

I am very pleased to announce that Montana Swimming will be represented by athletes Bennett Apostol (Billings YMCA Seahawks), O'Shay Birdinground (Billings YMCA Seahawks) and Sara Guillen (Bozeman Barracudas) along with Billings YMCA Seahawks Head coach Kristen Wyatt and I at the 2018 Western Zone Diversity and Inclusion Camp at San Diego State University June 14-17. The camp features several national level coaches and a national team athlete who will coach the athletes during the camp. Kristen and I will participate in the WZ Diversity Summit. The athletes will participate in a community outreach event as well as classroom activities, dry land training, and practice.

Montana Swimming awarded the first Reach Out grants in February. The Hardin Otters Swim Team was awarded \$1250 for training equipment, scholarships and training fees for outreach and minority swimmers. The Bozeman Multisport Aquatics (Bozeman Brookies) were awarded \$1250 for scholarships for low income and minority swimmers. The second round of the Reach Out grants will award \$2495 to the Bozeman Multisport Aquatics (Bozeman Brookies) to provide learn to swim camps this summer to area minority and low income swimmers as well as scholarships for low income minority swimmers. BMA held three successful learn to swim camps last summer in Bozeman and hope to reach more children this summer. The grant program awards funding to Montana Swimming teams to provide opportunities for low income/outreach, minority, LGBTQ, and disabled athletes to participate in swimming through such activities as learn to swim camps, scholarships, providing training equipment or swim suits and more. The grant program requirements and applications are posted on the Montana Swimming website under the diversity/disability tab. My thanks to Montana Swimming Finance Vice Chair Matt Yovich (BOZ) and Montana Swimming Senior Athlete Representative Mari Aoki (MAC) for serving on the grant committee. Their input was very valuable! The next round of grant applications will be due in October. The grant application forms will be posted in June.

I attended the 2018 Western Zone workshop in Denver in April and participated in the diversity and inclusion chair track. As a part of that workshop I was asked to present a short talk on what Montana Swimming has accomplished in diversity and inclusion. The presentation was very well received.

USA Swimming asked me to serve as a diversity and inclusion chair mentor this spring. I am paired with another LSC diversity chair in the Western Zone and hope to provide her with support, a listening ear, and encouragement as she provides more diversity and inclusion programming in her LSC.

I also serve on the USA Swimming outreach membership task force. The group is currently looking at ways to include more women and minorities as officials and coaches along with a possible outreach membership for officials and other non-athlete members.

The Montana Swimming website features a tab for diversity and inclusion as well as disability swimming. Numerous resources can be found there.

Information about the Montana Swimming athlete outreach membership policy and more information about outreach membership can be found on the website.

As a member of the Western Zone Diversity and Inclusion committee and the Western Zone Diversity and Inclusion camp committee I have been busy working with the committee members to develop the camp and other diversity and inclusion activities and resources. Information is posted on the Western Zone website. The camp will be excellent with a staff of great coaches and speakers, the location at San

Diego State University is beautiful, and the athletes will have the opportunity to participate in a community beach cleanup effort.

If you have question about diversity and inclusion please feel free to contact me.

Respectfully submitted,

Susan Huckleby
Montana Swimming Diversity and Inclusion Chair
May 10, 2018