

Minutes of the IHSA Equity Advisory Committee

October 2, 2023

The IHSA Equity Advisory Committee met in-person on Monday, October 2, 2023, beginning at 10:00 a.m. Committee members present were: Dan Beebe, Aurora (A. Christian); Pollee Craven, Mt. Sterling (Brown County); Barry Creviston, Jacksonville (Routt); Steve Stuart, Edwardsville (H.S.); Jim O'Brien, Joliet (Catholic Academy); Dennis Littekin, Breese (Mater Dei); Cory Hynek, Peoria (P. Christian); Matt Hensley, Mahomet (M.-Seymour); Nicole Ebsen, Oak Park (O.P.-River Forest); Brien Dunphy, Peoria (H.S.); Larry Daly, Decatur (St. Teresa). Absent from the meeting: Antwione Allen, Chicago (Englewood STEM); Amanda Brode-Rico, Elmwood Park and Laurie Jakubczak, Chicago (Mother McAuley). IHSA Assistant Executive Director, Matt Troha and Director of IT Matt Jensen, were also present.

Executive Director Craig Anderson welcomed everyone to the first meeting of the Equity Advisory Committee. He discussed the purpose and potential outcomes of the committee and indicated the Equity Advisory Committee could potentially submit by-law amendment proposals or recommend Board Policy language changes.

The Committee focused on the list of topics submitted by the committee members.

- Is there a time limit for by-law changes, when can they be changed?
October 10 is the by-law submission deadline.

- Online Transparent Transfer Form
The IHSA is currently working with RSchoolToday to develop an online eligibility platform for eligibility rulings. Over 800 rulings this fall, paperwork can be cumbersome, online version overdue. Hope to show the platform at Town Hall meetings in November, soft rollout in January and full usage for the 2024-25 school year. Members expressed that the ability to see a transferring student's past school participation in the online platform would be helpful. Roughly 2,000 rulings per year.

- Multiplier/Placement in classes:

What is the history of 1.65 number. Developed during the two-class era, the 1.65 was decided upon because it would move up the non-boundaried schools in the mid- to high-enrollment range from Class A to Class AA. It was noted that Georgia uses 1.3 multiplier.

Private school representatives feel that the waiver has helped.

- Is the multiplier and success factor equitable for all member schools?

Success factor currently only impacts private schools. Some members expressed concerns about the success factor not being applied to both.

Some of the success factor issues can be an issue by sport or class. Success almost always based upon a long-time head coach and strong coaching staff.

- Success Factor - Should that be applied to any member school?

Nationally, success factor is a newer idea, but is starting to be discussed or implemented in more states. Some states are separate for public-private as well, so those states do not need.

CPS different system based on IHSA by-laws. How does that factor into this discussion.

Has there been any talk about reverting back to a one-time transfer with eligibility. Proposal coming that would allow transfer eligibility, but no State Series participation.

Conference considering one-time transfer eligibility by-law proposal. Mobility rate very high in some areas, where moving is more of the norm than staying put.

By-law process has created some positive changes, but then change them back before we enact (Football divisions, 4th of July dead week).

- Should free/reduced lunch percentages and student mobility be considered when calculating school enrollment/classification (Minnesota)?
- And should select or all schools be allowed to apply for a classification waiver as non-boundary schools are permitted to do?

Is the waiver time period too narrow and does using State Series results truly identify whether a program has been successful or unsuccessful?

- Is appropriate/pertinent data collected by IHSA from non-boundary schools? This would include number of tuition-free or sponsored students, number of students living outside 25 miles of schools etc. and Recruiting boundaries (Out of State)

Currently no reporting on out-of-state enrollments by private schools to the IHSA. Some states do not allow membership in their state association if the school accepts out-of-state students.

Private schools report their scholarships to the IHSA annually. State has tax-credit scholarship that are picked by the state. It is supposed to sunset after this school year. Future of program is TBD.

Do any schools control their enrollment?

- Coop
There will be a by-law proposal that would expand coop opportunities for non-boundaried sports with enrollments from 200 to 900 students, but these teams will not be able to compete in the State Series. This proposal would simply give them a chance to field a team and participate.

Expecting a by-law proposal from CPS on football coops, as there are some CPS schools with enrollments in the range of 900 that do not have enough players to field football teams.

Idea of a singular town hall meeting or required video of all proposals.

- Integrity of seeding trying to put private vs. private, public vs. public Instead of seeding for top teams.

Group discussed if anyone has seen integrity issues with seeding.

Discussed how outliers are addressed in seeding process and how hosting impacts seeds.

- How to stop recruiting of high school athletes

Group discussed issues regarding coaches recruiting. Impact of social media. Discussed by-law changes regarding transfers that might help this area.

- How do we get through this misinformation? Why do some people feel like it's us against them? How do we get through barriers so we can keep the focus on the student athlete?

Social media has exacerbated these issues and made it more difficult to focus.

- What works for you? How do we start looking at what works and not always what has to be changed?

No magic bullet here or around the country. Some private committee members feel that current IHSA system is most equitable.

Committee discussed enrollments, is there a way to get current enrollment for postseason classifications. Some states collect that data directly.

- How do we work together better? Look at what other states are doing.

IHSA will collect data from other states on multiplier, success factor, socio-economic enrollment policies, transfer policy, concurrence forms, separate postseasons, to review and share at a future meeting.

- How can we think "outside the box" to form common ground for all member schools? Visibility/promotion of girls athletics vs. boys and Developing a statewide push to build participation amongst women's sports.

Some private schools seeing drop in participation by female athletes. What ways or sports are seeing growth in female athletic participation? Club sports and new facilities are impacting multi-sport participation. New girls sports tend to redistribute female athletes as opposed to recurring new ones. IHSA can look to build on Title IX at 50.

- Hiring and retaining diverse officials and coaches

More high schools are offering officiating classes as a part of curriculum. IWCOA has a great formula for young officials and other associations should look to follow their model.

- Separate State Series. Are separating public and private schools (or private schools that provide tuition assistance (TN) during IHSA Playoffs appropriate?

What happens to small Catholic Schools in the South If there is a Public/Private separate playoff system?

Would private schools leave the IHSA or would IHSA oversee these tourneys.

Matt Hensley discussed the football proposal being submitted this year.

The Equity Committee will meet in-person later this school year.

The meeting adjourned at 1:35 p.m.