

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.  
ATHLETIC EQUITY COMMITTEE MEETING via Zoom  
East Lansing, October 1, 2020

Members Present:

Wendy Goodline, Coloma  
Keith Guy, Muskegon  
Mary Haslinger, Flint  
Don Holston, Armada  
Kevin Wolma, Hudsonville  
Leroy Hackley, Muskegon

Orlando Medina, New Haven  
Nicole Norris, East Lansing  
Meg Seng, Ann Arbor  
Dylan Patterson, Kalamazoo  
Jose Vera, Union City

MHSAA Staff:

Nate Hampton (Recorder)  
Brent Rice  
Andi Osters

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 2019. The committee members introduced themselves sharing their school, duties, school nickname and logo as well as college nickname and logo.

**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 make recommendations of action to the Representative Council.

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.

**Sports Officials**

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

Current registrations are down almost 25% from previous years. This same affect is noted across the nation in other state high school associations. Winter registrations are down approximately 25% with ice hockey being down 40%. Football registrations are down approximately 20%. A positive finding is that in 2019 we had the highest number of minority official registrations. Collaborative efforts with official associations are still ongoing. Former work with colleges and universities have slowed given the online settings that most are experiencing this year.

**Special Olympics – Michigan**

The relationship with Special Olympics-Michigan and the MHSAA is in pause mode for the duration of our Pandemic status. Hopes of a normal return is expected next school year.

## **New Title IX Regulation**

The committee reviewed a new Title IX release dated August 27, 2020. The office of Civil Rights (OCR) continues to determine whether a school's athletic program provides adequate participation opportunities through the "three-prong-test".

A major focus in the new regulation is to ensure that alleged victims (complainants) and perpetrators (respondents) of sexual harassment, are treated equitably during any complaint process.

Key Provisions for Schools are:

- Title IX regulations make reporting a Federal requirement.
- IX Coordinator must promptly contact the complainant.
- School districts are required to offer and provide "supportive measures" to students with or without a formal complaint.
- Identify the school district Title IX Coordinator.

## **School Nicknames**

The committee was asked to discuss current school nicknames that may employ a negative connotation as they display Native American and/or minority insensitivity.

The committee discussed at length, thoughts and opinions as to the role of the MHSAA in providing leadership to those member schools that continue to embody Native American or other negative cultural insensitivities.

The committee also discussed a possible MHSAA position statement Diversity Concerns – Social Injustice.

The committee reviewed documents:

1. Harvard Business School – Racial Inequities in the United States.
2. Definition Implicit Bias.
3. Rules Meeting Lead-in Video on Respecting Diversity/Mental Health
4. Diversity Statement
5. MHSAA Handbook Position Statement
6. Draft memo to MHSAA interest groups

## **GENERAL DISCUSSIONS**

1. Update Meeting Agenda
2. Participation Survey
3. Cooperative Programs
4. Transgender Students
5. \*Captains Clinics
6. Social Media
7. Student Mental Health

\*Captains Clinics and Sportsmanship Summits have been suspended this fall and possibly for the 20-21 school year.

The MHSAA Student Advisory Committee will continue to meet virtually and have had discussion on the fall season scheduling. The committee has a planned in-person, outdoor meeting scheduled soon in Mason on a family farm of one of the members.

## **RECOMMENDATION TO MHSAA REPRESENTATIVE COUNCIL**

1. The committee recommends the MHSAA publish a position statement that will suggest to local schools to review nicknames and school logos that are considered offensive or hurtful to minority groups or demonstrate an insensitive bias. 12-0

Potential draft of verbiage for MHSAA Position Statement on Member School Nicknames and Logos:

The MHSAA recognizes the importance of equity in high school sports. Schools and mascots are rich in tradition unique to each community. Although we understand the tradition of those individual communities, we also wish to support and foster an environment of inclusion. It is in this spirit that the MHSAA will no longer recognize names and mascots of those schools which may be offensive to groups of individuals. This will include the removal of those names from our website and omission of those mascots at MHSAA tournament events.