

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.  
ATHLETIC EQUITY COMMITTEE MEETING  
East Lansing, October 6, 2016

Members Present:

Terrance Butler, Detroit  
Sue Calvo, Swartz Creek  
Emily Fullerton, St Ignace  
Leroy Hackley, Grant  
Courtney Hawkins, Flint

Jammie Kincaid, New Haven  
Karen Leinaar, Bear Lake  
Kyle Meteyer, Plymouth  
Aaron Setlak, Warren  
Tammy Wilson, Lawton

Member Absent:

Kris Griffin, Reed City

Guest:

Andrew McIntosh, RISE

MHSAA Staff:

Nate Hampton, Recorder  
Kathy Westdorp  
Mark Uyl  
Andy Frushour

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 committee recommendations from previous 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.

**STUDENT SERVICES**

Andrew Frushour, MHSAA Director of Brand Management, shared with the committee current activities in student services. MHSAA Student Advisory Council, MHSAA Captains Clinics, Leadership Training (both in-person and MHSAA produced and available from NFHS), and Sportsmanship Summits. In 2016-17 there will be four regional Sportsmanship Summits that will service approximately 250 students at each.

**GENERAL DISCUSSIONS**

1. 2015 Equity Committee Minutes
2. 2016 National Federation Citizenship and Equity Committee Minutes
3. NFHS Gender Equity Self-audit Tool
4. 2016-17 MHSAA Cooperative Program List
5. 2015 MHSAA Tournament attendance
6. Transgender inclusion in high school activities – The committee received the State Board of Education Guidelines for LGBTQ students.
7. National Anthem protest

8. Women In Sports Leadership– Mrs. Kathy Vrugink-Westdorp, MHSAA Assistant Director, shared with the committee information about the WISL Conference which is the largest and longest running conference of its type in the country. The conference is designed for coaches, administrators and students involved in educational sport.
9. Coaches Advancement Program – Mrs. Vrugink-Westdorp also shared with the committee current Coaches Advancement Program (CAP) information. Approximately 500 coaches in over 31 programs have been serviced this school year. The 2016 requirement for new head coaches has been well received and fulfilled by the MHSAA Membership. The MHSAA offers payment vouchers to member schools.
10. Articles of Interest:
  - a) High School Sports Participation Increase for 27<sup>th</sup> consecutive year – NFHS
  - b) Conducting a Title IX Self Audit – A Proactive measure – High School Today
  - c) Hazing expert research – ESPN
  - d) Picking the Winners? – MLive (school transfers)

### **SPORT OFFICIALS**

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

Just over 10,000 officials registered for the 2015-16 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.

Officials registration by gender:

8852/ 88.12% Male	1193/11.88% Female
Ethnicity: African American	923/9.19%
Native American	64/0.64%
Asian	57/0.57%
Caucasian	8737/86.98%
Hispanic	174/1.73%
Other	90/0.90%

The average overall age of registered sport officials is 47.10 years.

### **RISE Presentation**

Guest Presentation – Andrew McIntosh, Instructional Designer and Trainer presented The Ross Initiative in Sports for Equality (RISE), funded by Stephen M. Ross, is dedicated to promoting understanding, respect and equality in sports and beyond.

In 2015-16, the MHSAA adopted a position statement in support of RISE. The first year of the project saw four Michigan High Schools participate – Saline, Jalen Rose, West Bloomfield and Plymouth.

Included in the presentation were these project evaluation points:

Knowledge – using pre/post measures found that student’s levels of understanding for race related concepts had increased.

Attitude – 95% of students said they were more concerned about racial inequality as a result of the program.

94% of students said they were better able to appreciate and enjoy interacting with people of different ethnic, racial and cultural backgrounds.

92% of students said they were more likely to discuss topics related to cultural competence.

Satisfaction – Students were happy with the facilitation of the program. Over 95% indicated their facilitator was effective in leading the lessons. Students believe the program improved their awareness, skills and attitudes. They also felt that the program brought them together as a team.

**RECOMMENDATIONS TO MHSAA STAFF - None**

**RECOMMENDATIONS TO THE REPRESENTATIVE COUNCIL - None**