

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.
ATHLETIC EQUITY COMMITTEE MEETING
East Lansing, October 5, 2017

Members Present:

Terrence Butler, Detroit
Ira Childress, Okemos
Steve Graetz, Benzonia
Keith Guy, Muskegon
Jammie Kincaid, New Haven
Ashleigh Larkin, Center Line
William McKoy, Romulus

Kathleen Offer, Pontiac
Meg Seng, Ann Arbor
Aaron Setlak, Warren
Adam Stefanski, Mackinac City
Zac Stevenson, Battle Creek
Brian Swinehart, Commerce Twnshp

Member Absent:

Tony Jazvac, Warren

Guest:

Brett Austin, Swimming With Disabilities
Scott Koenning, RISE

MHSAA Staff:

Nate Hampton, Recorder
Andi Osters
Mark Uyl
Cody Inglis

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 2016.

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.

**Swimming with Disabilities
Presentation by Mr. Brett Austin**

Mr. Austin provided the committee with an impassioned presentation for integrating para-swimming into the MHSAA Swim Tournament. Para-Swimming is a major international sporting movement involving athletes with a range of disabilities including:

- Impaired Muscle Power
- Impaired Passive Range of Movement
- Limb Deficiency (amputation or dysmelia)
- Leg Length Difference
- Short Stature
- Vision Impairment
- Intellectual Impairment

There are multiple classifications for para-swimming. Approximately 5.4% of students age 5-17 are disabled. Four State Associations have some form of integrated Para-Swimming. Mr. Austin

suggest that the MHSAA might consider using USA Swimming Standards for disabled athletes to qualify for competition.

Mr. Austin has made presentations to the Michigan Swim Coaches Association, USA Swim Association and the Michigan Swim Assembly. Following Mr. Austin's presentation and committee questions, the committee did not feel that a recommendation to the Representative Council was warranted.

The committee suggests that the MHSAA Swim and Dive Committee review the request and study any related data that might suggest Member School interest, numbers of potential students, and disabled classifications.

**RISE (Ross Imitative In Sports for Equity)
Presentation by Mr. Scott Koenning, Regional Director of
Midwest Leadership & Education Programs**

RISE was founded by Mr. Stephen M. Ross, dedicated to promoting understanding, respect and equality in sports and beyond.

In 2015-16 the MHSAA adapted a position statement in support of RISE. The first year of the project saw four Michigan High Schools participate in the educational program. RISE Leadership Programs are now being facilitated in 10 Michigan High Schools.

Sport Officials

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

Just under 10,000 officials registered for the 2016-17 school year. Collaborative efforts with official associations, member schools, all 2-4 year colleges and universities are proving to be quality venues for recruiting and training sport officials. There is an uptick in registrations for younger officials. College job fairs and college intermural programs are also assisting with this effort.

8,675 - 88% Male Officials

1160 - 11.79% Female Officials

Ethnicity:

African American	937/1.52%
Asian	54/.55%
Caucasian	8,483/86.25%
Hispanic	177/1.8%
Other	128/1.3%

The average overall age of registered sport officials is 47.56.

GENERAL DISCUSSIONS

1. NFHS Gender Equity Self-audit Tool
2. 2017-18 MHSAA Cooperative Programs
3. Transgender Students - Michigan State Board of Education Guidelines for LGBTQ students
4. Social Media/Bullying
5. Racial/Gender Issues
6. MHSAA season and tournament calendar, MHSAA sport venues
7. MHSAA 2017 fall surveys to Member Schools

Note: Special interest was shared on the survey relating to Girls and Boys Basketball Final venues and tournament schedule. Several committee members felt it important to conduct both Girls and Boys Finals at the same venue. However, other committee members did not find it necessary.

The majority of the committee members showed strong interest in the 3 week tournament schedule format.

8. Junior High/Middle School – MHSAA staff member, Mr. Cody Inglis shared with the committee the efforts of the Junior High Middle School Task Force. These efforts and recommendations include the following:
 - MHSAA Branded Middle School Regional Invitational Tournament
 - Allowing Middle School students to compete in two non-school competitions during the season in team sports and individual sports.
9. National Anthem/Civil Rights Protest – Given the National spotlight on athletes and the National Anthem, the committee commented that in their schools, Leagues, and Conferences there have been some community concerns. Most schools are handling these situations as opportunities to open dialog and attempt to understand the concerns of students, parents and community groups. The committee shared concern for students using this platform would be bullied by other students and adults.
10. Special Olympics – Michigan
The committee learned of the recent partnership between the Michigan High School Athletic Association and Special Olympics Michigan Unified Champion Schools. The MHSAA will endorse and acknowledge the Special Olympics of Michigan Unified Champion schools program and will refer interested students and schools to the Special Olympics Michigan.
Unified Champion Schools is a sports and education based program designed to create acceptance for all students in a school, bringing together students with and without intellectual disabilities on teams together.

RECOMMENDATIONS TO MHSAA STAFF - None

RECOMMENDATIONS TO THE REPRESENTATIVE COUNCIL - None