

**WIAA DIVERSITY
COMMITTEE PROPOSAL**

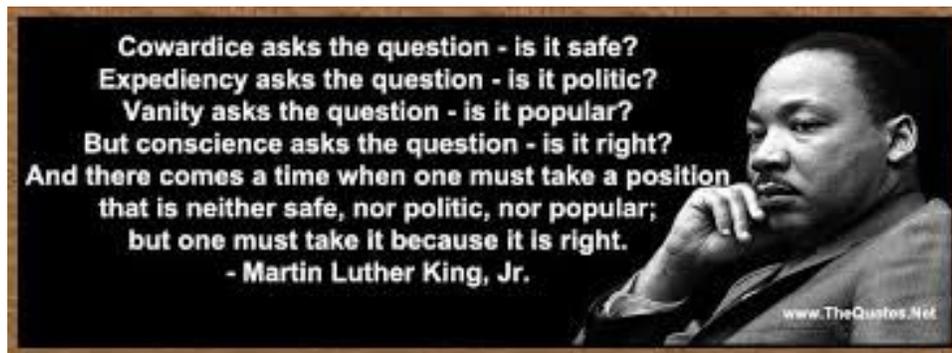


**WASHINGTON INTERSCHOLASTIC
ACTIVITIES ASSOCIATION**

INTRODUCTION

A committee is a group of people that will consider, investigate, and take action on specific issues or tasks. Our committee strives to create an environment that is fair and equitable for all of our student-athletes in the state of Washington.

In order to preserve the WIAA's commitment to our student-athletes as stated in our mission, we must work to identify and eliminate barriers of participation especially when they disproportionately affect BIPOC and underserved populations.



TOPICS

1. Change and Revamp
 - a. Committee Name
 - b. Mission Statement
2. Committee Member Criteria
 - a. Application Process
 - b. Members
 - c. Meetings
3. Committee Covenants
 - a. Equitable
 - b. Intentional
 - c. Courageous
4. Committee Involvement/Actions
5. Diversity Training
6. Conclusion

CHANGES AND REVAMP

“Life’s most persistent and urgent question is, ‘What are you doing for others?’”

- Dr. Martin Luther King, Jr.

COMMITTEE NAME

- **Current Committee Name: WIAA Diversity Committee**
- ***Proposed Committee Name: WIAA Diversity, Equity, and Inclusion Committee***

The reasoning for a proposed name change for our committee is because our committee focuses on more than just “diversity”. Diversity is the understanding of differences, whether that be race, gender, religious beliefs, physical abilities and more. Our committee strives to do more than acknowledge the uniqueness of all our student athletes. We want to break down barriers for our athletics and activities to be impartial and for everyone to have the chance to participate. Those that are currently a part of the committee have spoken time and time again about fair play, for all, and the different lifestyles our students have from the west side of the state to the east side of the state. Expanding our committee's name beyond diversity to add equity and inclusion will be the perfect representation of the committee’s overall purpose. Diversity will always exist, however equity and inclusion is our call to action.

MISSION STATEMENT

A mission statement is defined as a formal summary of the aims and values of a company, organization, or individual.

Our committee’s current mission statement:

“Recognizing that the WIAA must reflect the students we serve; we will act with intentionality to unapologetically increase our diversity”

Our current mission statement is not complete. It lacks the values and goals that our committee continuously strives to achieve, fair play and an equitable experience for all. The current mission statement fails to capture the vision of the committee and lacks direction. The goal of the WIAA is always to support growth of the student-athletes at our member schools, however the call to action with our current mission statement stops within the WIAA office.

The proposed mission statement:

“Our committee’s focus and desire is to recognize all differences by having an association that is encouraging and welcoming for all, and to embolden our membership and affiliates to embrace differences as strengths.”

Our proposed mission statement recognizes that the goal as a committee, specifically a diverse, equity, and inclusion committee, is to push the association we are a part of to welcome all. Along with, not only recognizing, however embracing all differences with acceptance. The proposed mission statement highlights the values and the main goal our committee strives to accomplish.

COMMITTEE MEMBER CRITERIA

APPLICATION PROCESS

Questions on application:

- First and Last Name
- Email
- Cell Phone #
- Affiliated WIAA School?
- Organization?
- What is your current role?
- What experience/knowledge do you feel you can provide to this committee?
- What is your current knowledge about the WIAA?
- What are some areas of growth and opportunity you see the WIAA needs in relation to Diversity, Equity, and Inclusion?
- By checking the box, you are verifying you will dedicate your time and effort by attending and participating in this committee.
- Why do you want to be on this committee?

MEMBERS

Who should be a member of this committee?

- Representative from each WIAA district
- McKinney Vento Liaison
- Social Workers within schools
- Students at diverse schools

- Administrators with experience at diverse schools
- Mental Health Professionals

What communities do we want to represent?

- LGBTQ+
- Special Olympics / Unified Sports
- Native/ Tribal Communities and other communities of color
- Undocumented students
- Low-income communities
- Rural/ farming communities

Current members and WIAA staff will need to act intentionally to contact members of these communities to request their active participation in the WIAA Diversity, Equity and Inclusion Committee.

What should Diversity Committee members be accountable for?

- Acting in accordance with the WIAA Diversity, Equity and Inclusion mission and covenants
- Attendance (Must attend at least 3 out of 4 per year)
- Thoughtful inquiry for discussion topics
- Their role in Diversity, Equity and Inclusion committee projects

MEETINGS

How often should our meetings be?

- Quarterly - Preferably at the beginning of each season
- Second Thursday every 3 months
 - September 10, 2020
 - November 12, 2020
 - February 11, 2021
 - May 13, 2021
- Have an agenda prior to meetings - set schedules and deadlines

COMMITTEE COVENANTS

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

- Dr. Martin Luther King, Jr.

EQUITABLE

- The mission of the WIAA is to provide excellent, fair, safe and accessible activities. We cannot serve our mission if the access is not truly equitable.

INTENTIONAL

- The Diversity, Equity and Inclusion committee will meet for the sole purpose of providing tangible action to support our membership, with emphasis on student equity, eliminating barriers for participation and providing more seats at the table.

COURAGEOUS

- We will facilitate uncomfortable, yet critical conversations about inequality, injustice, and our own biases with the WIAA Executive Board, WIAA Staff and WIAA Membership.

COMMITTEE INVOLVEMENT/ACTIONS (not in particular order)

“If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality.”

- Desmond Tutu

- Allow Diversity Committee to help craft statements/ press releases when needed
- Help with the hiring process by providing resources to reach diverse candidates
 - Providing a database of diverse candidates for coaching and administrative positions
- Create a policy our member schools can use to gain more diverse staff
- Creating an online resource to help schools match students in need with clinics who offer free or inexpensive physical examinations
 - Gather sponsors who will facilitate physical examinations

- Hold a summit around inclusion, diversity, equity
 - Allow diversity committee to “endorse” courses at Coaches School
- Diversity in Leadership Summit for Students
 - Assembly style
 - Games and speakers
 - Highlighting “Strength in diversity”
- Provide educational resources to coaches
 - Mental Health and Suicide Prevention
 - Diversity, Equity and Inclusion in Sport
 - Signs of Maltreatment and Abuse
- Reach out to groups, such as Cheer Tacoma, to volunteer at events
 - Support marginalized groups through donations
 - Promotes diversity among tournament workers
- 2-Minute Drill reflecting on Diversity Training

DIVERSITY TRAINING

Diversity training should have the goal of gaining cultural competency, and understanding racial inequity and the power of privilege.

See Attached Diversity Training Proposal

CONCLUSION

“These are the times for real choices and not false ones. We are at the moment when our lives must be placed on the line if our nation is to survive its own folly. Every man of humane convictions must decide on the protest that best suits his convictions, but we must all protest.”

- Dr. Martin Luther King, Jr.

THANK YOU!