



Equity Impact Statement: MIAA Membership

Title: Massachusetts Interscholastic Athletic Association Membership

Date: July 13, 2022

Was the [Racial Equity Planning Tool](#) used? Yes No

If yes, insert date(s) of REPT meetings and link to completed REPT here: _____

Did a member of the Division of Equity, Strategy and Opportunity Gaps review this statement? Yes No

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p>1. Proposal/Presentation & Impact <i>What are the proposal's/effort's desired outcomes, including in eliminating disparities? Who led this work/planning, and do they reflect BPS students' and families' group identities (key groups include individuals who are Black, Latinx, Asian, indigenous, immigrant, multilingual, and have Special Education experience)?</i></p>	<p>Currently, not all Boston Public Schools (BPS) students in grades 9 to 12 have access to participate in interscholastic athletics. Submitting an application to the Massachusetts Interscholastic Athletic Association (MIAA) on behalf of the schools that are not currently members will ensure all BPS students in grades 9 to 12 will have access to participate in interscholastic athletics. A School Committee vote is a required part of the process for completing the MIAA membership application.</p> <p>The district's participation in MIAA is an essential component to ensure that our students, most of whom are members of historically marginalized populations, have the opportunity to participate in team sport competition.</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal/effort align with the district's strategic plan?</i></p>	<p>Renewal of the district's membership aligns with the Strategic Plan commitment to Eliminate Opportunity Gaps and Expand Opportunity.</p>
<p>3. Analysis of Data <i>What data was analyzed? Was it disaggregated by race and other key groups? What did it show regarding disparities?</i></p>	<p>An assessment was made of which grade 9 to 12 BPS schools are not current MIAA members. Applying for membership to include <i>all</i> BPS schools will help close disparities in athletic opportunities across the district.</p>
<p>4. Stakeholder Engagement <i>Who was engaged (quantity, key groups, and roles) and how, and what did that yield? What did students/families most impacted by this proposal/effort say?</i></p>	<p>MIAA, school leaders, BPS athletic coordinators, coaches, student athletes and BPS Athletic Department staff were consulted. Students expressed their desire to be able to participate in BPS athletics. Additional engagement with students and families will occur as we implement new athletic opportunities.</p>
<p>5. Racial Equity Strategies <i>How does this proposal/effort mitigate disparities and increase racial and other equity? What are possible unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>This proposal will address a specific gap that currently exists between schools that are MIAA members, and schools that are not. Should the application for MIAA membership be accepted, all students will have access to participate as long as they meet MIAA eligibility requirements on an individual basis. Eligibility is determined based on factors such as grades, age, and number of years in school.</p>
<p>6. Budget & Implementation <i>What are the budget impacts? How will implementation ensure all objectives, particularly equity-related objectives, are met? What are the group identities of the implementation team, and will they bring an equity lens?</i></p>	<p>The current FY23 budget includes additional resources for sports expansion, and will cover the cost of the additional annual MIAA membership fees. All schools with students in grades 9-12 will be included, and implementation will include specifically identifying any gaps in access and effective strategies to close those gaps.</p> <p>Once all schools are MIAA members, a student who attends a BPS school that does not currently offer a particular sport will be able to participate in that sport at another BPS school that does offer it. The Athletics Department, in collaboration with school leaders, the Deputy Superintendent of Operations, and MIAA staff, will work together to form</p>



	multi-school cooperative teams, and ensure all eligible students are aware of those opportunities..
7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i>	Impact will be assessed through participation numbers, and by tracking students' ability to remain eligible to participate. The Athletics Department, with the support of the Student Support Division, will document and communicate participation data to school leaders, athletic coordinators and the MIAA on an annual basis.