

AHEAD OF THE CURVE

Awareness and Legally Addressing a Racial Incident Associated with Athletics

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FRAMING THE DISCUSSION

Discussion Question:
Remember a time when
a difficult situation
occurred and you wish
you had responded
differently.



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FRAMING THE DISCUSSION

- I Don't See Color
- I am Understanding
- I Treat Everyone The Same
- I'm not privileged
- I'm not racist
- I am listening



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HIGH SCHOOL GAME DAY EXPERIENCE

1. Every school develops traditions and routines.
2. Must develop a philosophy around game day.
3. Must develop a process to support your philosophy.



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HIGH SCHOOL GAME DAY EXPERIENCE

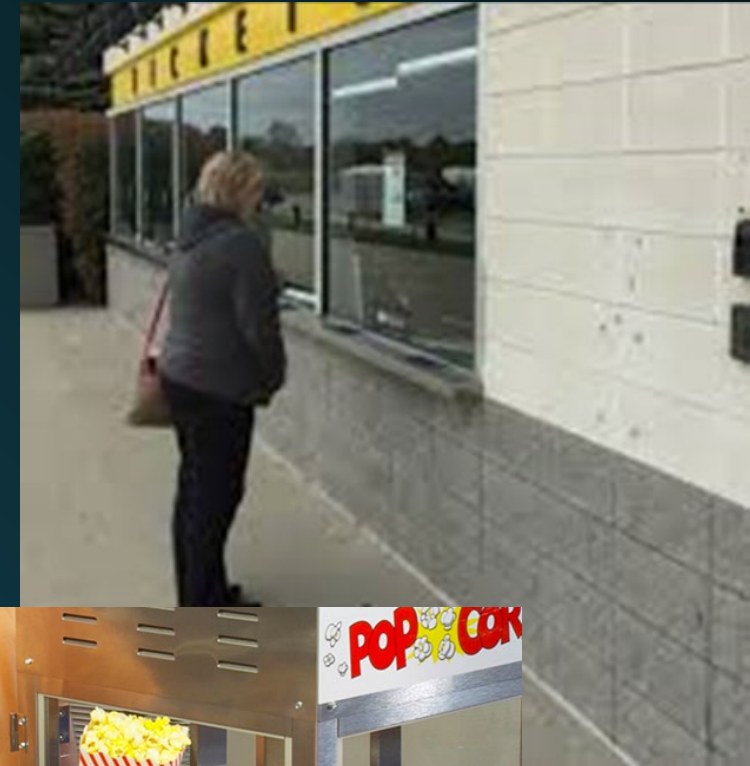
FIRST IMPRESSIONS

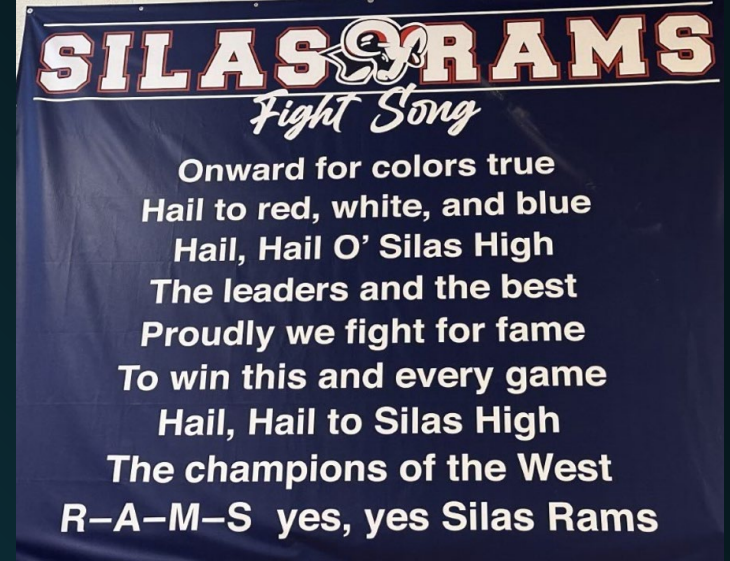
1. Ticketing
2. Concessions
3. Signage
 - Expectations
 - School History
 - Championships
 - Home / Visitor
 - Fight Song

ACCEPTABLE FAN BEHAVIOR

- RESPECTFUL DURING PLAYER INTRODUCTIONS
- CHEER AND APPLAUD GOOD PERFORMANCES
- SHOW RESPECT TO ALL
- ENCOURAGE OTHERS TO DISPLAY RESPECTFUL BEHAVIOR
- TREAT ALL FANS AND TEAMS WITH RESPECT
- REMAIN IN THE STANDS
- STAY IN DESIGNATED STUDENT SECTION

CHOOSE TO BE A GREAT FAN





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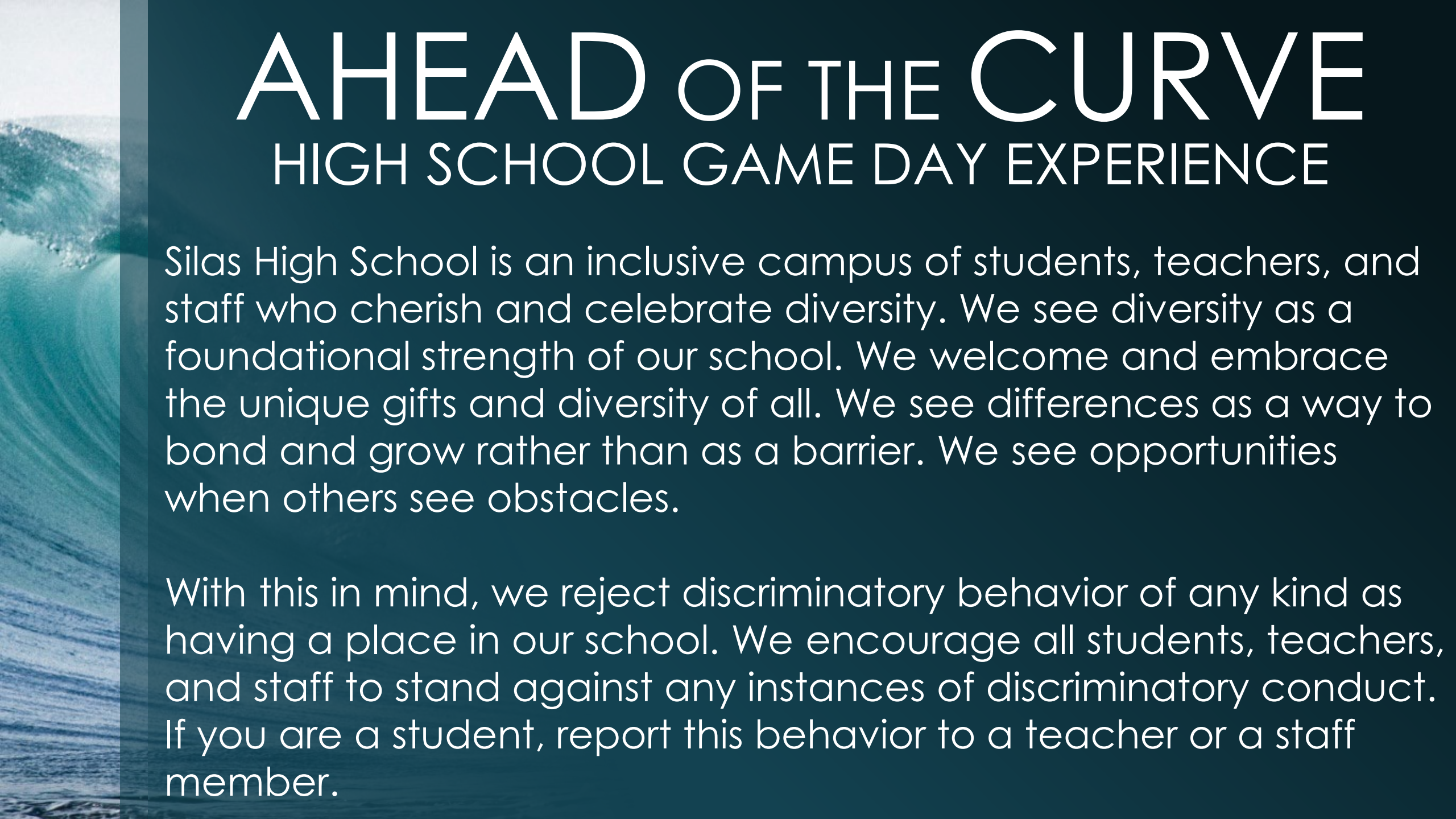
THE HIGH SCHOOL GAME DAY EXPERIENCE

1. Adequate staffing
2. Engaging with fans during the game and discouraging inappropriate behavior
3. Be consistent. Same message from every staff member.
4. Don't procrastinate discussing an issue with a fan(s). If you see or hear something, do something. Fans pay close attention to what does and does not get addressed.

All staff members are charged with the task of calling out inappropriate behavior.

If you don't act, you'll get more of the same.



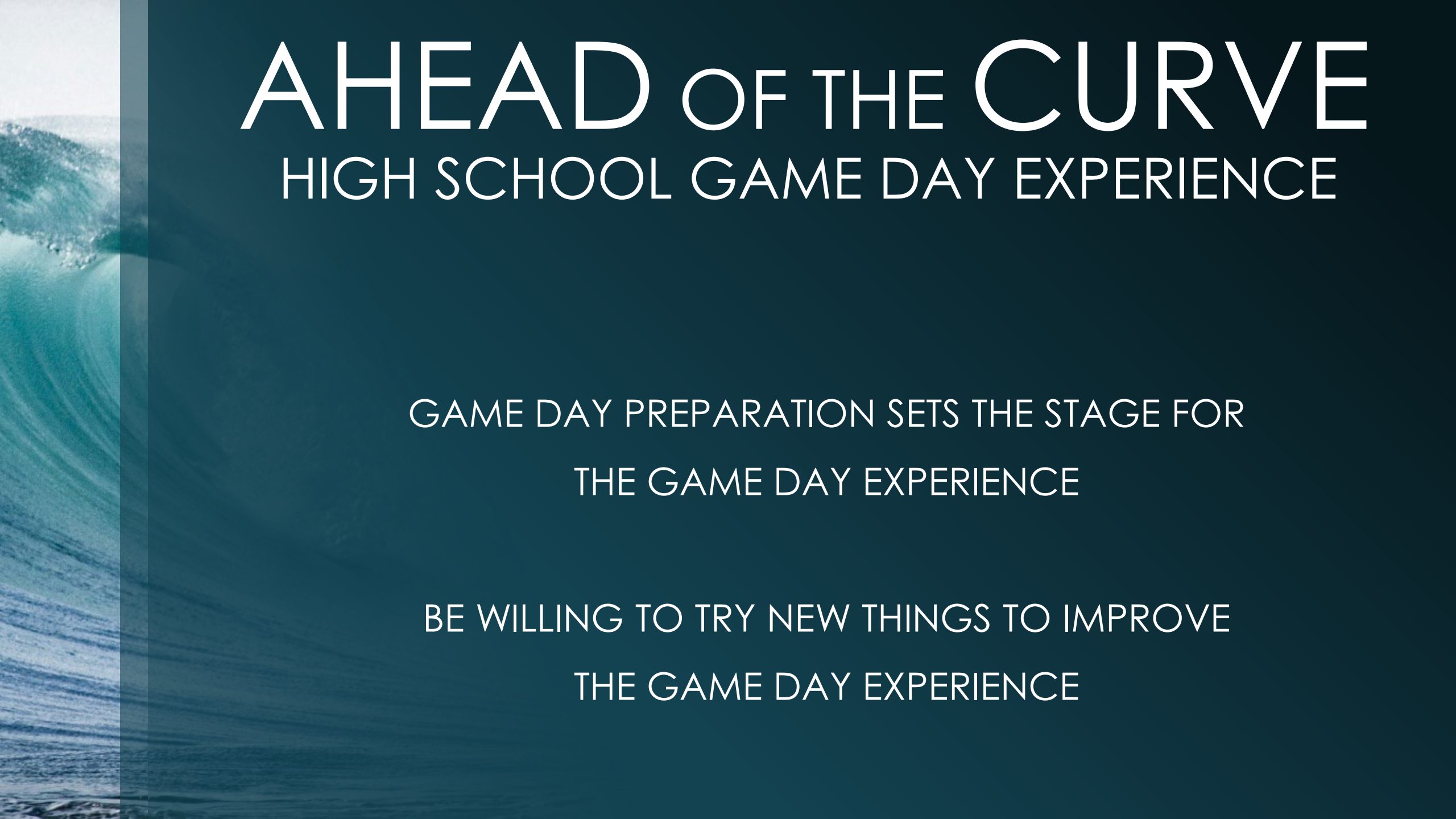


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HIGH SCHOOL GAME DAY EXPERIENCE

Silas High School is an inclusive campus of students, teachers, and staff who cherish and celebrate diversity. We see diversity as a foundational strength of our school. We welcome and embrace the unique gifts and diversity of all. We see differences as a way to bond and grow rather than as a barrier. We see opportunities when others see obstacles.

With this in mind, we reject discriminatory behavior of any kind as having a place in our school. We encourage all students, teachers, and staff to stand against any instances of discriminatory conduct. If you are a student, report this behavior to a teacher or a staff member.



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HIGH SCHOOL GAME DAY EXPERIENCE

GAME DAY PREPARATION SETS THE STAGE FOR
THE GAME DAY EXPERIENCE

BE WILLING TO TRY NEW THINGS TO IMPROVE
THE GAME DAY EXPERIENCE

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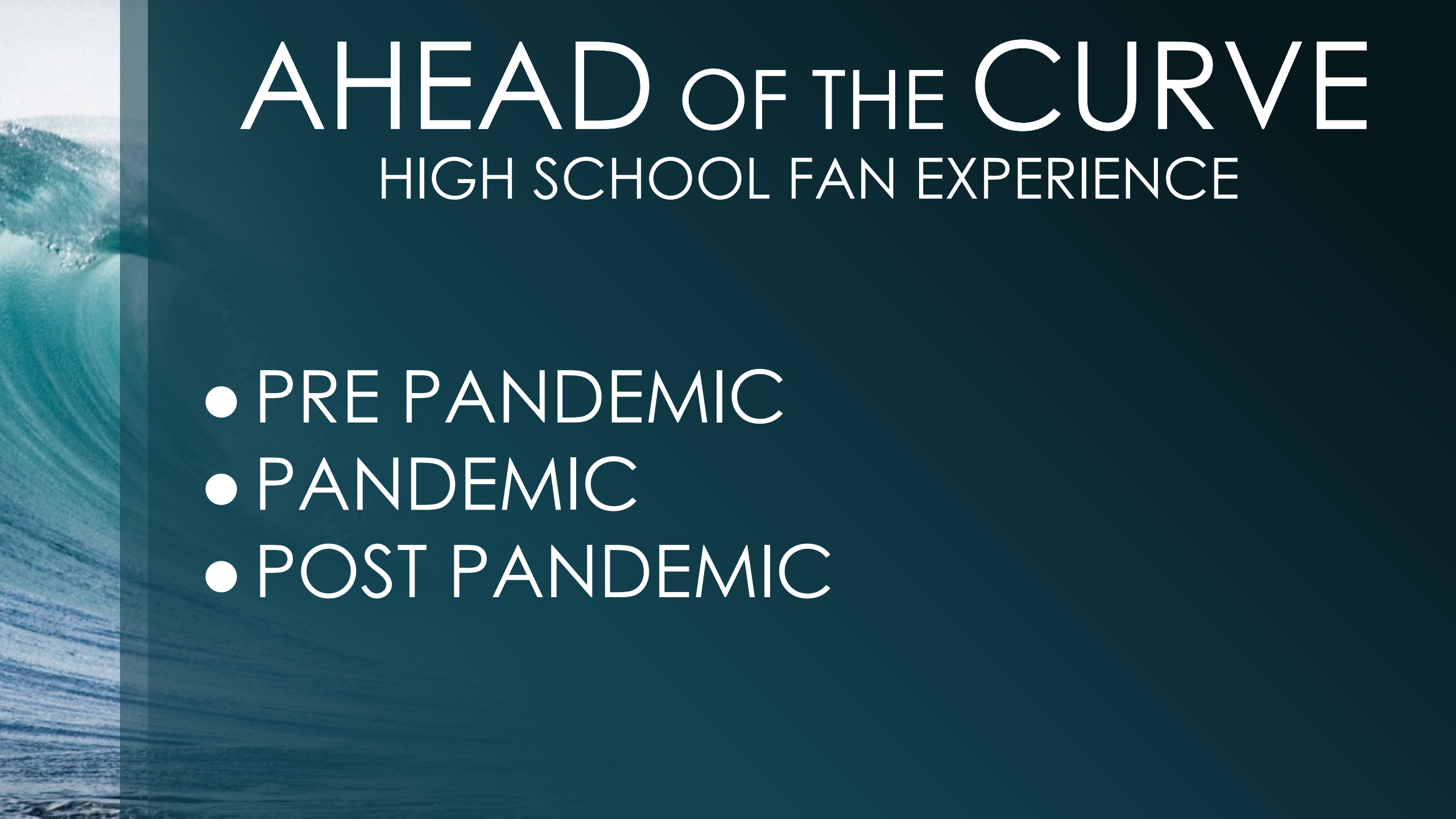
HIGH SCHOOL GAME DAY EXPERIENCE

PUBLIC ADDRESS

1. ANNOUNCER TRAINING
2. BINDER - WHAT'S INCLUDED
3. FAN EXPECTATIONS

(before/during/after)

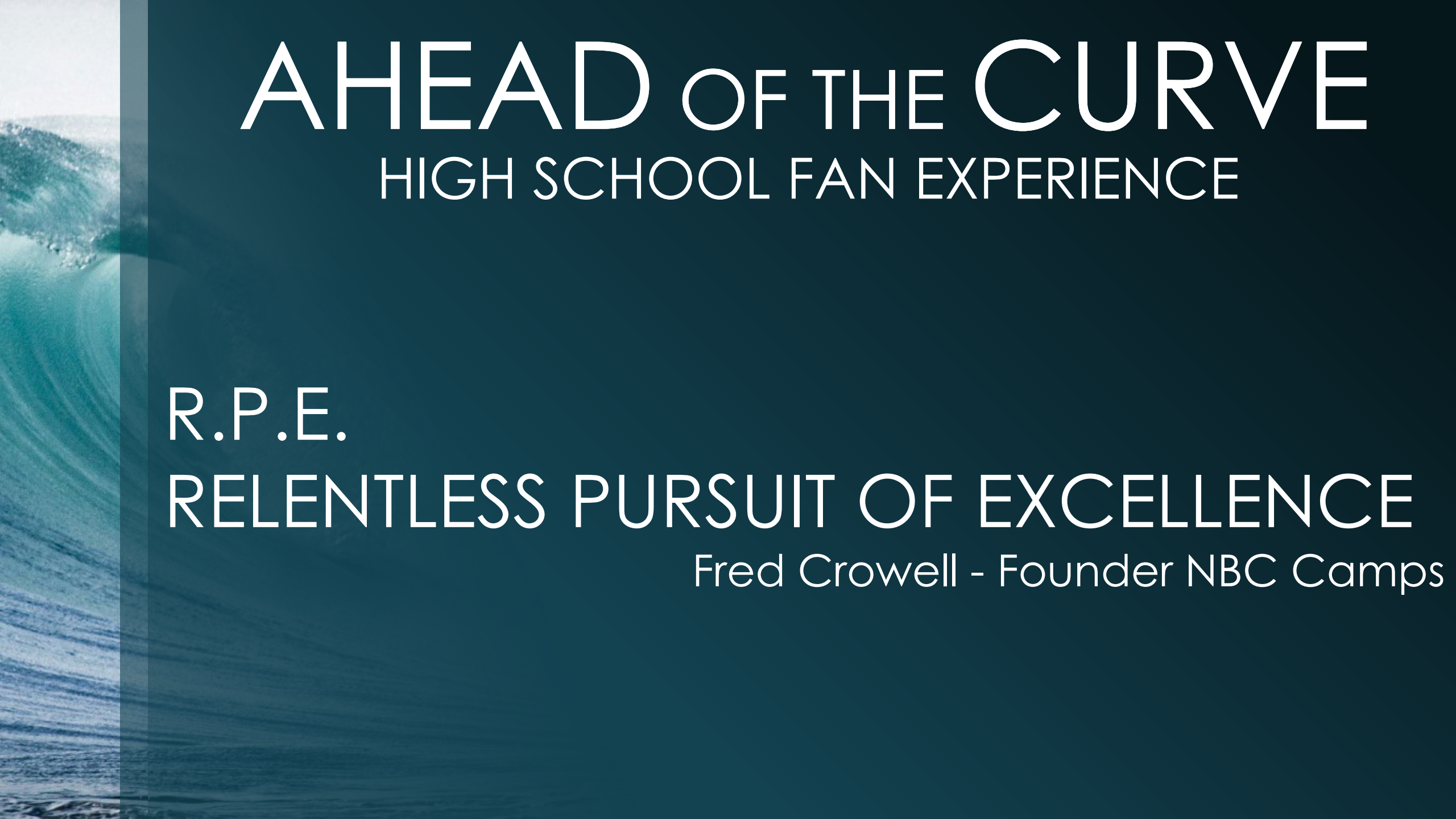




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HIGH SCHOOL FAN EXPERIENCE

- PRE PANDEMIC
- PANDEMIC
- POST PANDEMIC



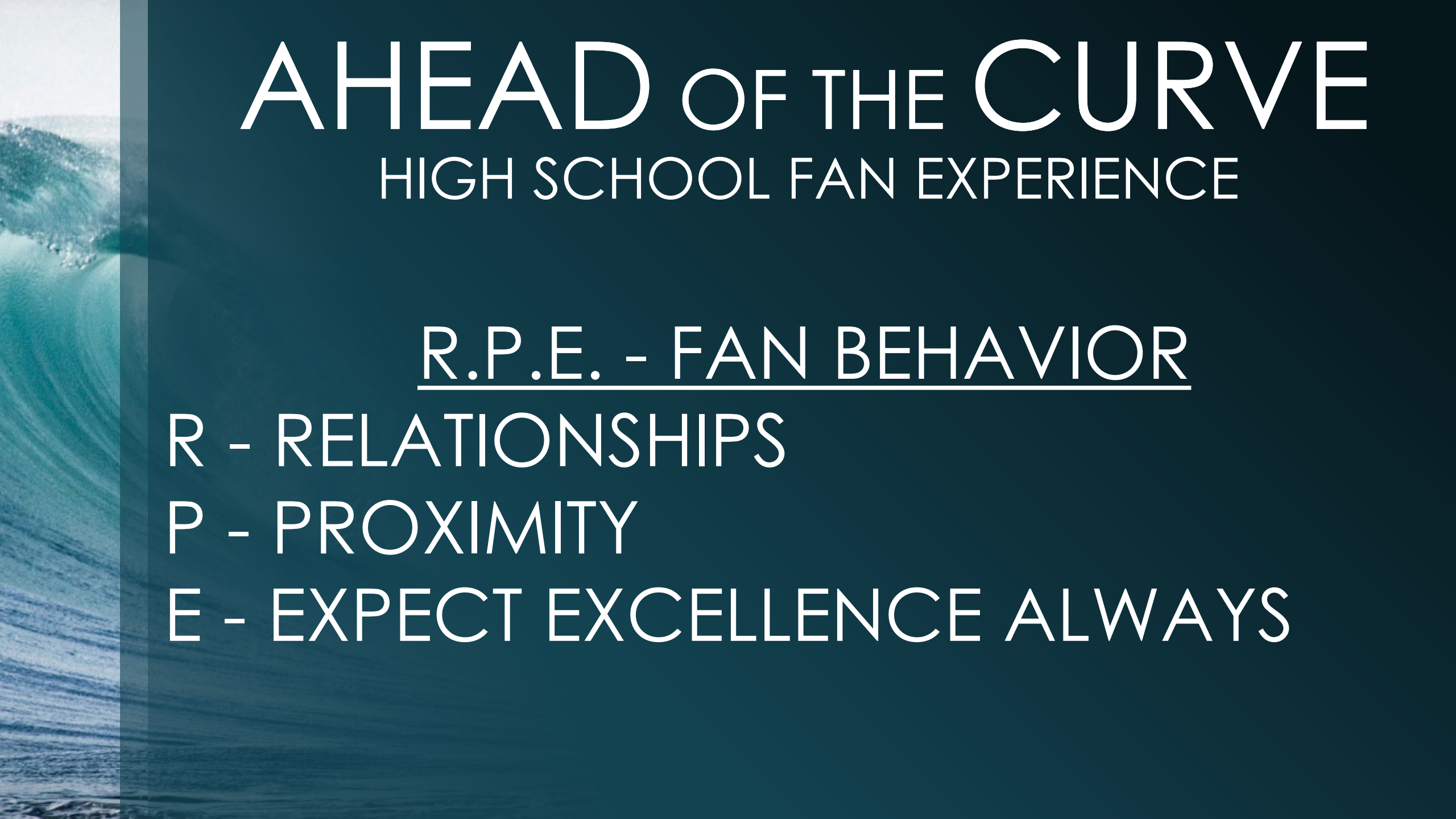
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HIGH SCHOOL FAN EXPERIENCE

R.P.E.

RELENTLESS PURSUIT OF EXCELLENCE

Fred Crowell - Founder NBC Camps



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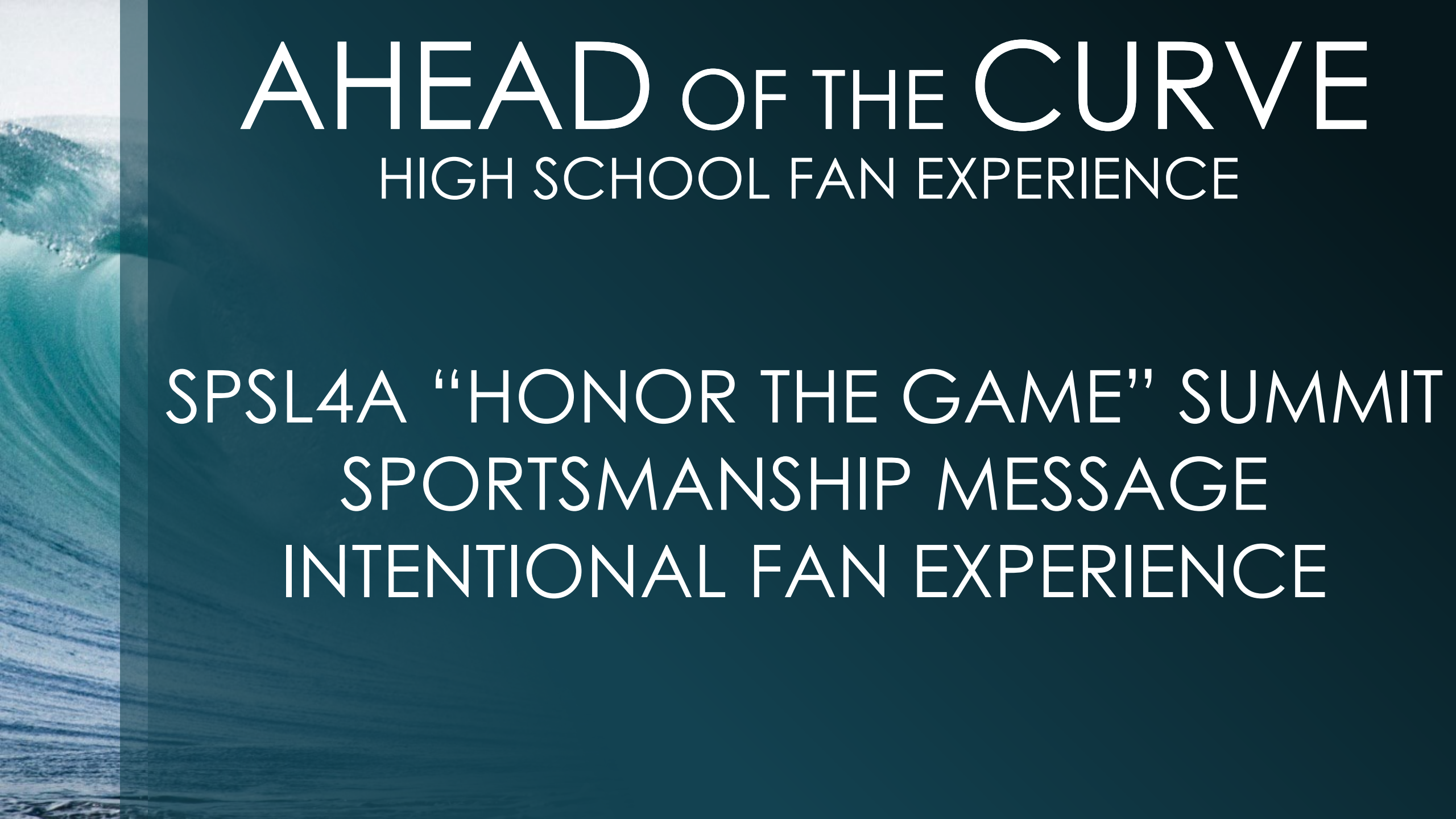
HIGH SCHOOL FAN EXPERIENCE

R.P.E. - FAN BEHAVIOR

R - RELATIONSHIPS

P - PROXIMITY

E - EXPECT EXCELLENCE ALWAYS



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HIGH SCHOOL FAN EXPERIENCE

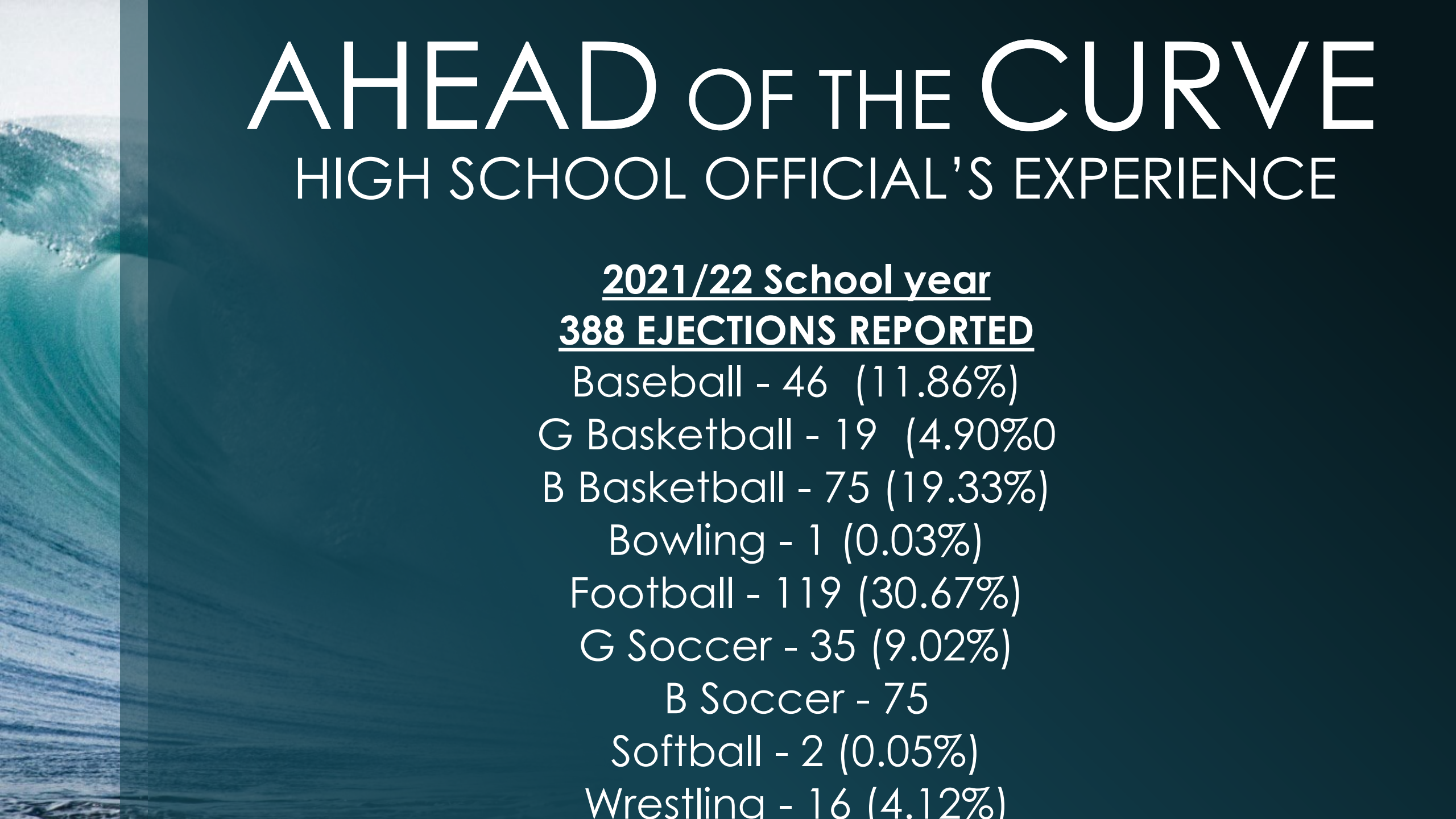
SPSL4A “HONOR THE GAME” SUMMIT
SPORTSMANSHIP MESSAGE
INTENTIONAL FAN EXPERIENCE

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HIGH SCHOOL OFFICIAL'S EXPERIENCE

WITHOUT OFFICIALS IT IS JUST RECESS





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HIGH SCHOOL OFFICIAL'S EXPERIENCE

2021/22 School year

388 EJECTIONS REPORTED

Baseball - 46 (11.86%)

G Basketball - 19 (4.90%)

B Basketball - 75 (19.33%)

Bowling - 1 (0.03%)

Football - 119 (30.67%)

G Soccer - 35 (9.02%)

B Soccer - 75

Softball - 2 (0.05%)

Wrestling - 16 (4.12%)

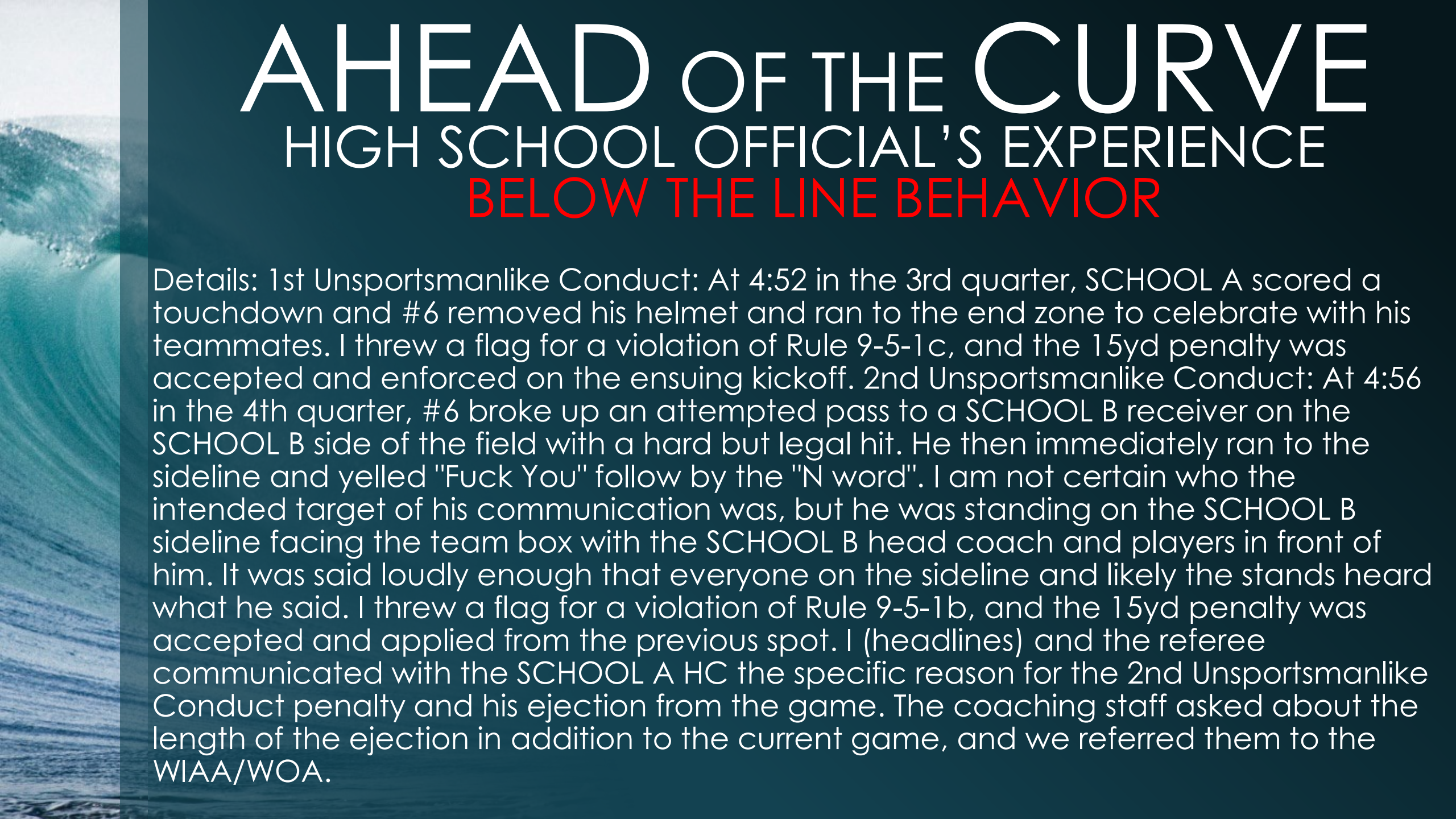


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HIGH SCHOOL OFFICIAL'S EXPERIENCE

2021/22 School year
388 EJECTIONS REPORTED

6 had Racial comments



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HIGH SCHOOL OFFICIAL'S EXPERIENCE

BELOW THE LINE BEHAVIOR

Details: 1st Unsportsmanlike Conduct: At 4:52 in the 3rd quarter, SCHOOL A scored a touchdown and #6 removed his helmet and ran to the end zone to celebrate with his teammates. I threw a flag for a violation of Rule 9-5-1c, and the 15yd penalty was accepted and enforced on the ensuing kickoff. 2nd Unsportsmanlike Conduct: At 4:56 in the 4th quarter, #6 broke up an attempted pass to a SCHOOL B receiver on the SCHOOL B side of the field with a hard but legal hit. He then immediately ran to the sideline and yelled "Fuck You" followed by the "N word". I am not certain who the intended target of his communication was, but he was standing on the SCHOOL B sideline facing the team box with the SCHOOL B head coach and players in front of him. It was said loudly enough that everyone on the sideline and likely the stands heard what he said. I threw a flag for a violation of Rule 9-5-1b, and the 15yd penalty was accepted and applied from the previous spot. I (headlines) and the referee communicated with the SCHOOL A HC the specific reason for the 2nd Unsportsmanlike Conduct penalty and his ejection from the game. The coaching staff asked about the length of the ejection in addition to the current game, and we referred them to the WIAA/WOA.



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HIGH SCHOOL OFFICIAL'S EXPERIENCE

BELOW THE LINE BEHAVIOR

Details: At 0:00 on the clock after the 2nd quarter expired #56 on TJ violated rule 9-4-3-j. Illegal contact with his forearm as he shoved #9 on SCHOOL A. He also violated rule 9-4-3-g by making contact with an opponent which incites roughness. #9 retaliated with a punch (rule 9-4-1). #56 then said "come on (n-word) let's take the helmet off and do this" while in a fighting stance.

Details: SCHOOL A#6 was assessed a UNS in QTR1 at 6:00 mark for use of the "N" word. Calling Official R-Lee Gregory SCHOOL A#6 was assessed a UNS in QTR2 at 7:11 following a long pass reception taunted and stood over opponent. Calling Official BJ-Thomas Parfitt.

Details: #55 was heading towards his sideline because he didn't have any knee pads in. As he was nearing his sideline he took off his helmet and slammed it on the ground. This happened with 11:49 in the 4th qtr. Before he headed to his sideline because of the knee pad problem, he called me a bitch, ass ,n(word). The umpire hearing that threw his flag.

Details: Player was tackled and tried to get up quickly, he then yelled at the tackler get off me "n" word don't touch me "n" word, followed with "f" you. Hence the ejection.

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HIGH SCHOOL OFFICIAL'S EXPERIENCE

HOW ARE THOSE
ACCEPTABLE?



How do you handle
this as an AD?



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HIGH SCHOOL OFFICIAL'S EXPERIENCE

GET AHEAD OF THE PROBLEM - ESTABLISH

- Have you established your Athletic Dept Core Principles?
 - Are they living or dead?
- Have you established acceptable/desired behavior?
 - ABOVE THE LINE
- Have you established UNACCEPTABLE behavior?
 - BELOW THE LINE
- Have you engaged your coaches in that selection process?
- Are your coaches team core principles aligned
- Are your coaches reinforcing this in classroom, practice and contests
- Are your coaches walking the line



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HIGH SCHOOL OFFICIAL'S EXPERIENCE

GET AHEAD OF THE PROBLEM - EDUCATE

- Educate you parents on expectations of fan behavior.
- Educate your coaches on professionalism.
- Educate your players on behavior.

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HIGH SCHOOL OFFICIAL'S EXPERIENCE

GET AHEAD OF THE PROBLEM - MAKE THEM PART OF YOUR TEAM

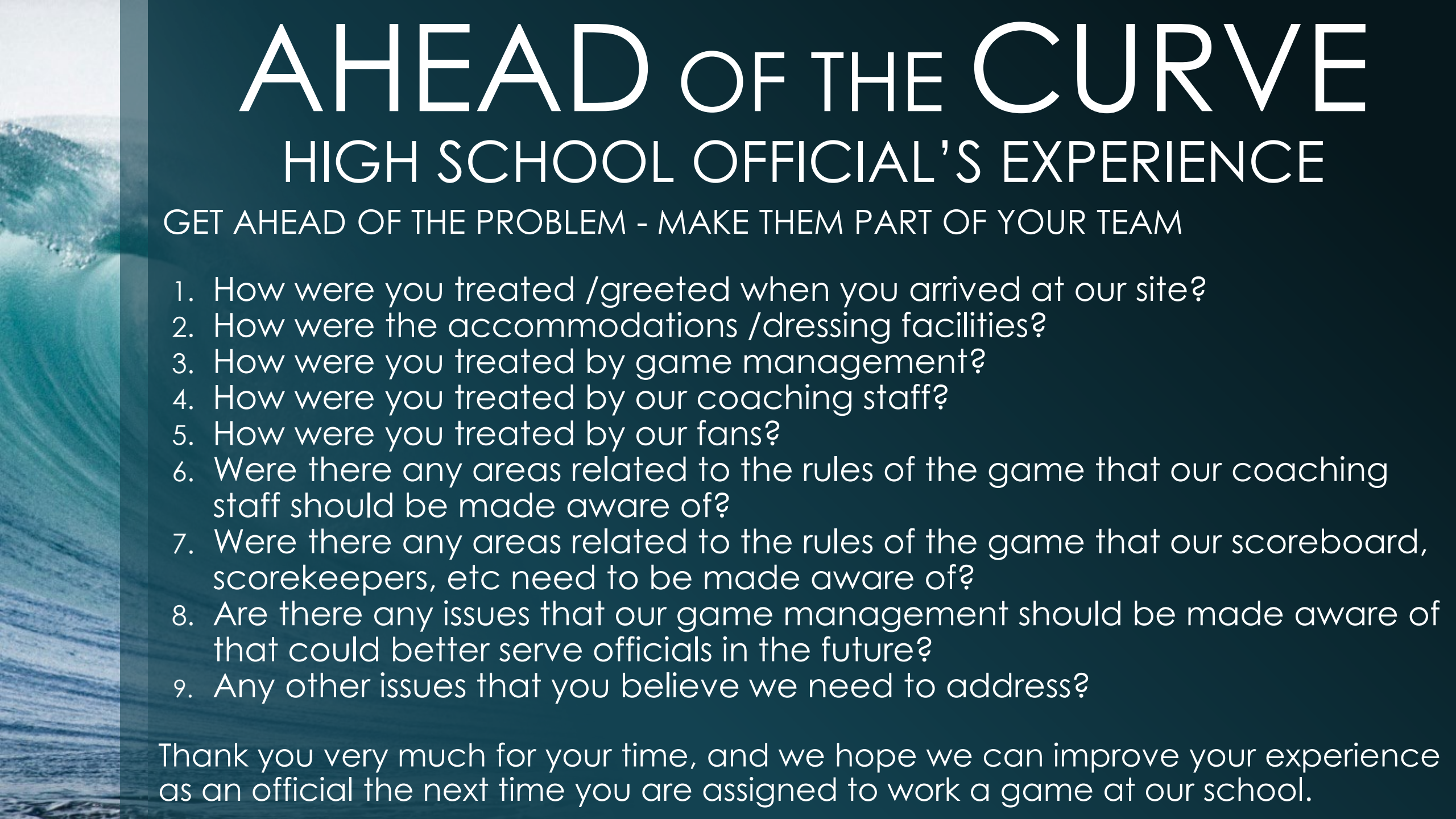
Post Game:

- Make sure they get to locker room; "Read the Room" on crowd and their exit.
- Post game survey of their experience

QR Code to a google survey of their experience

Keep for you records and review with coaches and parents if needed





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HIGH SCHOOL OFFICIAL'S EXPERIENCE

GET AHEAD OF THE PROBLEM - MAKE THEM PART OF YOUR TEAM

1. How were you treated /greeted when you arrived at our site?
2. How were the accommodations /dressing facilities?
3. How were you treated by game management?
4. How were you treated by our coaching staff?
5. How were you treated by our fans?
6. Were there any areas related to the rules of the game that our coaching staff should be made aware of?
7. Were there any areas related to the rules of the game that our scoreboard, scorekeepers, etc need to be made aware of?
8. Are there any issues that our game management should be made aware of that could better serve officials in the future?
9. Any other issues that you believe we need to address?

Thank you very much for your time, and we hope we can improve your experience as an official the next time you are assigned to work a game at our school.

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HIGH SCHOOL OFFICIAL'S EXPERIENCE

GET AHEAD OF THE PROBLEM - APPRECIATION AND RECOGNITION



The Big 9 Athletic Director's want to Thank You for your service as an official to the games we play. Please accept this small token of appreciation from the league as we recognize you for your effort and commitment to our student-athletes.

Yours for better athletics

*THANK-YOU FOR BEING AN
OFFICIAL!*

A handwritten signature in dark ink, appearing to be 'KMS'.

DAVIS * EASTMONT * EISENHOWER * MOSES LAKE * SUNNYSIDE * WENATCHEE * WEST VALLEY

Columbia Basin Big 9 Athletic Conference

**WE JUST WANT TO SAY...
THANK YOU!**

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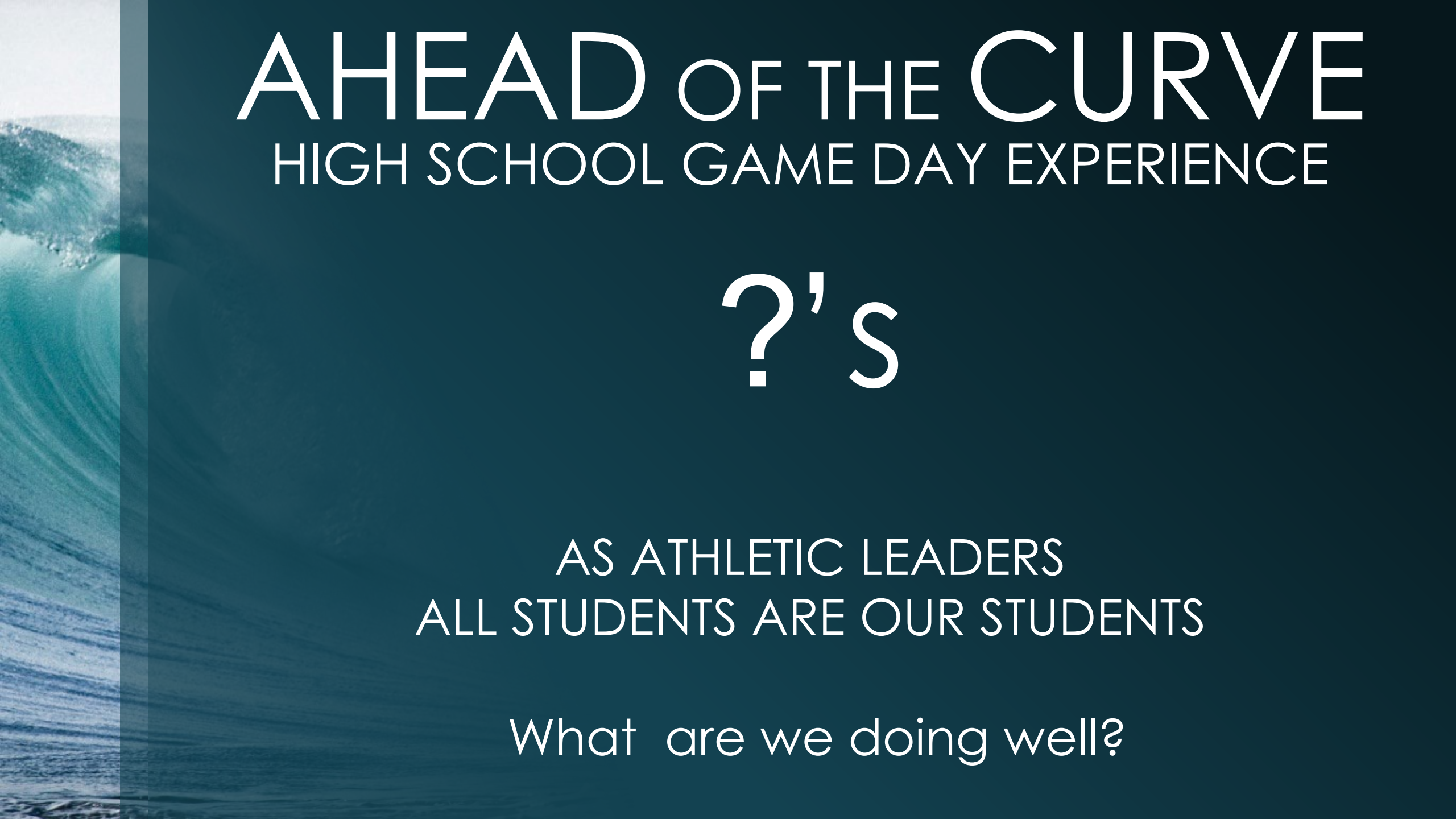
HIGH SCHOOL GAME DAY EXPERIENCE
RACE:



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HIGH SCHOOL GAME DAY EXPERIENCE





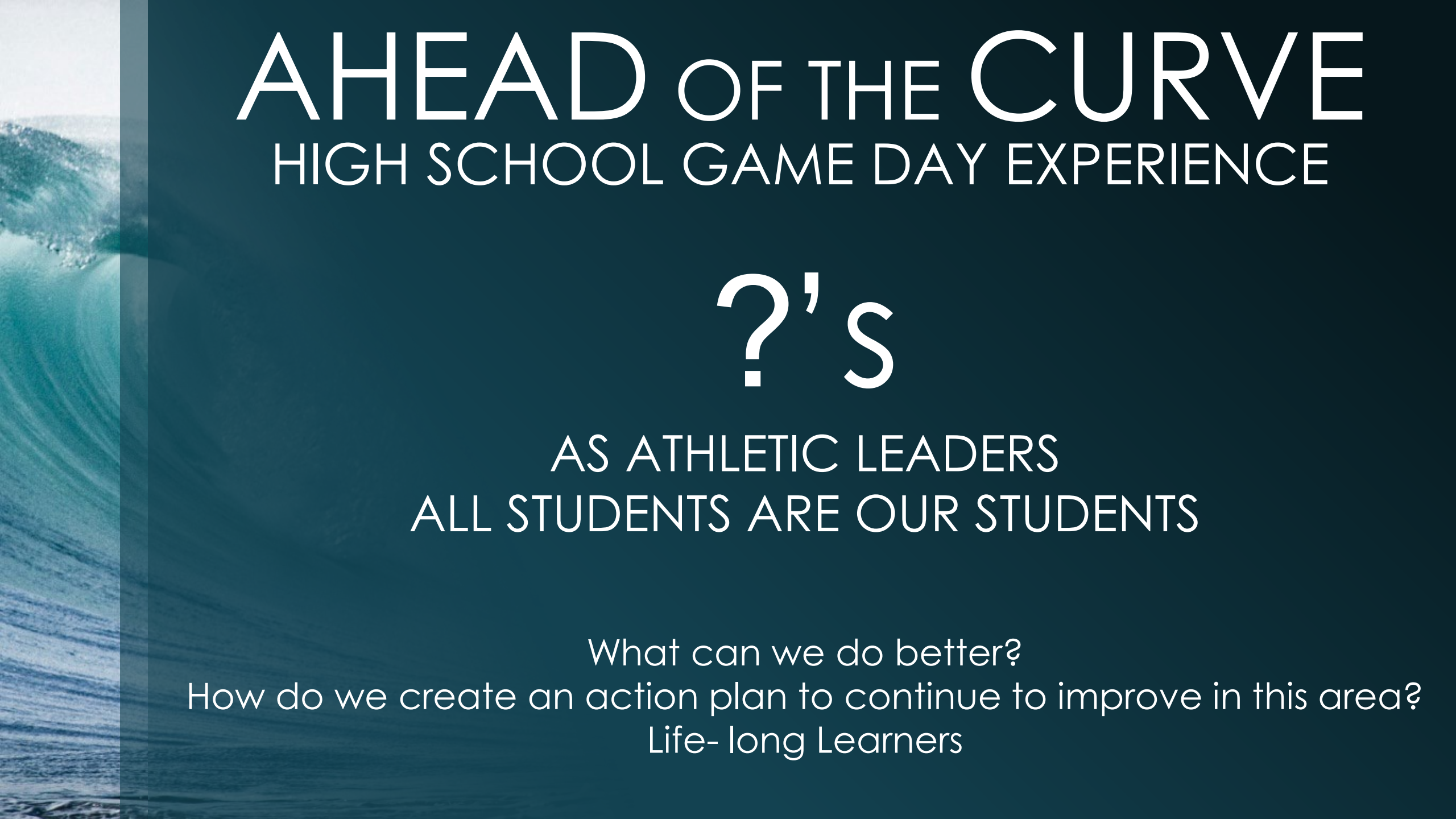
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HIGH SCHOOL GAME DAY EXPERIENCE

?'s

AS ATHLETIC LEADERS
ALL STUDENTS ARE OUR STUDENTS

What are we doing well?



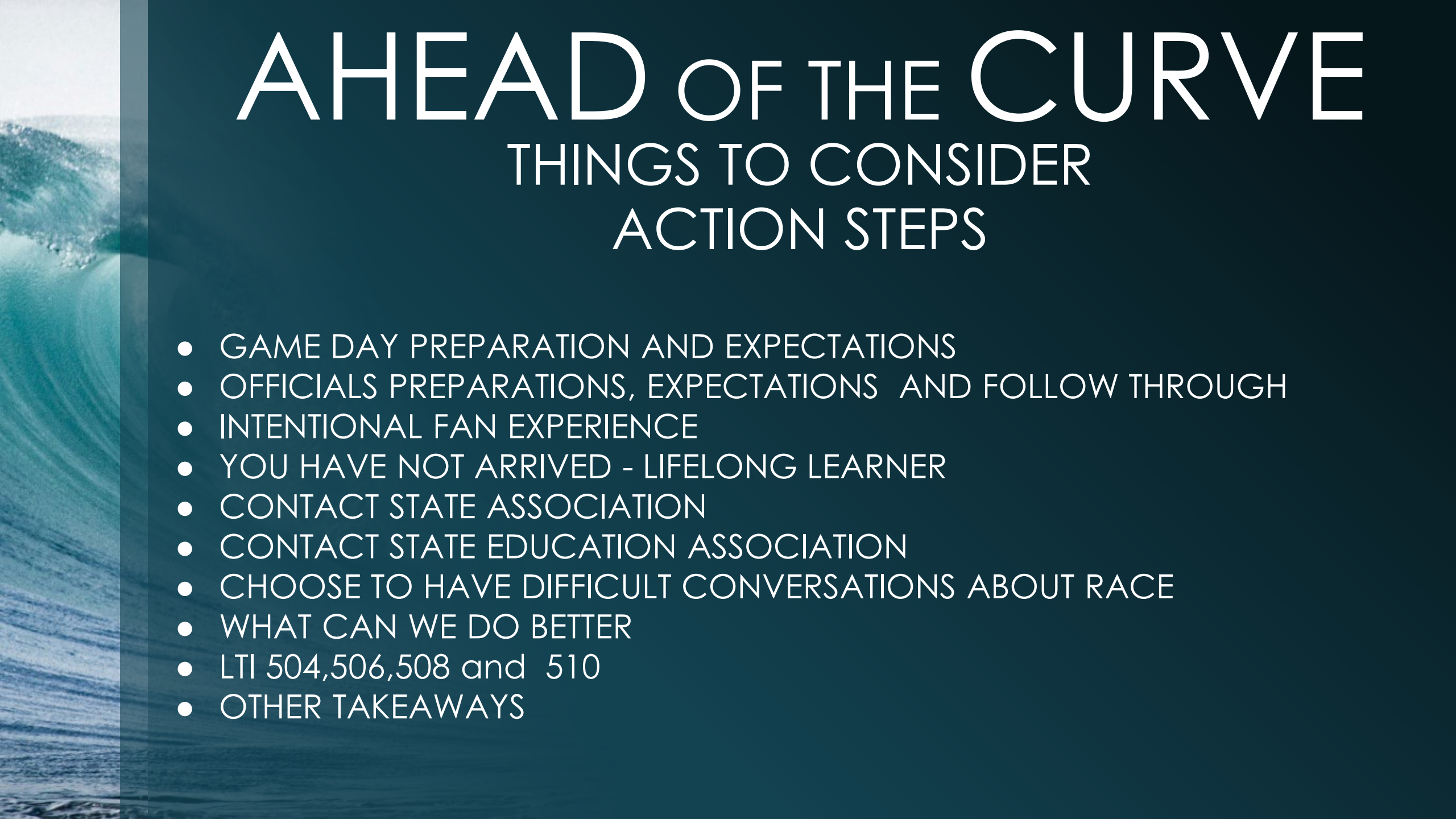
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HIGH SCHOOL GAME DAY EXPERIENCE

?’S

AS ATHLETIC LEADERS
ALL STUDENTS ARE OUR STUDENTS

What can we do better?
How do we create an action plan to continue to improve in this area?
Life- long Learners



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THINGS TO CONSIDER ACTION STEPS

- GAME DAY PREPARATION AND EXPECTATIONS
- OFFICIALS PREPARATIONS, EXPECTATIONS AND FOLLOW THROUGH
- INTENTIONAL FAN EXPERIENCE
- YOU HAVE NOT ARRIVED - LIFELONG LEARNER
- CONTACT STATE ASSOCIATION
- CONTACT STATE EDUCATION ASSOCIATION
- CHOOSE TO HAVE DIFFICULT CONVERSATIONS ABOUT RACE
- WHAT CAN WE DO BETTER
- LTI 504,506,508 and 510
- OTHER TAKEAWAYS

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