

September 10, 2021

Dear Susan and Montana Swimming Diversity Committee Members,

BMA is pleased to report that Montana Swimming's generous support has allowed BMA to provide scholarships, registration fees, and meet fees to underfunded Outreach athletes and athletes of under-represented race/ethnicity (Latinx, Asian, American Indian). Athletes receiving financial support have enriched our team as well as Montana Swimming by increased swim diversity and inclusion.

We never imagined that the COVID pandemic would extend well into a second year. Over the last year waves of COVID outbreaks necessitated rolling closures of the Bozeman Swim Center (severe staff shortage), local businesses, individual school classes, and full grade levels within the Gallatin valley. Anxiety over the safety of selves, family, and friends, as well as economic uncertainties of job losses, disruptions in demand for services, and increased rents have caused intense stress for local families and their children.

The COVID pandemic has affected minority and underfunded families at a disproportionately higher rate. Grant funding from Montana Swimming has allowed ten children of underfunded/minority families the opportunity to continue swimming and participate in swim meets, thus benefitting from both the physical activity and emotional support from our team. Two parents from the underfunded/minority families that helped in administration and translating for BMA Latinx Splash camps are now also paying it forward through their studies or research at Montana State University, implementing nursing program sponsored health fairs for minority communities, and research into the impacts of anxiety and mental workload on occupational work.

We have found it challenging to balance the potential risks of furthering COVID "community spread" by offering learn-to-swim opportunities vs. the clearly documented benefits of helping prevent water-related accidents and drowning by offering safety and swim instruction to youth. As vaccines have become available to athletes and coaches 12 and older, the risk to community youth of drowning has outweighed valid concerns over contributing to COVID spread. BMA is constructively moving forward with a growth mindset by learning and employing safe measures to live with the virus.

As our pool time was severely limited due to the summer weekends and afternoons being closed at the Bozeman Swim Center because of a severe lifeguard shortage, BMA held Splash camps for youth of all races/ethnicities during our team's morning pool time. We continue to reach out to youth of minority race and ethnicity by securing scholarships from Family Promise, a local charity supporting homeless families, to pay camp fees for six Latinx and American Indian athletes to participate. Also, a volunteer coach offered six additional swim sessions at no cost for athletes who weren't quite ready to be invited to join our team. BMA is committed to hosting targeted Diversity Splash camps to more minority youth with instruction in Spanish and English as soon as sufficient pool space, volunteers, and coaching staff are available.

At the beginning of each short course or long course season, the BMA scholarship committee approves scholarships and earmarks scholarship funds, applied monthly, as funding allows. This reduces stress to underfunded families and helps avoid athletes having to leave swimming mid-

season due to financial need. We are grateful to Montana Swimming for providing resources so that athletes from minority and underfunded families continue to have opportunities to swim and benefit our swim community.

Respectfully,

BMA Scholarships/Grant Committee - Lisa Peterson Nabity (Board Alumna), Megan Nelson (Treasurer), Joni Knopik (President) and Kris Hall (Asst. Coach/Diversity Camps)

Below is our final report of BMA's grant use for the 2020/2021 Montana Swimming fiscal year covering 1st and 2nd half grants:

Bozeman Multisport Aquatics - Brookies	Grant Awarded	\$ Spent
Reach Out Grant 2nd Half received 4/20/20 Carried Forward	56	
Reach Out Grant 1st Half received 11/16/20	1,500	
SC Dues Scholarships Latinx, Am.Indian, Underfund Apr-Aug '21		1,060
Meet Fees - Latinx, Am. Indian & Underfunded Outreach		247
USAS/BMA Registrations - Latinx, American Indian		
Total 1st Half Grant & Carry-forward	\$1,556	\$1,307
Reach Out Grant Carried Forward	249	
Reach Out Grant Carried Forward to SC 2021	249	
Reach Out Grant 2nd Half received May 2021	2,500	
SC Dues Scholarships Latinx, Am.Indian, Underfund Sep'21-Mar '22		1,941
Meet Fees - Latinx, Am. Indian & Underfunded Outreach		675
Learn-to Swim Diversity Camp		0
Remaining Funds, for SC new outreach/minority athlete scholarships		133
Total 2nd Half Grant & Carry-forward	\$2,749	\$2,749
Total Reach Out Grants 1st & 2nd Half	\$4,000	\$4,056