

In 2018 - 2019 the Montana Swimming Diversity and Inclusion Committee awarded in the fall \$1250 to the Hardin Otter Swim Team and \$1250 to the Bozeman Multisport Aquatics Brookies. In the spring of 2019 the committee awarded \$2500 to the Bozeman Multisport Aquatics Brookies. Also in the spring an application was received from a Federation summer league team in Round-up but no funding was awarded to this group as they were not current members of Montana Swimming.

Funding awarded to Hardin was used to purchase training equipment, provide scholarships, and provide meet assistance. The Hardin team is composed of almost 100% outreach members (low income) and has the largest number of minorities of any team in the state. The Hardin Otters have worked diligently to grow their team and this year a large group of athletes completed at the Junior BC Championships in Bozeman winning numerous medals. The team also took home the coveted Junior BC Spirit Award. One of the goals of the team has been to provide kickboards for the team and those were purchased in 2018. The team also wanted to replace their old practice lane ropes and buy a lane reel to store the ropes. The team using funds from the grant purchased two lane ropes. This summer the Butte Tarpon Swim Team donated three 50 meter lane ropes and a lane reel to the Hardin Otters. These ropes will be cut and retrofitted to the 25 yard pool.

The Bozeman Multisport Aquatics team has held several learn to swim camps in the community teaching minorities and low income children how to swim. The club through an initial grant from The Charlotte Martin Foundation first held a learn to swim camp several years ago and invited low income Latino children to participate. Using the teams coaches, older athletes and parents, the learn to swim camps were a success. Having several people on the team who spoke Spanish was a big plus in reaching the families. Through the learn to swim camps, numerous children were encouraged to become members of the team. But the club realized families that struggled to provide the basics to live probably couldn't afford swim fees. Funds from the Reach Out grant have provided scholarships and meet fee assistance to multiple low income swimmers making the dream of competing on the team a reality. Grant funding has been used to provide additional learn to swim outreach camps in the community.

The Reach Out grant was originally proposed to operate for two years and then be reviewed by Montana Swimming. I have submitted a proposal to have the program permanently funded. I hope you will vote in favor of it. To see the faces of the athletes who benefit through this funding is simply amazing and gratifying. 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 Mike O'Neil (BAC) and Montana Swimming Senior Athlete Representative Claire Becker (MYST) for serving on the grant committee. Their input was very valuable! Montana Swimming athlete representative O'Shay Birdinground (BY) will now be joining the committee as the athlete member.

At the USA Swimming convention in St. Louis last month I presented a proposal to change the funding calculation for the Western Zone D&I ten cent surcharge. Last year my proposal passed that each LSC would pay the Western Zone ten cents per year round member to fund the Western Zone diversity camp and all star team and other D&I activities. The change would require the WZ LSCs to pay the ten cent fee on all athletes registered in the LSC for the previous year. The proposal passed. My thanks go out to O'Shay Birdinground who stood in front of the group and spoke in favor of the proposal.

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 2020 camp and other diversity and inclusion activities and resources. The committee is currently seeking a host for the 2020 camp. The application will be online through USA Swimming. The athlete applications will also be online through USA Swimming. Information about the WZ D&I committee and resources are posted on the Western Zone website.

The Western Zone Diversity and Inclusion committee also sponsors the WZ D&I all star team. In 2018 a multiple LSC WZ team traveled to the Black History Month meet in Washington, DC to compete. Unfortunately there was no trip organized for this year as the committee is working on adjustments to the team. Hopefully in 2020 a team will be organized and Montana Swimming will have athletes participating on it. Montana Swimming allocated \$1000 for participation on the 2019 WZ All Star team. While those funds weren't used in 2019, it is my hope that Montana Swimming will allocate those funds this year for the 2020 WZ D&I All Star team.

Program Development Co-Vice Chair Kristen Wyatt along with the Hardin Otters Swim Team and coaches from the teams participating in the swim meet held an athlete clinic and parent workshop at the Hardin meet in January. It was very well received. Kristen and the Hardin Otters are planning to hold another clinic during the Hardin meet in November.

I would especially like to thank athletes O'Shay Birdinground (BY) and Bennett Apostol (BY) for their leadership and commitment to diversity and inclusion in Montana. I value their input in decisions and plans that are made.

I would like to encourage all our athlete members and non-athlete members to check the box for ethnicity when registering with Montana Swimming this fall. The information is used by USA Swimming and helps them understand if programming and resources are of value to everyone in the organization. The information doesn't identify individual persons.

USA Swimming is building a diversity and inclusion resource library that can be accessed online. The first educational piece released discusses equity vs equality. The LGBTQ resource guide is being updated. Resources have been posted for how to assist transgender athletes on your team as well. Resources can be found on the USA Swimming and Montana Swimming websites.

The national D&I committee has now changed their name to the National Diversity, Equity and Inclusion (DEI) Committee. I propose that Montana Swimming also adopt this new name.

If you have question about diversity and inclusion please feel free to contact me. I have loved serving as the D&I Chair for Montana Swimming and am looking forward to great things in teh upcoming year.

Respectfully submitted,

Susan Huckleby
Montana Swimming Diversity and Inclusion Chair
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