MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC. ATHLETIC EQUITY COMMITTEE MEETING East Lansing, October 1, 2015

Members Present:

Elizabeth Ballinger, Lansing Duska Brumm, Vermontville Emily Fullerton, St Ignace Leroy Hackley, Grant Courtney Hawkins, Flint James Hogan, Allendale Karen Leinaar, Bear Lake Anika Evans, Southfield Kyle Meteyer, Plymouth Brandon Peoples, Detroit Meg Seng, Ann Arbor Tammy Wilson, Lawton

Members Absent:

Sue Calvo, Swartz Creek Lori Hyman, Livonia Orlando Medina, Harrison Twshp Shawn Williams. Baldwin

MHSAA Staff:

Nate Hampton, Recorder Geoff Kimmerly Gina Mazzolini Mark Uyl

The meeting was called to order at 9:34 am. Following the welcome and introductions the committee reviewed the Equity Committee Authority and Responsibility along with a synopsis of the committee recommendations from previous years.

EQUITY COMMITTEE AUTHORITY AND RESPONSIBILITY

The Equity Committee, as with any other MHSAA Standing Committee, has the duty and responsibility to discuss matters of specific interest relating to equity opportunities for women and minority men and women and to then make recommendations of action to the Representative Council that involves all levels and positions within the governance of the MHSAA.

Goals are to include, but are not limited to:

- 1. Gather statewide data to define equity problems, direct actions and to monitor progress.
- 2. Promote through motivation, support and training competent coaches, officials, athletic directors, and governing board members regardless of race, ethnicity, or sex.
- 3. Sensitize and encourage organizations and employers to affirmatively seek women and minorities for athletic leadership training, placement, and promotion.
- 4. Promote the benefits of athletics and athletic leadership to students, educators, parents, and community.
- 5. Improve communication between the school districts, the Michigan High School Athletic Association, governing boards, professional associations, and higher education regarding the need for balanced staffing of athletic programs.

SPORT OFFICIALS

The committee was provided information relating to officials registration and current plans for recruiting new officials by MHSAA Assistant Director.

Just over 10,000 officials registered for the 2014-15 school year. Collaborative efforts with official associations, Reaching Higher and all 2-4 year colleges and universities are proving to be quality venues for officials training.

Also noted was an effort to recruit High School Seniors. Each member school receives two free registrations to give to students whom the athletic director might think will become an official.

During this discussion the committee referenced the following:

- 1. MHSAA supplementing recruiting efforts with technology and social media.
- 2. The production of TV and Radio spots Be The Referee
- 3. Possibility of giving approved associations 2 free registrations for recruiting new officials that have never been registered before.
- 4. Officials registration by gender:

9056/ 87.88% Male 1249/12.12 Female

Ethnicity: African American 949/9.21%
Native American 62/0.62%
Asian 51/0.49%
Caucasian 9002/87.36%

Hispanic 182/1.77% Other 59/0.57%

GENERAL DISCUSSIONS

- 1. 2014 Equity Committee Minutes
- 2. 2015 National Federation Equity Committee /Citizenship Committee Minutes
- 3. Transgender inclusion in high school activities and NCAA policies Information was shared relating by committee members with their known issues or concerns. The committee reviewed an evolving policy document currently being used by the MHSAA staff.
- 4. NFHS Gender Equity Self-audit Tool
- 5. 2015-16 MHSAA Cooperative Program List
- 6. 2014 MHSAA and MFHS Participation Survey
- 7. 2015 Women in Sports Leadership
- 8. International Students Eligibility Standards

Guest Presentation – By RISE Executive Director, Ndidi Massey and Assistant Director, Erin Pellegrina. The Ross Initiative in Sports for Equality, funded by Stephen M. Ross, is dedicated to promoting understanding, respect and equality in sports and beyond.

The goal of RISE is both simple and profound. Throughout difficult times in our nation's history, sports have proven to be the great common denominator – a neutral ground to set aside our differences and pursue a mutual passion. As we continue to struggle with race, it's time for the sports industry to RISE up and help unite our nation.

RISE is looking to support schools with stemming racial insensitivity through:

- Public Awareness
- Strategic Partnerships
- Resource center
- Diversity Curriculum

RECOMMENDATION TO MHSAA STAFF

1. MHSAA Staff – When forming announcer scripts include statements to discourage cheers that suggest insensitivity to ethnicity, gender and body type.

RECOMMENDATIONS TO THE REPRESENTATIVE COUNCIL

- 1. The committee suggested that the MHSAA support the efforts of RISE with its Member Schools and constituent organizations.
 - Create a statement challenging and encouraging athletic directors to schedule cross cultural contest and set up an event either before or after contest to allow players, coaches and families to greet and better appreciate one another. (12-0 in favor)
- 2. MHSAA Member School Mascots and Logos Create a position statement and recommend to Member Schools to be sensitive in the perceptions of others and their choice of school mascot and school logos. (12-0 in favor)