

**Mascot Committee Meeting  
BOE Community Room  
Monday, April 23, 2018  
6:30pm**

**Welcome and Introductions**

Sean Crittendon called the meeting to order at 6:30 p.m. Sean welcomed everyone and thanked everyone for his or her participation.

**Review Purpose of Committee**

Diane Liebsch thanked everyone for his or her participation. Diane gave a brief history of the mascot committee. She reminded everyone that as this committee moves forward, three things need to be considered:

- Honoring our history
- Focusing on students of today and tomorrow
- Educating ourselves and the community

Diane laid the ground rules for this evening's meeting:

- Listen to others
- Allow others to finish their comments/thoughts
- Be cordial to one another

**Review and Approve February 5, 2018 Meeting Minutes**

After review of minutes by the committee, no changes were made.

**Workgroup Session I**

The committee broke into four groups. Each group was asked to discuss and make notes of keeping tradition (keep mascot) versus time for change – action (changing the mascot). See workgroup session I notes (alike colors distinguish each group's work). Discussion was shared in open committee.

**Workgroup Session II**

The committee broke into two groups (combining groups 1 and 2 and combining groups 3 and 4). Each group was asked to discuss possible next steps. See workgroup session II notes (alike color distinguishes each group's work). Discussion was shared in open committee.

**Identify Committee Work Highlights to Present to March BOE**

A fact sheet highlighting tonight's discussion will be developed. A subcommittee of this committee will review the fact sheet for final edits on April 30, at 6:30 p.m., at BOE office. The final fact sheet will be presented by Sean and Diane at the May 14 BOE meeting. After discussion, the subcommittee is Chris Taylor, Bryon Hanson, Charo Kelley, Rea Greenwood, Sean Crittendon, Diane Liebsch, and Susan Myers. Tonight's meeting work and fact sheet will be sent to the mascot committee.

**Adjournment**

The meeting adjourned at 8:10 p.m.

## Workgroup Session I Keeping Tradition (keep mascot)

- Attachment to a perceived identity-pride
- The art in the school
- Tradition & school pride with the alumni
  - school & town history
  - town culture
- Native American heritage and how alumni identify with it – name isn't disrespectful
- Cost
- Alumni might stop supporting – memorabilia
- Alumni out weigh current student population
- The original history – Reid's Men
- Tradition
- Our history
- Not meant to be offensive
- "Nobody" wants to change
- Our culture (community)
- Preservation of artifacts (gifts)
- Professional sports team (Redskins)
- Money – too much to change
- Meant to honor
- Reflection of positive school experience for some alumni
- Being too PC (sensitive)
- Want connections with parents/family – be like them
- Tradition (pride)
- Loss of community identity
- Costs
- Unifies Alumni
- Dollars
- Pride
- Just a symbol
- Not an issue
- Questionable if offensive
- Know Native Americans not offended
- A lot of emotion attached
- Parents remove children
- Feel lie it's a "done deal"
- What would change be – end?
- Alumni Affects
- Cub Scouts (Boys Scouts)
- Atchison has been respectful

**Workgroup Session I (continued)**  
**Time for Change - Action**  
**(changing mascot)**

- It's a racial slur
  - Pewewardy (2000a, 2000b) – Mascots/branding are a form of **dysconscious racism** which erodes American Indian culture and identity in youth.
- Will still be pride in being a student of high school
- 2 largest Native American organizations came out against (National Indian Education Association and National Congress of American Indians)  
*SOURCE ADDED* - <http://www.niea.org/2013/07/13/support-for-the-elimination-of-race-based-native-logos-mascots-and-names/>: "Support for the Elimination of Race-Based Native Logos, Mascots, and Names"  
*SOURCE ADDED* - <http://www.ncai.org/proudtobe>: "NCAI's Long Standing Opposition to Harmful "Indian" Sports Mascots"
- Normalizes racism
- Teaches institutionalized racism to our younger population
- It is offensive to many Natives outside of Atchison
- Right side of history – are we progressing
- Can't identify with a culture that's not historically yours
- Date
- Offensive term (Redman) by current definition (racial slur)
- Not our history unless Native American heritage
- APA, ASA recommendation to change (American Psychological Association, American Sociological Association)  
*SOURCE ADDED* - <http://www.apa.org/pi/oema/resources/indian-mascots.aspx>: "Summary of the APA Resolution Recommending Retirement of American Indian Mascots"  
*SOURCE ADDED* - <http://www.asanet.org/about-asa/how-asa-operates/council-statements/use-native-american-nicknames-logos-and-mascots>: "Use of Native American Nicknames, Logos, and Mascots"
- National Congress of American Indians recommends change  
*SOURCE ADDED* - <http://www.ncai.org/proudtobe>: "NCAI's Long Standing Opposition to Harmful "Indian" Sports Mascots"
- NCAA opposes  
*SOURCE ADDED* - "NCAA Native American mascot decision"
- Not acceptable to be other race as mascots (example chinks)
- Many take offense including Native Americans
- Redman not acceptable in current context
- If we opened a new HS-we wouldn't name it Redmen
- Indian head not person – a stereo type
- People aren't mascots (racial groups especially)
- Invites conflict
- Questioned by schools we play-why the use of Redmen
- One argument against league acceptance
- Perception by those outside of community
- Unintended racial slur
- Barrier for some

- Diversity training – teach respect – “practice what we preach”  
*SOURCE ADDED* - <http://www.nea.org/tools/30402.htm>: Diversity Toolkit:  
Cultural Competence for Educators
- Native American mascots accepted in 1900s – times change
- Separation has already started unintentionally
- Minimal costs
- Find it offensive
- Students’ perception of minorities
- Slur, racial
- Stereotype
- Times have changed
- Know Native Americans offended
- Parents remove children

## Possible Next Steps

- Organize facts (share)
  - Cost of change
  - APA/ASA reaction
  - NCAA statement
  - BOE
  - Bullet list to share with community (not necessarily pro/con)
  - Share the story/legend
- Public Forum
  - Board meeting
  - Don't repeat what is shown above
  - For additional comments
  - Submit comments ahead (if unable to make it to forum)
- Reinforce Red/Gold & Green/White school colors (will not change)
- Develop speakers bureau
  - Community groups
  - 1 BOE Member & 1 committee member
- How to share?
  - Water bill
  - Online
  - Letters home
  - Newspaper
  - Radio
- Develop timeline
- Inform: No discussion of name changed mascot until after decision to move – “No mascot waiting in the closet”
- Curriculum is moving through
- Idea of “museum” school
- Define cost – fact vs. myth?
- End product – what are we going to be? What is the process?
- Education of Community
- There needs to be a recommendation for or against change by this committee. Could be majority or minority opinion or two sides of the issue presented to the board
- Have a drop dead date Board's decision
- What is best for students now and in the future