

WESTERN PENNSYLVANIA INTERSCHOLASTIC ATHLETIC LEAGUE

615 Iron City Drive • Suite 300 • Pittsburgh PA 15205-4348 • Telephone (412) 921-7181 • (800) 297-9553 • Fax (412)921-0554

To: WPIAL Principals & Athletic Directors
From: Amy Scheuneman, Executive Director
WPIAL Diversity and Inclusion Advisory Council
Date: April 15, 2021
RE: WPIAL Policy & Resources on Racial/Social Expectations

The WPIAL Board of Directors recently adopted the attached policy on Racial & Social Expectations. Please take some time to review this policy and digest its meaning based on the provided definitions.

The WPIAL Diversity and Inclusion Advisory Council has been an integral part in helping to define those expectations as well as identify resources that could aid in the growth of WPIAL schools towards Cultural Competency.

It is our sincere hope that each school assess their specific need and seek programing to help address the need. If your school is struggling to identify the specific area(s) of improvement most appropriate for your students/staff, members of the WPIAL Diversity and Inclusion Advisory Council stand eagerly by, ready to assist. If you would like contact information for those members, please feel free to contact me at your convenience. Thank you!

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POLICY on Racial & Social Expectations:

WPIAL is committed to the principles of equity, which includes fostering, cultivating, and preserving a culture of diversity, inclusion, and cultural competency in all aspects of interscholastic athletics. Our student-athletes are our most precious asset and education about respect and cultural awareness is a vital component in helping to aid in their development.

We encourage our member schools and those affiliated with them to respect and honor differences in age, color, disability, ethnicity, family status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status and any other characteristic that makes them unique.

WPIAL's social initiatives are applicable, but not limited to, interscholastic athletic scrimmages, events and participation in championship tournaments. In accordance to the PIAA ATHLETIC COURTESY section of the PIAA By-Laws, the WPIAL expects:

- Respectful communication and cooperation between all individuals.
- Proper treatment of Officials.
- Courtesy shown to opponents.
- Proper behavior exhibited by spectators.
- Every person to treat others with dignity and respect at all times.
- School and team programming that promotes inclusion and respect.

Any person found to have exhibited inappropriate conduct or behavior against others will be subject to disciplinary action as provided for in the PIAA Constitution and By-Laws under Article XIII Penalties.

Any person affiliated with a member school who believes they have been subjected to any kind of discrimination that conflicts with the League's diversity policy and initiatives should complete the appropriate report.

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DEFINITIONS:

1. **Diversity** (Composition) – refers to the presence of people who, as a group, have a wide range of characteristics, seen and unseen, which they were born or have acquired. These characteristics may include their gender identity, race or ethnicity, military or veteran status, LGBTQ+ status, disability status, age and more.
2. **Inclusion** (Action) – refers to the practice of making all members of an organization feel welcomed and giving them equal opportunity to connect, belong, and grow—to contribute to the organization and feel comfortable and confident being their authentic selves.
3. **Respect** (Action) – is a positive feeling or action shown towards someone or something considered important, or held in high esteem or regard. It conveys a sense of admiration for good or valuable qualities.
4. **Equity** (Outcome) – recognizes that each person has different circumstances and allocates the specific resources and opportunities each individual's needs to reach an equal outcome.
 - a. Equality is giving everyone the exact same resources.
vs
 - b. Equity involves distributing resources based on the needs of the recipients.
5. **Cultural Competence** (Outcome) – is the ability to understand, communicate with, and effectively interact with people across cultures. Cultural competence encompasses being aware of one's own world view, developing positive attitudes towards cultural differences, and gaining knowledge of different cultural practices and world views.
6. **Social Responsibility** (Outcome) – is an ethical framework and suggests that an individual has an obligation to work and cooperate with other individuals and teams for the benefit of the league and society as a whole.

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RESOURCES:

1. TAME, Inc: Cultural Competency Act 45 Curriculum, DARE2XL Class – Dr. Donald Sheffield
 - a. <http://www.tameinonline.com/>
 - b. Consulting Services offered: Teacher Training, Multicultural Education and Storytelling, DARE2XL After School Program, Parent Training, Cross Cultural and Diversity Training, Excellence Conditioning Training
2. S.P.I.R.I.T. Program Sponsored by the Community Relations Services (CRS) a component of the US Department of Justice.
 - a. <https://www.justice.gov/archive/crs/pubs/pubspirnatlbrochureapproved2003.htm>
 - b. Local Contact – Tamara Collier (tamara.collier@usdoj.gov)
 - c. CRS recognizes the value of student problem solving for racial issues and created the SPIRIT program. For 15 years, CRS has applied the principles of mediation, problem solving, and full engagement of the school community, to help improve the racial climate of schools. The Student Problem Identification and Resolution of Issues Together (SPIRIT) brings students, administrators, teachers, and parents together to identify issues, develop solutions, and take action on conflicts within their schools.
3. IBPS Diversity Training – Harvey Smith, Sr., MBA (ibpshsr@outlook.com)
 - a. <https://www.facebook.com/IBPS2021/>
 - b. IBPS can provide a wide range of innovative and interactive diversity training programs for you to consider including unconscious bias, racial bias, and radical inclusion training in all areas of diversity such as gender, age, race, ethnicity, disabilities, and sexual orientation. They also specialize in the development of Employee Resources Groups (ERGs) including groups in the areas of race, gender, age, ethnicity, sexual orientation, health/fitness and military.
 - c. Currently interactive training is presented by way of Zoom videoconference.
4. Culturally Connected Education – Dr. Eva J. Allen
 - a. <https://www.culturallyconnectededucation.net/>
 - b. Cultural Care to help promote Cultural Competence and compassion. This work directly falls under equity, diversity, and inclusion.
5. Center on Race and Social Problems – University of Pittsburgh’s Office of Equity, Diversity and Inclusion
 - a. <https://www.crsp.pitt.edu/about/mission-and-areas-focus/education>
 - b. Local Contact – Dr. James P. Huguley (huguley@pitt.edu)
6. Racial Equity Training Support Directory provided by Allegheny County Department of Human Services (PDF ATTACHED)
 - a. This directory includes information about providers that are based in Allegheny County and around the country, which offer services related to racial equity, diversity, and inclusion. On the following pages, you can read about the providers’ mission/vision/philosophy, approach to intersecting identities, certifications or credentials related to racial equity, expertise working with specific populations or systems, and the racial makeup of their teams.