

Minutes of the 2020-21 IHSA Do What's Right Advisory Committee Meeting

April 29, 2021

The IHSA Do What's Right! Advisory Committee held a conference call meeting on Thursday, April 29, 2021, beginning at 10:00 a.m. Committee members present: Thomas Johnson, Chicago (Orr); John Moad, Granite City; Leslie Showers, Stillman Valley; Shannae Jackson, Chicago (Brooks); Rebecca Moran, Round Lake (H.S.); Nicole Ebsen, Berwyn-Cicero (Morton); Steve Horrell, Macomb; Mark Schaetzlein, Buffalo Grove and Beth Sauser, IHSA. Not in attendance: Andrea Markert, Normal (University); Hattie Llewellyn, New Berlin; Matt Koeppel, Clinton; Ted Alston, Polo; Clinton Alexander, Country Club Hills (Hillcrest); Melinda Bond, Orangeville;

Administrative Recommendations:

1. **Recommendation:** Modify the IHSA Hate Speech and Harassment Policy to include "any individual associated" with an IHSA contest.

Rationale: The Policy's intent is not directed only towards players. This Policy pertains to coaches, fans, game personnel, etc. The Policy does not differentiate between the ethnicity of "Target" or "Alleged Offender" in any situation. Administrators, Officials, and Coaches must recognize this detail

Approved by Consent

Discussion Items:

1. The committee discussed different ways for schools to educate and communicate the IHSA Tournament Hate Speech and Harassment Policy & Procedure principles.
 - a. Create PSA to read at contests.
 - b. Athletes read a statement prior to a contest.
 - c. Address during IHSA Coaches Rules Meetings.
 - d. Provide material for pre-season meetings.
 - e. Provide schools with graphics to print or post in different mediums.
 - f. Make visible in multiple languages.
 - g. One-page message to push out to athletes, fans, coaches once per month.
 - h. IHSA-SAC members present to students on social media.
 - i. Present in conjunction with IHSA Panel during IADA Conference.
2. The committee wishes to see the Student Section Showdown and the School Spirit Showdown grow in participation. Combine the two contests to allow schools to showcase their whole school.
3. The committee discussed the difference between "bad behavior" and "spirit" of the HS & H Policy. The HS and H definition is an excellent description of targeted behavior vs. bad behavior.
4. The HS and H Policy does not differentiate between the ethnicity of "Target" or "Alleged Offender" in any situation. Administrators, Officials, and Coaches must recognize this detail.

5. They discussed the validity of a “mercy rule” in education-based athletics. When a mercy rule is in effect, the game clock runs continuously, the game clock is reduced by half, or the game ends. When this occurs, players who have limited playing time do not have an opportunity to play. Why do coaches let starters continue to play or continue to press during a lop-sided game?
6. The committee discussed the current shortage of officials and the lack of officials in the foreseeable future. Some officials are leaving the sport due to the pace of play, and others are leaving due to the abuse received from fans and coaches. Younger officials have job commitments and cannot work an early game or have family commitments.

The majority of officials have full-time jobs and officiate on the side. Officials are human and not perfect. The expectation that officials must be perfect is not realistic, especially when fans, coaches, and players are not perfect. Administrators and coaches must work with fans to cheer for their team and focus on support rather than tearing the officials down. If the trend continues, contests will not be played at all due to the lack of officials.

7. Future Meeting Dates:

Thursday, October 7, 2021 Virtual Meeting	10am – 12pm
Thursday, January 13, 2022 Virtual Meeting	10am – 12pm
Thursday, May 9, 2022 Virtual Meeting	10am – 12pm