

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.  
ATHLETIC EQUITY COMMITTEE MEETING  
East Lansing, October 3, 2019

Members Present:

Wendy Goodline, Coloma  
Keith Guy, Muskegon  
Mary Haslinger, Flint  
Don Holston, Armada

Nicole Norris, East Lansing  
Meg Seng, Ann Arbor  
Adam Stefanski, Boyne City  
Jose Vera, Union City

Members Absent:

Josh Kubiak, Brooklyn  
William McKoy, Romulus

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 2018.

**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 2018-19 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.

Assistant Director, Brent Rice, is responsible for all things officials and has started the school year with enthusiasm and vigor. Brent is off to a grand start in 2019 with recruiting officials and meeting with the various official associations across the state.

9,638 – 87.41% Male Officials  
Ethnicity:  
African American 910/9.44%

1213 - 12.59% Female Officials

Native American	63/0.65%
Asian	63/.65%
Caucasian	8,228/85.37%
Hispanic	187/1.94%
Other	96/1.00%

The MHSAA Representative Council has approved the allowance of 9<sup>th</sup> and 10<sup>th</sup> graders who are at least 14 years of age to be a part of the Legacy Program.

### **Special Olympics – Michigan**

The committee learned of the ongoing partnership between the MHSAA and Special Olympics of Michigan. The MHSAA has endorsed and acknowledged Special Olympics of Michigan Unified Champion schools program and has invited several schools to showcase the Unified Basketball program during the Boys Basketball Semifinals and Hoopfest. And their Flag Football program during the MHSAA Football Finals

Unified Champion schools are sponsors of a sports education based program designed to create acceptance for all students in a school, bringing together students with and without intellectual disabilities in team competition.

Brighton High School has received national recognition 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. Cross Country in the fall of 2019 the MHSAA will support 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**

Nearly 43 percent of high school athletes in MHSAA member schools participated in more than one sport during the 2018-19 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. 2019-20 MHSAA Cooperative Programs
7. 2019-20 MHSAA Basketball Tournament calendar: potential for Our girls Tournament returning to MSU and HoopFest (Discontinued)
8. MHSAA Sport Participation Data
9. 2019 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: The committee discussed the MHSAA association with the Mental Health Foundation of West Michigan and the growing concerns related to athletes mental health. The committee viewed the Foundations video currently used in MHSAA Rules meetings – Be Nice
15. National Anthem – Student/Coach Kneeling
16. Event Security – Best practice information
17. MHSAA Athletic 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 REPRESENTATIVE COUNCIL**  
**No Recommendations**