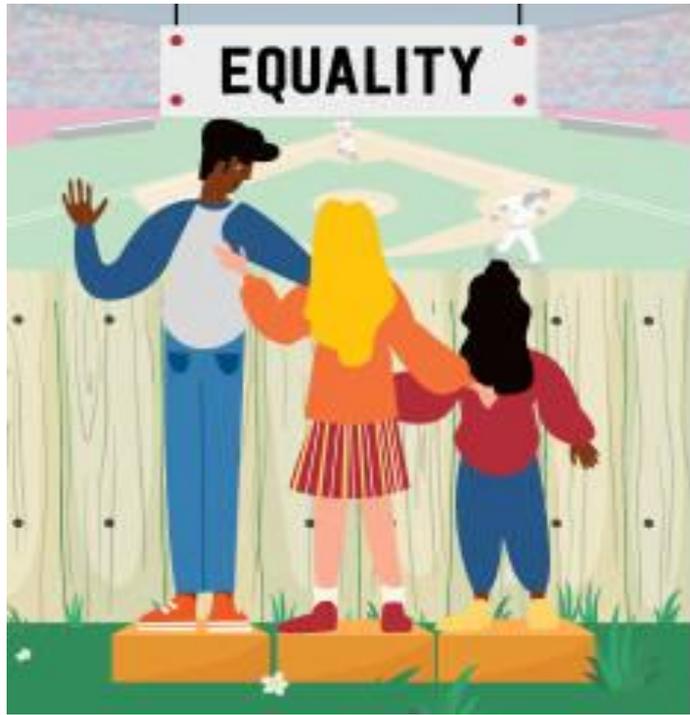




MHSAA

MISSISSIPPI HIGH SCHOOL ACTIVITIES ASSOCIATION, INC.



	PERSONAL BELIEFS & BEHAVIORS	POLICIES & PROCESSES	DATA
AWAKE	Believe diverse representation is important, but may feel uncomfortable discussing issues tied to race	Place responsibility for creating and enforcing DEI policies within HR department	Have started to gather data about race disparities in the populations they serve
WOKE	Prioritize an environment where different lived experiences and backgrounds are valued and seen as assets to teams and to the organization	Take responsibility for a long-term change management strategy to create a race equity culture, which includes having a critical mass of people of color	Disaggregate internal staffing data to identify areas where race disparities exist, such as compensation and promotion, then analyze that data to find root causes of race disparities
WORK	Model a responsibility to speak about race, dominant culture, and systemic racism both inside and outside the organization	Show a willingness to review personal and organizational oppression; identify organizational power differentials and change them by exploring alternative leadership models, such as shared leadership	Can illustrate, through longitudinal outcomes data, how their efforts are impacting race disparities in the communities they serve

NATIONAL SPEECH & DEBATE ASSOCIATION EQUITY STATEMENT

The National Speech & Debate Association is committed to modeling and fostering diversity, equity, and inclusion for all speech and debate communities.

We are continuously transforming our organization to reflect and operationalize the values of equity, integrity, respect, leadership, and service.

We will take responsibility.

We will heed, learn, and evolve.

We will work conscientiously to model and foster an inclusive and equitable speech and debate experience for all.



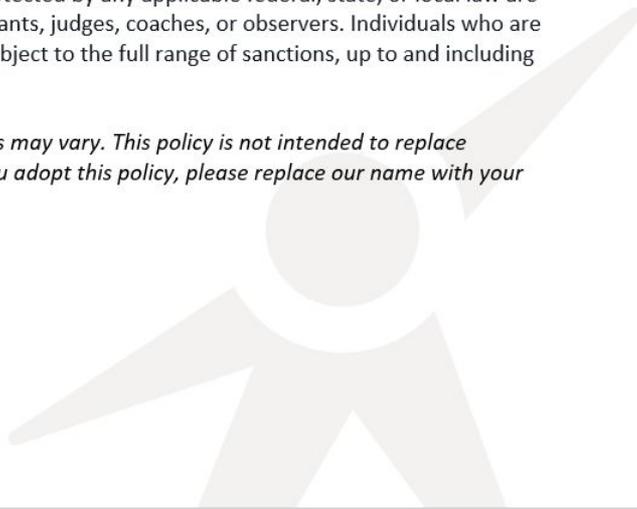
LEARN MORE AT
www.speechanddebate.org/mission



National Speech & Debate Association Harassment and Discrimination Policy

The National Speech & Debate Association is committed to providing its participants, judges, coaches, and staff the opportunity to pursue excellence in their endeavors. This opportunity can exist only when each member of our community is assured an atmosphere of mutual respect. The NSDA prohibits all forms of harassment and discrimination. Accordingly, all forms of harassment and discrimination, whether written or oral, based on race, color, religion, sex, gender identity or expression, sexual orientation, marital status, citizenship, national origin, age, disability, genetic information, or any other characteristic protected by any applicable federal, state, or local law are prohibited, whether committed by participants, judges, coaches, or observers. Individuals who are found to have violated this policy will be subject to the full range of sanctions, up to and including removal from the tournament premises.

Disclaimer: Individual school district policies may vary. This policy is not intended to replace established school district procedures. If you adopt this policy, please replace our name with your tournament or school name.



2020-2021 Equity commitments approved at the Sept 2020 Board of Directors meeting

1. **The NSDA will update organizational core documents to reflect the value of equity**
 - (a) After revision to our mission and vision last year, this year the NSDA will update the student Code of Honor and coach Code of ethics.
 - (b) The NSDA will review all award names and ensure that our honorary namings reflect the diversity of our membership.

2. **The NSDA will highlight, continue to refine, and promote best practices for diversity, equity, and inclusion within the speech and debate community**
 - (a) The NSDA will continue to increase awareness about the importance of having a harassment and discrimination policy at speech and debate tournaments.
 - (b) The NSDA will update and increase promotion of our inclusive and equitable tournament checklist.
 - (c) Offer additional training and best practices on making speech and debate more accessible via Rostrum articles and other channels.
 - (d) The NSDA will evaluate rules and speech and debate topics to ensure they reflect our value of equity.
 - (e) Collect, curate, and promote best practices for recruiting, coaching, and mentoring individuals from traditionally marginalized and disenfranchised communities.
 - (f) Encourage and facilitate mentorship opportunities for coaches from traditionally marginalized and disenfranchised communities through our coach accreditation program.

3. **The NSDA will strive for leadership at all levels that represents the diversity of our speech and debate communities.**
 - (a) Additional training for prominent tournament software will be created and promoted. The National Speech & Debate Tournament tab room staff selection process will continue to emphasize representation.
 - (b) The NSDA will continue to seek ways to involve NSDA students and young alumni in the conversation about equity in our organization.

4. **The NSDA will celebrate diversity and inclusion within the speech and debate community.**
 - (a) The NSDA will use video to showcase the success of our Black students and coaches.

5. **The NSDA will continue to provide and promote safe spaces for underrepresented or marginalized groups to meet.**
 - (a) Continue to provide space and time for coaches caucuses to meet surrounding the National Tournament, proactively promoting awareness and attendance of these discussions leading up to the tournament.
 - (b) Explore creating or sharing current avenues for an ongoing connection between these communities during the school year.

6. **The NSDA will continue to strive for an equitable and representative judging pool at the National Tournament.**

(a) With our new judge training initiative, the NSDA will offer and promote a judge accreditation program that incorporates implicit bias and cultural competency training for speech and debate judges at all levels.

(b) Continue to recruit and offer the opportunity for National Tournament judges to self-identify as diversity enhancing.

7. **Over the next two years, the NSDA will conceptualize a judge accreditation that will meet local and national judge training needs and will equip local tournament directors with actionable steps to create a safer and more equitable speech and debate program.**
8. **The NSDA will develop more resources on implementing an effective equity office at local and regional tournaments to facilitate safer and more equitable speech and debate environments.**
9. **The NSDA will run an [online speech and debate tournament series](#) free to NSDA members. The NSDA will also provide [donor-funded subgrants](#) to schools to help increase access to speech and debate.**

“

I KNOW THAT THERE IS NO
CHALLENGE THAT I CAN'T
OVERCOME BECAUSE I WAS GIVEN
THE TOOLS TO SUCCEED IN MY
TIME IN SPEECH AND DEBATE.



CORY WILLIAMS

Hattiesburg High School, MS – Class of 2010

2010 NSDA National Student of the Year



WE ARE SPEECH & DEBATE

”

“

SPEECH TAUGHT ME THAT MY VOICE IS IMPORTANT. I'VE LEARNED SO MUCH ABOUT MYSELF AND WHAT I AM PASSIONATE ABOUT. FOR THAT, I AM FOREVER GRATEFUL. SPEECH CHANGED MY LIFE FOR THE GREATER!



TREYA BROWN

Hattiesburg High School, MS – Class of 2013

2012 Duo Interpretation finalist



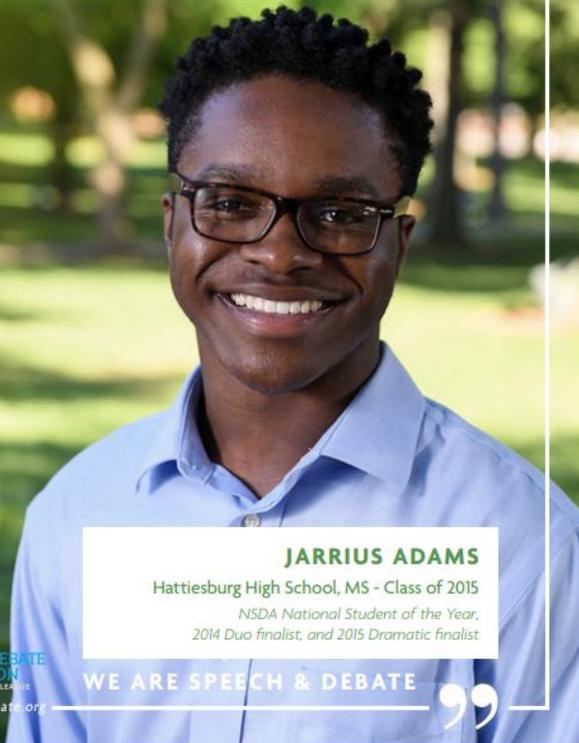
www.speechanddebate.org

WE ARE SPEECH & DEBATE

”

“

SOME SAY THAT SPEECH
AND DEBATE HAS CHANGED
THEIR LIVES, BUT IT'S STILL
CHANGING MINE DAY BY DAY.



JARIUS ADAMS

Hattiesburg High School, MS - Class of 2015

NSDA National Student of the Year.

2014 Duo finalist, and 2015 Dramatic finalist



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WE ARE SPEECH & DEBATE

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“

DEBATE NOT ONLY PROVIDED ME
THE KNOWLEDGE, SKILLS, AND
GUIDANCE TO QUESTION MYSELF
AND THE WORLD AROUND ME,
BUT ALSO A COMMUNITY THAT I
WILL CHERISH FOREVER.



ISHAN BHATT

St. Andrew's Episcopal School, MS – Class of 2019

2018 Lincoln-Douglas Debate champion



www.speechanddebate.org

WE ARE SPEECH & DEBATE

”



Black/African American Leaders

Adesuwa Omoruyi, TX
Jharick Shields, MS

Thursday, July 1 at 5:00pm CT



Hispanic/Latinx Leaders

Tony Ugalde, CA
Victoria Beard, TX

Wednesday, June 30 at 5:00pm CT



LGBTQ+ Leaders

Elle Barts, NE
Heath Martin, TX

Meeting at the [NSDA National Conference!](#)



Womxn Leaders

Jamelle Brown, KS
Kim Lenger, MO

Tuesday, June 29 at 6:00pm CT



Asian American Leaders

David Long, PA
Kris Igawa, OR

Meeting at the [NSDA National Conference!](#)



Persons with Disabilities Leaders

Victoria Freeman, NE
Jan Pizzo, OR

Thursday, July 1 at 8:00pm CT

