
- Zone Chair/LMSC Development
- Board of Directors/VPLO
- National Office ([volunteer@usmastersswimming.org](mailto:volunteer@usmastersswimming.org))



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# Q&A



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# What's next?

Get involved...

... and have FUN!



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# LEANN ROSSI

DIVERSITY & INCLUSION COMMITTEE



**DAWSON  
HUGHES**

CEO



**CHRIS  
COLBURN**

VP of ADMINISTRATION



## LMSC VOLUNTEER ROLE DESCRIPTION DIVERSITY AND INCLUSION CHAIR

### ROLE OVERVIEW

The Diversity and Inclusion Chair helps promote Masters Swimming as an activity open to all adults. The position will include working with underserved populations and swimmers that may not have traditionally participated in Masters Swimming. These populations include but are not limited to:

- people with disabilities
- people of color and underrepresented ethnic and religious groups
- people whose primary language is not English
- people identifying as LGBTQ+
- young adults (18-25 years)
- people of all ages new to the sport of swimming

### KEY DUTIES & RESPONSIBILITIES

- Help to promote an environment where all members and potential members of USMS feel welcome, including at facilities, workouts, events and meets.
- Promote Diversity & Inclusion principles to coaches, club leaders, volunteers and members through training and communication
- Coordinate marketing and promotional efforts for all D&I education and programs with the LMSC
- Collaborate with national volunteers and LMSC leaders to ensure consistency of D&I message and efforts
- Assist with design and distribution of promotional items informing members of USMS D&I programs
- Serve as the local resource on D&I activities and information within USMS
- Promote USMS at events such as Pride Days, adaptive sports clinics, ethnic events, college swimming events, etc.

### RECOMMENDED EXPERIENCE & SKILLS

- Strong communication and leadership skills
- Basic understanding of diversity, equity & inclusion principals



## LMSC VOLUNTEER ROLE DESCRIPTION DIVERSITY AND INCLUSION CHAIR

### RESOURCES

- Diversity & Inclusion Committee Chair [diversity@usmastersswimming.org](mailto:diversity@usmastersswimming.org).
- Diversity & Inclusion webinar materials <https://www.usms.org/admin/minutes/ptp-2021-6-29-1.pdf>
- Diversity & Inclusion webinar recording <https://www.usms.org/admin/minutes/P2PRec-2021-6-29-1.pdf>
- Diversity & Inclusion best practices <https://www.usms.org/about-usms/diversity-and-inclusion/how-clubs-can-improve-diversity-and-inclusivity>
- Diversity & Inclusion coach interviews <https://www.usms.org/about-usms/diversity-and-inclusion/how-coaches-can-improve-their-clubs-diversity>
- USMS Transgender athlete competition [https://www.usms.org/admin/lmschb/transgender\\_policy.pdf](https://www.usms.org/admin/lmschb/transgender_policy.pdf)
- Diversity in Aquatics <https://www.diversityinaquatics.org/team>
- USA Parawimming <https://www.teamusa.org/us-paralympics/resources>