

## 2015 Fall Diversity and Inclusion Chair Report

General Chair Tony Popp appointed me to the position of the Montana Swimming Diversity and Inclusion Chair earlier this year. I have been an active member of the Western Zone Diversity and Inclusion Committee since it was formed so this seems like a good fit.

The 2016 Western Zone Diversity and Inclusion Select Camp will be held June 16-19 at the University of Utah in Salt Lake City. The purpose of the camp is to instill a vision of success and inspire athletes from under-represented populations to become leaders in the sport of swimming

Each LSC may send two athletes ages 13-16 who have achieved an "A" time or faster in any event as a 13-14 or 15-16 year old athlete. There are secondary qualifications if no athlete in the LSC qualifies under these requirements. Each LSC may also send a coach and the Diversity and Inclusion Chair as well as other interested Diversity and Inclusion Summit participants. The LSC may also submit the names of four alternate athletes for the camp. If there is room available for additional athletes, alternates may be considered. The camp cost is \$240 per participant paid by the LSC along with transportation to and from the camp. Applications are to be submitted to the LSC who will select the athletes and coach. Applications are due to the Western Zone Diversity and Inclusion Select Camp Committee by April 15, 2016. The athletes will be coached by two national level coaches and a national athlete will also speak at the camp. Coaches, diversity chairs, and summit participants will take part in various activities and hear from several speakers.

My hope is that Montana Swimming will send at least two athletes, a coach, and the diversity and inclusion chair to the camp. It is an excellent experience for everyone who attends.

The Western Zone Diversity and Inclusion Committee is discussing how to encourage more LSCs to hold LSC diversity and inclusion camps and other activities for swimmers who are ethnic minorities, LGBTQ, or outreach members. The committee is also discussing changes to the outreach program, funding for diversity and inclusion activities, and a meet fee reimbursement program for outreach swimmers. Nationally there have been discussions that reflect USA Swimming's commitment to diversity and inclusion such as requiring LSCs to participate in the zone select diversity and inclusion camps, adding the diversity and inclusion chair as a voting member of LSC boards and bringing the diversity and inclusion chair to convention each fall.

In the next year I would like to identify athletes and adults who are interested in being a part of the Montana Swimming diversity and inclusion committee. If you are interested please contact me. Discussion topics will include possible diversity and inclusion activities that could be held in Montana and funding for those activities.

Respectfully submitted,  
Susan Huckleby  
October 9, 2015