

## Legislation proposal

### Article 507 Page 100 Rewording

507.1.3 ~~Diversity and Inclusion~~ Outreach Committee—The ~~Diversity and Inclusion~~ Outreach Committee shall help ~~create a culture of inclusion and opportunity in USMS for people of diverse backgrounds~~ identify and develop underserved geographic areas and social groups. This activity will include: by developing clubs (if appropriate) and resources, also ~~and~~ engaging coaches, LMSCs, and local volunteers. The committee shall consist of the committee chair and sufficient members to execute the committee function.

*Rationale: The current name of the committee is a politically and socially charged – and totally inaccurate – creation. USMS has never been accused of being exclusive or divisive. It has healthy clubs of all sorts all across the country and has rejoiced in its inclusive nature from inception in 1970. The very act of trying to create an “inclusion” by committee is not only insulting, it is fallacious. USMS has always included anyone interested in the goals of the organization. Opportunities abound everywhere one might look in the structure of USMS for anyone with any kind of background.*

*While USMS racial makeup is not the same as the general population of the USA in percentages, that is not because of some grand plan. It is on par with USA Swimming and is to be expected in any sport or special activity organization. Trying to create such would not only be stupendously difficult, it would ignore the individual, our primary customer. Not everyone is interested, knowledgeable or able to participate. That is a personal choice, not a cultural condemnation.*

*An outreach committee is a far better description of what is needed and what would be the practical result of the current committee. Better yet, it would have broad support of all sides of the equation, in that it has a general positive connotation, rather than a politically correct attitude.*

*The ultimate result should be more new members all over the country, enhancing the 50 year integrity of USMS with other existing members. This proposal is not meant to do anything but clarify the name and mandate of the committee to serve USMS goals and values rather than any others.*