

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.
ATHLETIC EQUITY COMMITTEE MEETING
East Lansing, October 4, 2018

Members Present:

Ira Childress, Okemos	Kathleen Offer, Pontiac
Steve Graetz, Benzonia	Meg Seng, Ann Arbor
Keith Guy, Muskegon	Adam Stefanski, Mackinac City
Kay Johnson, Morenci	Zac Stevenson, Battle Creek
William McKoy, Romulus	

Member Absent:

Maria Adams-Lawton, Detroit
Maryann Boddy, Manistique
Ashleigh Larkin, Center Line

MHSAA Staff:

Nate Hampton, Recorder

The meeting was called to order at 9:30 am. Following the welcome and introductions the committee reviewed the Equity Committee Authority and Responsibility along with a synopsis of the meeting minutes from 2017.

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 gender.
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 members.
5. Improve communication between the school districts, the MHSAA, 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.

Just under 10,000 officials registered for the 2017-18 school year. Collaborative efforts with official associations, member schools, all 2-year and 4-year colleges and universities are proving to be quality venues for recruiting and training sport officials. There appears to be an increase in registrations for younger officials. College job fairs and college intermural programs are also assisting with this effort.

Newly hired Assistant Director, Brent Rice, is now responsible for all things officials and has started the school year with enthusiasm and vigor. Brent is off to a grand start with recruiting officials and meeting with the various official associations across the state.

8,603 – 87.64% Male Officials	1213 - 12.36% Female Officials
Ethnicity:	
African American 931/9.48%	
Native American 59/.60%	

Asian	61/62%
Caucasian	8,406/85.64%
Hispanic	177/1.8%
Other	182/1.85%

Special Olympics – Michigan

The committee learned of the ongoing partnership between the MHSAA and Special Olympics of Michigan Unified Champion schools. The MHSAA has endorsed and acknowledge Special Olympics of Michigan Unified Champion schools program and have invited several schools to showcase the unified basketball program during the Boys Basketball Semifinals and Hoopfest.

Unified Champion schools is a sports education based program designed to create acceptance for all students in a school, bringing together students with and without intellectual disabilities on teams together.

Brighton High School has received national honors for its program.

Junior High/Middle School

The committee was provided information on the efforts and recommendations of the Junior High/Middle School Task Force. The future of high school sports is in Junior High/Middle School sports.

The Task Force has recommended establishing:

1. Presenting sponsorships for area contests and events.
2. Presenting sponsorships where emphasizing geography, gender and sports are being considered.
3. MHSAA “Ambassadors” will bring the educational athletics message to families, schools, participants, coaches and others about what JH/MS sports are about and enhance officials’ recruitment.
4. Starting with Cross Country in the fall of 2018 there will be three MHSAA JH/MS area meets (Southwest Michigan, Grand Rapids and Macomb County) where the MHSAA will provide medals for individuals, specific banners for site hosts and MHSAA apparel to sell at each area site. Local schools, conferences and leagues will determine logistics for how competitions will be conducted.

Multi-Sport Task Force

First meeting November 29, 2018

Nearly 43 percent of high school athletes in MHSAA member schools participated in more than one sport during the 2017-18 school year. Early intense sport specialization has become one of the most serious issues related to health and safety at all levels of youth sports, as overuse injuries and burnout are tied to chronic injuries and health related problems.

The MHSAA Multi-Sport Task Force has developed two tools to help administrators defend and promote high school multi-sport participation. These documents focus on what are the best practices that schools are doing to promote multi-sport participation.

1. Coaching Coaches – Practical steps on helping coaches understand the importance of multi-sport participation.
2. Introduce a “Multi-Sport Participation” High School Award.

GENERAL DISCUSSIONS

1. NFHS Student Services Minutes
2. NFHS Gender Equity Self-audit Tool
3. NFHS Compliance with Title IX
4. MHSAA Student Leadership Update
5. MHSAA Sportsmanship Summit and Registration
6. 2018-19 MHSAA Cooperative Programs
7. 2018-19 MHSAA Basketball season calendar

8. MHSAA Sport Participation Data
9. 2018 MHSAA Update Meeting Opinion Poll
10. Social Media/Bullying
11. Racial/Gender Issues
12. Transgender trends
13. E-Sports – sport or activity
14. Mental Health issues affecting HS athletes
15. Event Security – Best practice information
16. MHSAA Equity Committee Title – The committee discussed the possibility of retitling the committee to consider the wider scope of topics presented in today’s meetings. The discussion centered on the specific charge from 1986 to the present scope of discussion in the items that were presented. No recommendation for change.

RECOMMENDATIONS TO MHSAA STAFF

1. Recruiting Officials – Identify to member schools the availability of class lesson plans and course outlines produced by the MHSAA and are ready for use.
2. Update Meeting Poll – Possible Question: Recruiting officials to member schools. Do you offer an officiating class? Will you consider offering an officiating class? Have you offered a class in the past?
3. Social Media – Consider producing a “Best Practices” document for Social Media and Electronic Communication for Coaches.
4. Inclusion – Continue the message that school districts should seek minority candidates for administrative hires as athletic directors.
5. Cooperative Programs – Multi School District Experiment. The committee discussed the positives of this idea and suggested that it be continued beyond the experimental stage.

RECOMMENDATIONS TO THE REPRESENTATIVE COUNCIL - None