Diversity and Inclusion Chair Report 2019 Spring HOD Meeting

Montana Swimming awarded the 2019 spring Reach Out grant in April. The committee awarded the $2500 Reach Out grant 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 very successful learn to swim camps last summer in Bozeman and hopes 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. Only Montana Swimming member teams may apply for the grant funding. 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.

The Reach Out grant proposal was for two years and then to be reviewed and hopefully approved again by the House of Delegates. It is funded in the amount of $5000 per year and is awarded twice annually to deserving applicants. I am amazed by the applications we have received and how the funding has helped the teams reach out to deserving athletes in their communities. I will be submitting a proposal this fall to reauthorize the grant program and hope you will support it. If approved new grant applications will be due in October.

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 did allocate funds for participation on the 2019 WZ All Star team. While those funds won't be used this year it is my hope that Montana Swimming will allocate those funds this year instead to host a LSC one day D&I camp and a one day First Meet clinic for new swimmers this fall. I would like to work with our Program Development Co-Vice Chairs Kristen Wyatt and mike Turner to develop this camp/clinic. These camps/clinics have been very successful in other LSCs and I believe they would be well received in Montana Swimming.

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.

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

Respectfully submitted,

Susan Huckeby

Montana Swimming Diversity and Inclusion Chair

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