



## **IHSA Equity Report Card**

### Recommendations of Equity Advisory Committee from self-assessment study

In 2003-2003, the IHSA completed a self-assessment of the athletic benefits, services and promotions of its programs asking the question, "Is the IHSA treating all of its IHSA states series programs equitably?" The self-assessment study was a product of the strategic planning process. The findings of the Equity Committee and the action taken by the Board of Directors are as follows:

#### **1. Overall Finding**

All state series programs receive the promotional benefit of worker shirts and t-shirts, state final qualifier pins, an activity specific IHSA web page, the IHSA score zone reporting of results, state final merchandise sales for fans, and a state final photographer. Basketball, football, softball, baseball, volleyball, golf, tennis and soccer benefit from the Wilson Ball Promotion.

#### **2. Category 1 Findings**

There is no significant promotional disparity between boy's basketball and football although significant disparity does exist for girl's basketball when compared to the promotional benefit of football and boy's basketball. March Madness Experience and Tent City are being provided to the boy's basketball and football programs while girl's basketball has had their March madness celebration canceled by the city of Normal. It is recommended that efforts be made to level up the girls basketball program in the area of promotion.

#### **3. Category 2 Findings:**

There is no significant disparity that exists in the area of promotion between girl's volleyball, wrestling or track and field. Girl's volleyball offers a captain's day, officials day, and pass it on promotion along with a ball raffle and IESA recognition. In addition, both the national anthem singer and pep bands are a part of the state tournament. Wrestling provides for the grand march. Track and field conducts a spring spectacular. The committee finds that there are promotional differences in this category that are allowable.

#### **4. Category 3 Findings:**

There is no significant disparity that exists in the area of promotion between soccer, baseball, softball, and boy's volleyball. Boy's volleyball offers captains day, official's day and pass it on officials clinic along with providing video technology on a big screen and a pep band. Baseball and softball offer the hitting derby promotion and a team banquet along with fireworks for softball and a video scoreboard and special effects for baseball. The committee does caution that soccer has no current promotion and would support any comparable promotion in this category.

#### **5. Category 4 Findings:**

No significant disparity in the area of promotions exists between golf, tennis, cross-country, gymnastics, badminton, swimming, water polo and bowling. Tennis, gymnastics and badminton have a parade of champions, golf and tennis benefit from the Wilson ball promotion and gymnastics, badminton and swimming benefit from video technology. The committee finds that there are promotional differences but are allowable differences.

## IHSA Report Card

- 1. Findings for Girls Soccer:** In the sport of soccer, boys and girls soccer programs did not receive a regional award and girl's soccer did.

**Action:** Both programs now have the same awards.
- 2. Findings for soccer:** The committee also noted that the girls soccer program is eligible to go to two classes and supports that move.

**Action:** Girls soccer now two classes.
- 3. Findings for Boys and Girls Basketball** Significant disparity exists in the boys and girls basketball programs in the area of prime time days and seasons. Class A girl's season for all practical purposes is 17 weeks. Class A boys/AA girls season is 18 weeks. Class AA boys season is 19 weeks. The girl's state series playing schedule, while allowing for a Friday contest, is set up to discourage a Friday regional/sectional championship due to regular season boys basketball games.

**Action:** A by-law proposal was submitted to the membership but failed.
- 4. Findings for Boys and Girls Basketball:** Significant disparity exists in the boys and girls basketball programs in the area of volunteer worker benefits. Boys March Madness volunteers are treated to a "Three Cheers for Volunteers" golf tournament and baseball game. Selected MME persons have been awarded walnut plaques, Nike shoes, Nike warm ups, MME polo shirts and t-shirts, framed pictures, MME clocks, pins, housing and other promotional items. Following the tournament a banquet is provided for selected MME persons.

**Action:** Volunteer golf tournament and baseball games no longer being conducted. Promotional apparel provided for workers and volunteers at all state tournaments. Promotional plan for girl's basketball changed and promotional items for boy's basketball reduced.
- 5. Findings for Boys and Girls Basketball:** Significant disparity exists in the boys and girls basketball programs in the area of promotional services.

**Action:** The promotional services for boys has been reviewed and several changes were made including eliminating the special golf outing and activities for volunteers. Note that since this committee's review, the girl's basketball Celebration was not held for the 2002-03 year.

**Comments:** The committee believes that the MME promotion is an investment in the future of basketball and is a valuable event. At the same time the money, energy, and resources distributed to each event is not equitable. IHSA must safeguard its programs to ensure that the atmosphere and environment provides that the opportunities and resources are distributed fairly to all.
- 6. Findings for basketball:** The committee recommends that the girls and boys basketball hosting allowances are the same.

**Action:** State series hosting allowance were made the same effective 2003-04 school year.
- 7. Findings for basketball:** The committee recommends that the boys and girls basketball team reimbursement and state final housing allowance the same.

**Action:** Girls basketball team reimbursements were made the same in 2002-03 school year.
- 8. Findings for basketball:** The committee recommends that both the boys and girls television coverage of basketball games are the same.

**Action:** All games for both boys and girls' games were televised beginning the 2002-03 school year.

9. **Findings for basketball:** The committee recommends that the IHSA take a proactive move to improve equitable prime time scheduling for its girls state series by looking at legislation to protect the 2 Friday dates for girls basketball play.  
**Action:** A by-law proposal was presented to the membership but was defeated.
10. **Girls Bowling Findings:** It was noted that girls lack television coverage or IHSA photographer at the tournament.  
**Action:** VIP is contracted through IHSA to photograph all state finals and offer those pictures online to parents and fans. In addition, those photographs are used for IHSA publications.  
**Comments:** Television coverage is now based on sponsorship.
11. **Findings for baseball and softball:** The committee noted that for all practical purposes, the Class A boys and Class A girls have a one week shorter season. The committee also noted concerns over administrative time when both programs are conducted under one administrator.  
**Action:** Girls softball state tournaments are being hosted at a site that is poised to move both tournaments on the same date should the membership be interested. The baseball and softball programs are currently under separate administrators.
12. **Findings for boys and girls track and field:** The committee noted that for all practical purposes the girls Class A/AA programs are one week shorter than the boys Class A/AA season.  
**Action:** Track and Field Advisory Committee discussed the state co-ed track meet but did not favor a change.
13. **Findings for golf:** The committee recommended that the golf advisory committee look at rotating or providing comparable services for the golf courses.  
**Action:** Board directed staff to make sure all state final golf sites have driving ranges. In 2003-04 the girl's golf state tournament was awarded to Stone Creek Golf Course, which provided comparable benefits and services.
14. **Findings for Volleyball:** The committee recommends that the boy's volleyball state final facilities should be reviewed as the program grows.  
**Action:** State final sites are being sought after the contract is honored.
15. **Findings for single sex programs:** The committee found that significant disparity exists between the wrestling program and other IHSA programs in the area of benefits. It was noted that only the wrestling program has the benefit of a team state final and an individual state final held on separate weekends. Since there are other IHSA programs that have team and individual honors but do not have 2 separate state finals, the committee finds that this causes a significant disparity.  
**Action:** No action has been taken at this time.
16. **Findings:** The committee recommends that the IHSA review the issuing of awards to ensure consistency at the sectional complexes.  
**Action:** Award policy has been reviewed and awards for programs leveled up.
17. **Findings for Activities:** The committee recommends that the activities be assessed in the areas of benefits services and publicity.  
**Action:** No action has been taken at this time.
18. **Findings:** The committee recommends that the IHSA conduct a member school program interest survey to identify any emerging programs.  
**Action:** The Board of Directors adopted an emerging sports policy.

19. **Findings:** The committee recommends that the IHSA distribute information, specifically the "Title IX Compliance Framework" handout, at the New Principals and New Athletic Directors workshops as proactive communication.  
**Action:** Equity Web Page has been approved and will be developed.
20. **Findings:** The committee recommends that a letter be sent to member school Principal's asking for them to identify individuals working at their school who would be good candidates to serve on an IHSA committee. Those candidates would be identified as men, women and non-whites.  
**Action:** Schools were contacted and an advisory list was compiled from their responses. The list was distributed to all administrators for use in 2003-04 committee member appointments. Effective 04-05, the survey will be online through the IHSA website.
21. **Findings:** The committee recommends that IHSA add to its member school directory 2 positions. Assistant Principal and Assistant Athletic Director.  
**Action:** No action at this time.
22. **Findings:** The committee recommends that for the National Girls and Women in Sports Day IHSA provide information to school on where to access promotional material.  
**Action:** Effective 2002-03.
23. **Findings:** The committee recommends that data be gathered to determine men and women head coaches of each activity in order for it to be used to determine a reasonable approach to each advisory committee's representation.  
**Action:** Data has been compiled regarding the statewide breakdown of administrators, coaches and officials.

Equity: IHSA equity report