



January 15, 2014

Mr. Chuck Schmidt
Associate Executive Director
Arizona Interscholastic Association
7007 North 18th Street
Phoenix, AZ 85020-5552

Dear Mr. Schmidt:

Pursuant to the agreement between Arizona Interscholastic Association (AIA) and Don Logan & Associates, LLC, we are submitting this summary report from the Racial Sensitivity Summit conducted on January 13, 2014.

Background

In recent years, the AIA has received notification of a number of incidents where racially insensitive comments have been made in the context of sporting events in the northeast region of the state. Don Logan & Associates, LLC, is nationally recognized for its expertise in addressing issues of racial discrimination and disparate treatment through facilitation and mediation efforts. After submitting a proposal for facilitation of a Racial Sensitivity Summit, this company was hired to facilitate the January 13, 2014 summit.

Approach

In advance of the Summit, the AIA invited several leaders from the northeast region to participate as panelist in the Summit. Panel members included:

- Chuck Schmidt – (Chair) AIA Assoc. Executive Director/COO
- Don Logan – (Facilitator) Don Logan & Associates, LLC
- Mark Mignella – AIA General Counsel
- Wallace Youvella, Jr. – Hopi HS Athletic Director
- Ken VanWinkle – Heber-Overgaard Unified Superintendent
- Wayne Taylor, Jr. – Former Hopi Tribal Chairman
- Dr. Joe Shirley, Jr. – Apache County Supervisor
- Christopher Robin – Community Liaison
- Travis Udall – Round Valley USD Superintendent
- Ernie Molina – Tolleson Union HS Principal
- Jacob Holiday – Monument Valley HS Athletic Director
- Brent Hines – Community Liaison
- A.T. Siquah – Hopi Jr/Sr HS Superintendent

The Summit was held at the Twin Arrows Navajo Casino Resort in Flagstaff. In the first ninety (90) minute session, panel members engaged in a conversation sharing their perspectives of the culture observed at sporting events at their schools. Topics mentioned included racial tension, games played with a sense of respect and honor, there seemed to be an Us versus Them mentality, some environments were intimidating, demographics were changing, rivalry on reservations are special, social economic and poverty challenges, bullying, racism is a learned behavior, five-fingered intelligent earth dwellers (we're all the same as a people), Race superiority (ethnocentrism), parenting root cause to racism – need to retool, more positive involvement from parents, resentment because of Race and Religion, and we should ALL take responsibility for our own shortcomings.

During the remaining ninety (90) minutes, panelists participated in a facilitated cross-cultural dialogue where they identified specific ground rules and expectations in brainstorming possible solutions to the concerns discussed earlier in the summit. Recommendations discussed are as follows:

- ☐ Implement recommendations provided by the Diversity Committee (last year) that encouraged developing a program that engages the parents through increased involvement where they too can be held accountable for their actions.
- ☐ Enhance AIA expectations and consequences for inappropriate behavior.
- ☐ Create more “controlled environments” through increase administration involvement.
- ☐ Sportsmanship needs to be the foundation for high school sports.

Next step

Attend February Executive Board meeting to share summary report with members of the board.

We are grateful for the opportunity to assist with the Summit and thoroughly enjoyed meeting many of the stakeholders in the northeast region. In addition, we are especially appreciative of the professionalism provided by Michele Staples in facilitating our needs with this effort.

Respectfully,

Don

Donald R. Logan
President/Founder