

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.
ATHLETIC EQUITY COMMITTEE MEETING
East Lansing, October 1, 2009

Members Present:

Jim Conway, Mt Pleasant	Ayrea Laidler, Detroit
Kari Drogosh, Clinton Township	Orlando Medina, Detroit
Joe Droski, Sparta	Tarlton Small, Pontiac
Lorenda Jonas, Bath	

Members Absent:

Patrick Burrage, Covert
Russell Davis, Jackson
Antie Hardy, New Haven

The meeting was called to order at 9:40 am. Following the welcome and introductions the committee reviewed the Equity Committee Authority and Responsibility along with a synopsis of the committee recommendations from past 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.

WOMEN IN SPORTS LEADERSHIP

The committee was informed that the 2010 conference will be held on February 7 and 8, 2010 in Lansing at the Lexington Lansing Hotel.

Conference topics will include;

Resolving Team Conflict
Understanding Athletic Injuries; Prevention and Coping
Preparing for College
How to be a Team Builder
Opportunities in Officiating
Stress management

Effectively Motivating Yourself and Others
Sports Nutrition and Health Living

Additionally, the MHSAA is offering levels 1-5 of the Coaches Advancement Program on Saturday, Feb. 6, 2010 at the MHSAA office. There is also an opportunity for officials training on Saturday, February 6, 2010 at DeWitt High School.

SPORT OFFICIALS

Assistant Director Mark Uyl provided the committee with information relating to officials registration, new officials tournament procedures and current requirements for criminal history background checks.

A just missed record total of 12,719 officials registered for 2008-09 school year. All registered officials have gone through the required background check. There is an approximate 2 ½ year period before a new background check is made.

LITIGATION

Associate Director, Tom Rashid, informed the committee of the latest and only litigation currently facing the MHSAA. This current litigation involves the Frankel Jewish Academy and has impact on the scheduled MHSAA tournament days. The case now has been appealed to the Michigan Supreme Court.

GENERAL DISCUSSIONS

1. 2008 Equity Committee Minutes
2. 2009 National Federation Equity Committee /Citizenship Committee Minutes
3. 2008 AD In-Service Agenda
4. 2009 May Representative Council Minutes
5. Calendar considerations for separating girls and boys seasons in basketball
6. Frequency of Academic Eligibility checks
7. Accommodations for Deaf Students in Football
8. Cooperative Programs
9. Racial Insensitivity, Gender Insensitivity – Is it increasing?
10. Football League/conference Alignments: UP schools/Urban schools issues
11. Cyber Bullying – Inappropriate Messaging

Note: Reported by committee member, Joe Droski, Sparta that the Michigan Department of Civil Rights has directed the CAAC Athletic Conference to alternate annually between boys and girls playing first in varsity same date/same site basketball competitions.

RECOMMENDATIONS TO MHSAA STAFF

The committee is concerned with students and school staff involvement in inappropriate cyber messaging. Keeping up with technology and making policies that adhere to standard expectations is difficult.

The committee recommends to MHSAA staff that education is the key to understanding and prevention of inappropriate cyber messaging. Develop or reprint articles that might assist with developing acceptable student/staff messaging decorum.

RECOMMENDATIONS TO FOOTBALL COMMITTEE

Tournament demonstration of Good Sporting Conduct. Advance to the Football Committee a proposal that, prior to the National Anthem, competing team's line up in the

center of the field (40yd line to 40yd line) to face each other, shake hands/bump fist with an opponent directly in front of his position and remain in place for the national Anthem.

ATHLETIC DIRECTOR INSERVICE AGENDA

Recommend to Athletic Directors that while continuing to create equity for prime time practice and, prime time competition opportunities for both genders also work toward equity in event support..eg. concessions operation, if for boys then a must for girls; if pep band for boys, then a must for girls and the same with cheerleaders and announcers.

GENDER/RACIAL INSENSITIVITY

The committee members were asked if there was an impression that racial/gender insensitivity was on a rise. Most thought not on race insensitivity however the discussions continued as it relates to gender. The committee was apprised of a concern where girl's teams are being treated differently than boys teams by officials and administrators. It was reported that girls swim teams in the Detroit Public Schools were made to compete multiple events at the same time (example: breast stroke/back stroke) to fill up lanes. Officials use this technique to end the competition sooner.

Additionally, the committee discussed the opportunity for the MHSAA to assist member schools by finding resource speakers/individuals that may help schools/school districts deal with communities that are experiencing racial/cultural changes.

The committee also suggests that the MHSAA included in the Benchmarks publication articles on dealing with racial/cultural changes in school communities.

FOOTBALL LEAGUE AND CONFERENCE ALIGNMENTS

The committee reviewed an email from a MHSAA member school requesting help in scheduling varsity football dates. It is reported that the larger schools in the Upper Peninsula and the Northern Lower Peninsula are finding it difficult to schedule like enrollment schools.

The cause for these difficulties include playoff potentials, tighter budget constraints, neighboring states revamping schedules and schools simply refusing to play one another for various reasons.

The discussion also noted that the football scheduling issue is not limited to Upper Peninsula schools. Schools in the Southeast part of the state that have found themselves without league/conference membership are also having a difficult time in finding like enrollment opponents in-state or not without extended travel.

The committee noted that this subject will continue to be a discussion item on several levels in MHSAA committee work and by school district administrators. No recommendations were made.

MEETING PLATFORM

The committee was asked if it thought this committee meeting would be as effective if it were to be conducted on a webinar platform. The committee was unanimous in its thought that this specific committees agenda is best served in an in-person format. There would be distractions, as would be if members were in their own buildings/offices; and discussions are more meaningful in person.

The meeting adjourned at 12:15 p.m.