

2023-24 MHSAA ATHLETIC EQUITY COMMITTEE MEETING #2

Tuesday, February 13, 2024, 9:30 a.m.– held via Zoom

COMMITTEE MEMBERS PRESENT

Jason Malloy, Westland
Anika McEvans, Detroit
Matthew Moffett, Cedar Springs
Nicole Norris, East Lansing
Davis Pratt, Hillsdale
Keith Stephens, Romulus
Kimberly Thornton, Grandville
Stefanie Wilson, Battle Creek
Tania Woodard, Detroit

MHSAA STAFF

Will McKoy (Recorder)
Tricia Wieferich

The meeting was called to order at 9:30 a.m. Following the welcome and introductions, the committee reviewed the Equity Committee's authority and responsibility, along with a synopsis of the meeting minutes from September 2023. The committee members introduced themselves, sharing their school duties.

DISCUSSION ITEMS

NATE HAMPTON CHAMPION OF PROGRESS AWARD

Staff updated the committee on the recipient of the inaugural Nate Hampton Champion of Progress award and the details of the award presentation. The committee discussed the nomination process and how the MHSAA Equity Committee and MIAAA Diversity, Equity, and Inclusion (DEI) Committee could better promote the award while ensuring a diverse group of nominees.

RACIAL INCIDENTS

Staff updated the committee on what appears to be a decrease in racial incidents being reported to the MHSAA. The committee discussed the possibility that the decrease in reports results from schools managing the incidents locally and choosing not to include the MHSAA in the resolution process.

NATIVE AMERICAN MASCOTS / IMAGERY

The committee discussed how many, if any, Native American mascots and imagery still exist in the state and if there are any current issues related to this that are coming down the road. The committee had not heard of any pressing issues and was unaware of any current problems needing immediate attention.

MHSAA TRANSFER REGULATION

MHSAA staff followed up with the committee about diversifying the waiver process through the Executive Committee. The MHSAA Executive Director increased the rotation of minority members who serve on the Executive Committee. The committee also discussed using informational videos geared towards educating parents on the transfer regulations in hopes of decreasing the number of students deemed ineligible due to receiving inaccurate information about the transfer regulations.

MINORITY ATHLETIC DIRECTOR HIRING / PIPELINE

The committee discussed the MHSAA's need to engage the state's superintendent and principal associations about hiring more minority high school athletic director candidates. The MIAAA DEI members reported on its efforts to create a pipeline of minority candidates who can be vetted, trained, and mentored through the job-seeking, interview, and hiring process.

RELIGIOUS HOLIDAYS AND CALENDAR CONFLICTS

The committee discussed strategies local schools could use to help equitably navigate the increasing requests for religious holiday consideration when scheduling athletic events. The committee feels that communication between the league, conference members, and opponents can effectively help schools schedule religious holidays.