

- CALL TO ORDER** At 7:04 p.m. the April 6, 2021 meeting of the Susquehanna Township Board of School Directors was called to order by President Jesse Rawls, Sr.
- SCHOOL BOARD MEMBERS PRESENT** Mr. Scott W. Campbell, Mr. John F. Dietrich, Mr. Jesse G. Gantt, Ms. Julieann Newill
- SCHOOL BOARD MEMBERS PRESENT VIA MICROSOFT TEAMS** Mr. Majid Ali, Ms. Josie Byzek, Dr. Michael Cohen, Mr. Jesse Rawls, Sr., President, Mrs. Ilecia C. Voughs, Ms. Zoe Jackson, Student Representative, Miss Paige Mullen, Student Representative
- DISTRICT OFFICE PRESENT** Mr. Olswen Anderson, Jr., Mr. Justin Green, Mr. Mark Holman, Dr. Richard Kaskey, Dr. Douglas L. Nyce, Ms. Ann-Marie Rathmell, Dr. Tamara Willis, Superintendent, Mr. Jeff Engle, Esq., District Solicitor
- ABSENT** None.
- EXECUTIVE SESSION** The President announced that executive session was held immediately prior to the meeting for the purpose of personnel and real estate matters.
- REPORTS/ANNOUNCEMENTS** **Dr. Willis, Superintendent**, shared the STSD Covid 19 Dashboard, including that there are presently two active cases. She noted that 238 tests have been offered to date and that 168 tests were obtained with a total positivity rate of 15%. Dr. Willis also shared a Power Point presentation on the mascot/logo of the STSD, including the recommendations that came out of the Mascot/Logo Committee. (survey results and committee recommendations attached to BoardDocs)
- Recommendations for Consideration of the Board:
1. Maintain the name: Susquehanna Township Indians.
 2. Remove the Native American image.
 3. Adopt a neutral image that holds significance to the Native American groups in our area.
 4. Commit to genuine partnerships to teach about Native American culture.
 5. Update the District Curriculum to include specific instruction about the Susquehannock Indians and their contributions to our region to include annual recognition.
 6. Adopt a brief announcement at all district events, explaining our commitment to honoring our Indian name.
- Dr. Willis suggested that the school colors be retained. She noted that the STSD Leadership Model guides the process and that this model is on the District website. Dr. Willis explained how the Leadership Model was utilized in the process of addressing the issue of the mascot/logo. She noted that, should the board approve the recommendation of the committee, that administration would then develop an action plan. Dr. Willis reviewed the stakeholders who are on the committee and shared a timeline that the committee has been following since October of 2020. She noted that 42% of survey respondents said that the mascot/logo image should be

changed, while 58% said it should not be changed. She noted the comparison of red face and black face and their histories. She noted, however, that parent responses were not positive about changing the mascot/logo image. Dr. Willis further noted that 42.5% of students agreed that Native American Culture should be a part of the STSD curriculum, but she asserted that it is not presently. She wondered aloud if there is middle ground. She shared the upcoming timeline including the April 6th sharing of the recommendation, an April 19th board vote to indicate solidarity and support of the decision, and a May-September 2021 period to communicate the recommendation to stakeholder groups and the involvement of students in drafting a new image (including a competition and vote).

FOR THE RECORD

Dr. Willis stated that the Indians name is offensive to her, as an African-American Individual.

II. APPROVAL OF AGENDA ITEMS FOR APRIL 6, 2021

MOTION TO APPROVE

2.A. Moved by Mr. Dietrich, seconded by Ms. Byzek, to approve the meeting agenda for April 6, 2021.

Motion passed 9-0, 0 abstentions, 0 absent

2.B. Board Member Comments

SPEAKER

Mr. Rawls, Sr. shared that he had come down with Covid 19 following a dentist appointment.

SPEAKER

Mr. Dietrich asked if a quick discussion could be permitted under new business regarding charging the administration with developing a policy which would guide the board in their addressing of the issues around the mascot and other district imagery, particularly including trademark law, etc.

III. HEARING OF THE PUBLIC

SPEAKER

Kevin Stevens spoke of his indigenous descent from the Sioux Nation. He noted that he does not feel pride in seeing his ancestor's severed head on the logo of the STSD. He asserted that being an Indian is not being a part of this community. He asserted that his people's heads and scalps are not Susquehanna Township's to have as a symbol. Mr. Stevens stated that seeing these things hurts people like him and he asked that the board make it stop. He asked that the district not use the name Indians, as it is a name that was forced upon Native Americans. He also asked that the district not use feathers in its imagery. He suggested that if the district would like to celebrate Native Americans, that the children of the district should be taught about Native Americans. He also reminded the board that Native Americans are not just history, but are a part of our present and future, as our neighbors, our doctors, our lawyers, our friends. He stated that they are here in front of you now. He also asked that the Indians name not be kept with a hawk mascot, as had been suggested. He asserted that feathers have deep sacred symbolism for Native Americans. He asserted that wearing feathers would be like wearing an Eagle Scout badge without

doing the work for it. He concluded by asked again that the district teach its children about Native Americans and move on from that which does harm to the people we may feel we are honoring.

SPEAKER

Christine Waters asked when the new turf would be installed this summer and whether it would be completed prior to the fall sports preseason. She asked what alternative plan is in place to accommodate these sports, if necessary.

IV. PRESENTATION AND DISCUSSION

PRESENTATION

4.B. Patsy Grove, Regional Director and Mike Roseman, Vice President of District Partnerships, presented Effective School Solutions District Report Card. (attached to BoardDocs)

Item 4.A. was delayed due to technical difficulties.

PRESENTATION

4.A. Vic Rogers, Vice President, Workforce Development and Continuing Education and Abigail Pelsis, Executive Director of Corporate and Manufacturing Training, presented Harrisburg Area Community College: Workforce Development Collaboration. (attached to BoardDocs)

PRESENTATION

4.C. Mr. Andrae Martin, Principal, presented K-9 Fundraiser. (Youtube link attached to BoardDocs)

V. MINUTES

None.

VI. PROGRAM

MOTION TO APPROVE

6.A.B. Moved by Mr. Dietrich, seconded by Ms. Byzek, to approve Items 6.A.B. Motion passed 9-0, 0 abstentions, 0 absent

6.A. Approve the creation of a Middle School Volleyball Intramural program at the Susquehanna Township Middle School. (attached to BoardDocs)

6.B. Approve the creation of a Board Game Club at the Susquehanna Township Middle School as described below. (attached to BoardDocs)

Board Game Club

As employers are looking for employees who have soft skills which help them be successful in their careers, it is my desire to sponsor a club called "board games." Important soft skills of critical thinking, special awareness, turn taking, role-playing, and many other crucial soft skills will be learned and applied as learners participate in such game as chess, checkers, and other board games. The rules and how to play the games would be taught and reviewed prior to the playing of the board games. Tournaments will be held for chess and checkers as well as other critical thinking

game. The club would be open to 18 AIS students and ARA students who can play along with students both virtually through online chess games and via team meetings.

VII. PERSONNEL

MOTION TO APPROVE

7.A.B.C.D.E.F.G. Moved by Mr. Dietrich, seconded by Ms. Byzek, to approve Items 7.A.B.C.D.E.F.G.

Motion passed 9-0, 0 abstentions, 0 absent

7.A.1. Approve the resignation of Lindsey Kreider as Art Teacher at the Susquehanna Township High School, effective June 11, 2021.

7.A.2. Approve the resignation of Deanna Salenieks as Night Custodian at the Sara Lindemuth / Anna Carter Primary School, effective April 2, 2021.

7.B. Approve the termination of McDaniel Purdy as Custodian at the Susquehanna Township High School, effective April 6, 2021.

7.C. Approve leave without pay for personal reasons for employee A from March 17, 2021 through March 19, 2021.

7.D. Approve the end of assignment for Korinne Kauffman as LTS Emotional Support Teacher at the Susquehanna Township Middle School, effective April 1, 2021.

7.E. Amend Sabrina Morrissette as 4th Grade Teacher at the Thomas W. Holtzman, Jr. Elementary School at a salary of \$52,629.00 (B, Step 3), pro-rated, from effective date to be determined to effective April 6, 2021. Ms. Morrissette will be replacing Alaina Rathfon.

7.F.1. Approve Tyler Thomas as Night Custodian at the Susquehanna Township High School at a rate of \$13.50 per hour plus \$0.45 shift differential, effective March 19, 2021. Mr. Thomas will be replacing Alex Drolet.

7.F.2. Approve Iris Klinepeter as Assistant III Life Skills Paraprofessional at the Thomas W. Holtzman, Jr. Elementary School at a rate of \$15.53 per hour (Tier 2-1), effective April 6, 2021. Ms. Klinepeter will be replacing Jennifer McGeorge.

7.G.1. Approve Elijah Weinstock as Volunteer Pole Vault Coach at the Susquehanna Township High School for the 2020-2021 school year.

7.G.2. Amend Emily Bland from Volunteer Track Coach at the Susquehanna Township High School to Assistant Track Coach at the Susquehanna Township High School at a stipend of \$2,800.00 for the 2020-2021 school year.

VIII. FINANCES

MOTION TO APPROVE

8.A.B.C.D.E. Moved by Mr. Dietrich, seconded by Ms. Byzek, to approve Items 8.A.B.C.D.E.
Motion passed 9-0, 0 abstentions, 0 absent

8.A. Approve the payment of Activity Fund bill from the First National Bank Activity Fund Checking, as listed on the Computer Check Summary, totaling \$24.40. (attached to BoardDocs)

8.B. Approve the payment of Capital Reserve PSDLAF checking bills from the Capital Reserve PSDLAF Checking, as listed on the Computer Check Summary, totaling \$120,392.19. (attached to BoardDocs)

8.C. Approve the payment of First National General Fund Checking bills from the First National General Fund Checking, as listed on the Computer Check Summary, totaling \$3,884,600.97. (attached to BoardDocs)

8.D. Approve the payment of Food Service bills from the Food Service Checking, as listed on the Computer Check Summary, totaling \$250.60. (attached to BoardDocs)

8.E. Approve the following Personal Tax Refund:

Taxpayer Name: Mitchell Edman
Bill #: 225
Year: 2019
Refund Amount: \$283.50

Reason: Mitchell Edman was not a Susquehanna Township resident in 2019; paid the taxes in error.

Dr. Cohen left the meeting at 9:00 p.m. due to technical difficulties.

MOTION TO TABLE

8.F. Moved by Mr. Dietrich, seconded by Ms. Byzek, to table Item 8.F.

ROLL CALL VOTE:

Aye:	Mr. Ali, Mr. Campbell, Mrs. Voughs, Mr. Rawls, Sr.
Nay:	Mr. Dietrich, Ms. Newill, Mr. Gantt, Ms. Byzek
Abstain:	None.
Absent:	Dr. Cohen

Motion failed 4-4, 0 abstentions, 1 absent

Dr. Cohen returned to the meeting at 9:03 p.m.

MOTION TO RECONSIDER

8.F. Moved by Mr. Dietrich, seconded by Mr. Gantt, to reconsider Item 8.F.

ROLL CALL VOTE:

Aye:	Mr. Ali, Mr. Dietrich, Mrs. Voughs, Mr. Campbell
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Nay: Dr. Cohen, Ms. Newill, Mr. Rawls, Sr., Mr. Gantt
Ms. Byzek
Abstain: None.
Absent: None.

Motion passed 8-1, 0 abstentions, 0 absent

MOTION TO TABLE

8.F. Moved by Mr. Dietrich, seconded by Ms. Byzek, to table Item 8.F.

ROLL CALL VOTE:

Aye: Mr. Ali, Mrs. Voughs, Mr. Rawls, Sr.
Nay: Mr. Campbell, Dr. Cohen, Mr. Dietrich, Mr. Gantt,
Ms. Newill, Ms. Byzek
Abstain: None.
Absent: Mr. Gantt

Motion failed 3-6, 0 abstentions, 0 absent

MOTION TO APPROVE

8.F. Moved by Ms. Byzek, seconded by Mr. Campbell, to approve Item 8.F.

ROLL CALL VOTE:

Aye: Mr. Dietrich, Dr. Cohen, Ms. Newill
Nay: Mr. Campbell, Mrs. Voughs, Ms. Byzek,
Mr. Ali, Mr. Gantt, Mr. Rawls, Sr.
Abstain: None.
Absent: None.

Motion failed 3-6, 0 abstentions, 0 absent

8.F. Approve the taxing jurisdiction compromise settlement of tax assessment appeal filed by Linlo Properties X, LP, Dauphin County Docket No. 2019-CV-7312 TX regarding parcel # 62-021-140 as discussed in executive session. It is noted that the district has been advised by its legal counsel that the Township is in agreement with the settlement proposal.

DISCUSSION

8.G. Discuss the Capital Area Intermediate Unit (CAIU #15) Operating Budget for the 21-22 Fiscal Year. (attached to BoardDocs)

IX. CONTRACTS

MOTION TO APPROVE

9.A.B.C.D.E.F.G. Moved by Mr. Dietrich, seconded by Mr. Gantt, to approve Items 9.A.B.C.D.E.F.G.
Motion passed 9-0, 0 abstentions, 0 absent

9.A. Approve the renewal of the contract with Effective School Solutions for the 2021-2022 school year to provide mental health services for students who have

returned to district from out of district placement as well as maintain at-risk students in district. (attached to BoardDocs)

9.B. Approve the agreement with Crystal Rock to provide celebratory services for the graduating class of 2021. (attached to BoardDocs)

9.C. Approve the agreement with Seesaw to provide 2 asynchronous professional development courses for the Susquehanna Township School District.

9.D. Approve the attached agreement between Susquehanna Township School District and Keystone Sports Construction for the supply and installation of a new Turf Field as outlined in Keystone Sports Construction (Costars Contract # 14-195) in the aggregate amount of \$312,457.25 plus a unit price of \$8.00 per linear feet for the replacement of damaged nailer boards not already included in the total project price. It is not anticipated to need more than 160 linear feet of additional nailer board replacement, if any. (attached to BoardDocs)

9.E. Approve the attached agreement between Susquehanna Township School District and Keystone Sports Construction for the supply and installation of a new Turf Track as outlined in Keystone Sports Construction (Costars Contract # 14-195) in the aggregate amount of \$230,632.47. (attached to BoardDocs)

9.F. Approve the attached OMNIA Cooperative Purchasing for State Government, Public Sector Contract #R191805 regarding the supply and installation of new Susquehanna Township High School Auditorium Seating by Irwin Seating Company in the aggregate amount of \$180,663.52 as itemized in the proposal. (attached to BoardDocs)

9.G. Approve the attached OMNIA Cooperative Purchasing for State Government, Public Sector Contract #R191805 regarding the supply and installation of new Susquehanna Township Middle School Auditorium Seating by Irwin Seating Company in the aggregate amount of \$215,984.82 as itemized in the proposal. (attached to BoardDocs)

DISCUSSION

9.H. Discuss the proposal from Management Insights to continue the implementation and integration of the Baldrige Framework for Performance Excellence as a part of the District's long-term improvement strategy, specifically, planning and facilitation of the June strategic planning meeting. (attached to BoardDocs)

DISCUSSION

9.I. Discuss the agreement between Merakey and STSD to provide physical and behavioral healthcare to children who are referred through our Student Assistance Program on an as needed basis. (attached to BoardDocs)

DISCUSSION

9.J. Discuss the Laurel Life agreement for 2 elementary transition classrooms for the 2021-22 school year. Laurel Life provides trauma-informed services for behavioral

and mental health challenges in the school setting. The contract is for 2 elementary programs, one K-2 and one 3-5. (attached to BoardDocs)

DISCUSSION

9.K. Discuss the Susquehanna Township School District contract for substitute teachers services with Substitute Teacher Service (STS) effective July 1, 2021 through June 30, 2023 at the per diem rates reflected in the attached contract. (attached to BoardDocs)

Note: The rates for these substitute teacher services are reflective of a nominal 1.0% increase on per diem substitute and support staff rates. Increases in cost of goods and services associated with extensive advertising, local recruitment programs, etc. are drivers of this requested increase. It is further noted that the current contract was not reflective of an increase over the contract executed prior to it.

DISCUSSION

9.L. Approve the 2021-2022 contract for CAOLA Advisor Services between the Susquehanna Township School District and the Capital Area Intermediate Unit (CSIU). (attached to BoardDocs)

Mr. Ali left the meeting at 9:19 p.m.

X. POLICY

None.

XI. OTHER

DISCUSSION

11.A. Approve the Administration's advertisement for the following Phase 2 Capital Improvement Projects for Public Bidding in accordance with PA Public School Code.

Base Bid:

- SL/Anna Carter Primary School – Multi-Purpose Room Ceiling & Lighting

Various Alternate Bids:

- HS Lobby Renovations
- HS Receptionist/Security Entrance/Sound System
- HS Elevator Addition
- HS Gymnasium Sound System
- MS Chiller Cleaning & Controls Upgrades

DISCUSSION

11.B. Discuss the Susquehanna Township School District K-12 School Guidance Plan. In PA, 22 Pa Code 339.31 requires that all school entities have a written plan on file, approved by the board, for the development and implementation of a comprehensive, sequential program of guidance services for K-12th grade. (attached to BoardDocs)

DISCUSSION

11.C. Affirm support for the Administration's recommend to adopt the committee's recommendations to remove the Native American imagery and all related images (i.e., spears, feathers, head dresses, and tomahawks) on district signage, media, communication and spirit items and replace these images with the Red-tailed Hawk. Affirmation of support includes maintaining the Indian name.

FOR THE RECORD

Dr. Cohen requested more information from the rebranding committee so that he could make more informed decisions.

MOTION TO REFER

11.C. Moved by Gantt, seconded by Byzek, to refer the topic of Item 11.C. back to the committee with the instructions to proceed in a new process of selecting a district logo, mascot, and name that engages our stakeholders in the selection process.

ROLL CALL VOTE:

Aye:	Mr. Gantt, Mr. Dietrich, Mrs. Voughs, Ms. Byzek, Dr. Cohen, Ms. Newill, Mr. Rawls, Sr.
Nay:	Mr. Campbell
Abstain:	None.
Absent:	Mr. Ali

Motion passed 7-1, 0 abstentions, 1 absent

XII. NEW BUSINESS

None.

XIII. ADJOURNMENT

MOTION TO ADJOURN

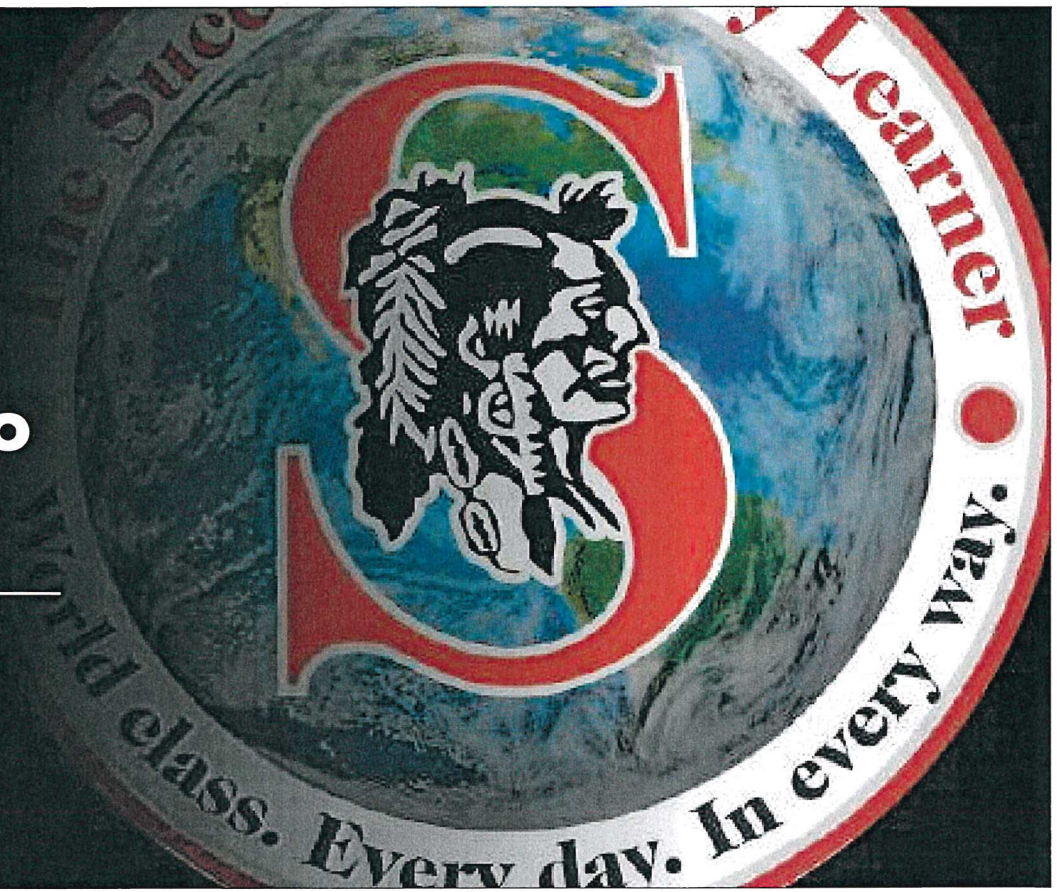
13.A. Moved by Mr. Dietrich, seconded by Mr. Gantt, to adjourn the meeting.
Motion passed: 8-0, 0 abstentions, 1 absent

Meeting adjourned at 9:32 p.m.

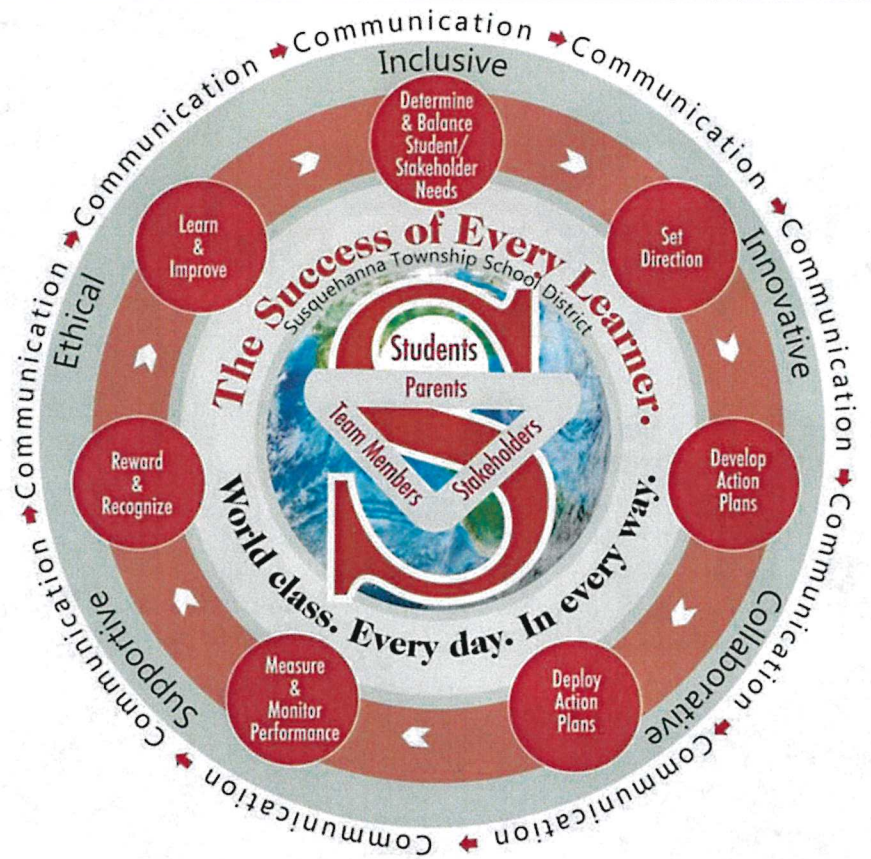

Julieann Newill
Board Secretary

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Mascot/Logo of the STSD



Our Process: The Leadership Model



District Mascot/Logo Committee

Where did our data/opinions come from?

- Teachers/Staff
- Community Members
- Alumni Association
- Members of Local Native American Groups
- Students
- Parents
- Board Members

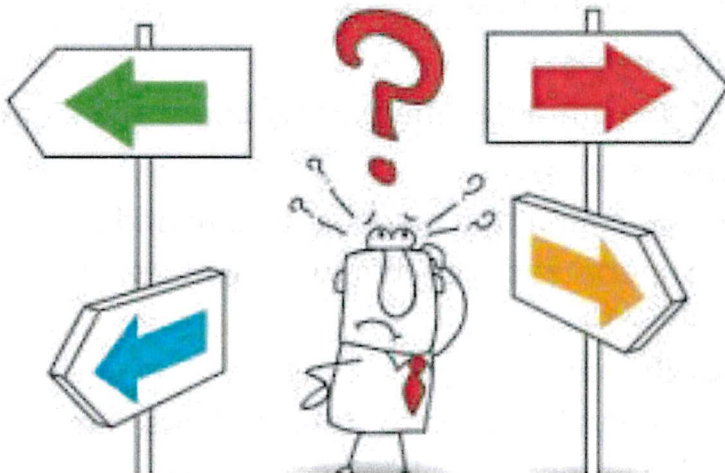


Our Timeline



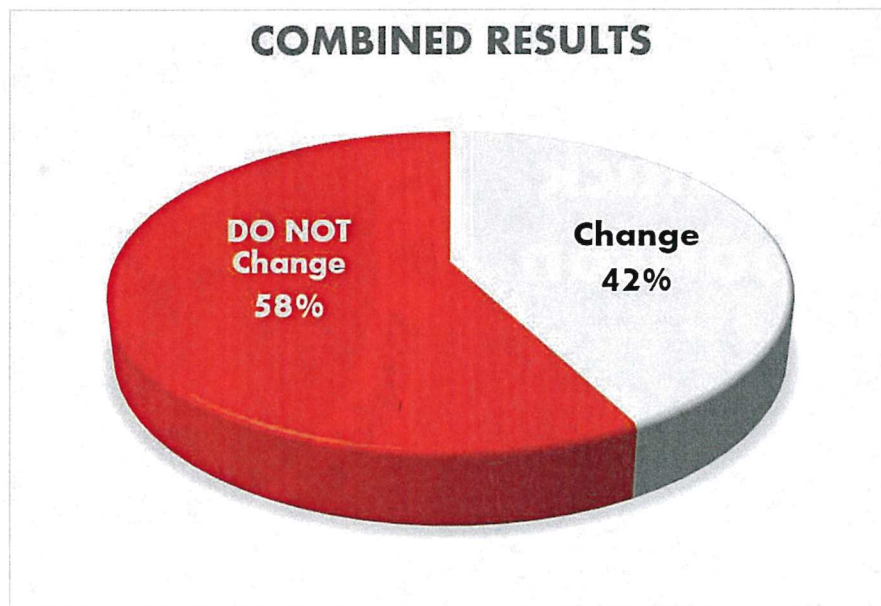
- **October 2020**
 - First Committee Meeting in October 2020
- **December 2020**
 - Full Committee Meeting
- **January 2021**
 - Sub-committee meeting w/ board and alumni reps
- **February 2021**
 - Sub-committee meeting w/ staff and student reps
 - Superintendent video to students, staff and parents
- **March 2021**
 - Surveys launched to staff, students, parents
 - Full Committee Meeting to review survey data

Pre-Work for Final Committee Meeting

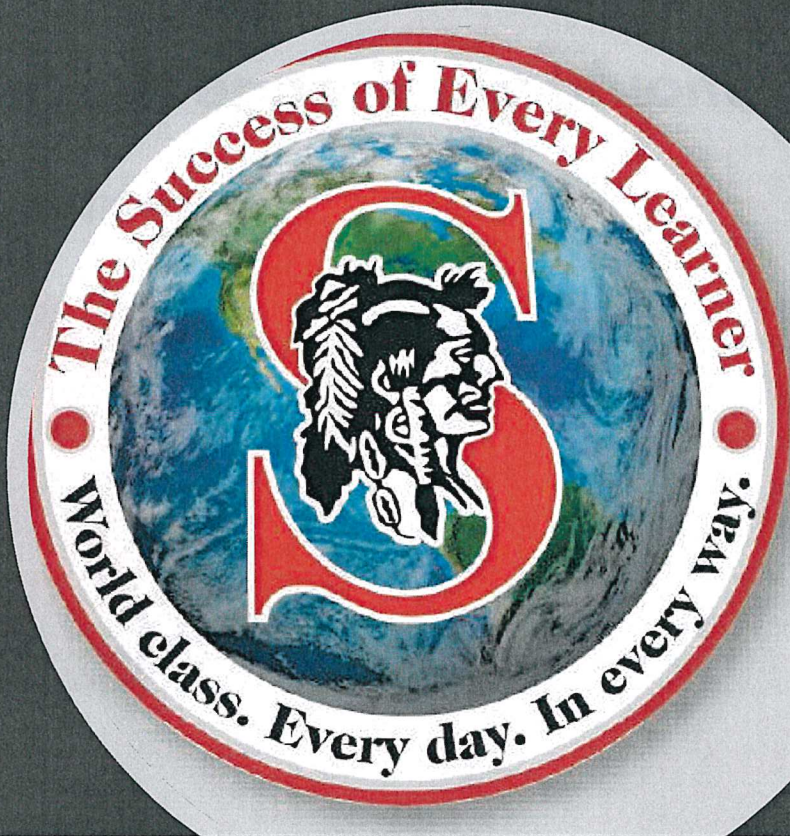


- **Review survey data**
- **Prepare to discuss the Committee's final recommendation to the Board of School Directors**

Should we change the mascot/logo and image?



**Red Face / Black
Face Comparison**



Student Responses

	All	MS	HS
Q4 Entertainment			
A	46.4	167	211
D	28.7	114	121
NO	24.8	102	98
Q5 Red Face			
A	41.4	145	192
D	28.7	117	118
NO	29.9	121	121

Staff Responses

	All	SLAC	TWH	MS	HS	DO
Q5 Red Face						
A	46.9	15	11	18	33	6
D	36.7	16	7	15	22	5
NO	16.4	8	7	7	5	2
Q4 Entertainment						
A	46.9	15	14	15	33	6
D	38.4	19	9	15	20	5
NO	14.7	5	2	10	7	2

Parent Responses

	All
Q4 Entertainment	
A	43.1
D	44.1
NO	12.8
Q5 Red Face	
A	43.1
D	42.9
NO	13.9

Student Responses: Commitment to Teach Students

	Students (n=814)	MS (n=383)	HS (n=431)
Q2 Not Honoring	%		
Agree	42.5	137	209
D	30.8	128	124
NO	26.7	118	98



Is there a
middle
ground?

For Consideration

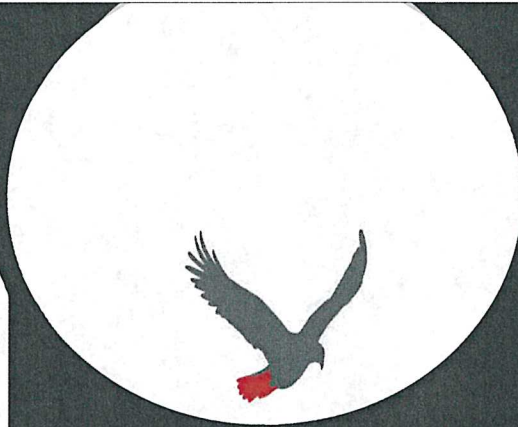
1. Maintain the name, Susquehanna Township Indians
2. Remove the Native American Image
3. Adopt a neutral image that holds significance to the Native American groups in our area
4. Commit to genuine partnerships to teach about Native American culture (e.g., partner with a Native American school on diversity and inclusion projects)
5. Update district curriculum to include specific instruction about the Susquehannock Indians and their contributions to our region to include annual recognition
6. Adopt a brief announcement at all district events, explaining our commitment to honoring our Indian name



Red-tailed Hawk Imagery

- Native to Central Pennsylvania
- Sacred to many Native American and Indigenous Groups in our area
- Feathers protected under Eagle Feather Law for use in Native American ceremonies*

* We would **NOT** condone the inappropriate wearing of feathers out of respect for Native Americans



Examples ONLY

Sample ONLY



**Introduce a
Tangible
Mascot**
(school colors)

Timeline

- **April 6**
 - Make recommendation to the Board of School Directors
- **April 19**
 - Board Vote- to indicate solidarity and support of the decision
- **May-September 2021**
 - Communicate recommendation to stakeholder groups
 - Involve students in drafting of new image (competition and vote)
 - Engage professional marketing company to recreate winning image
- **September 2021- June 2022**
 - Systematically engage in rebranding across district



Questions



THANK
YOU

Responses to individual survey questions suggest support of a given argument:

Change*

Do NOT Change*

	Students (n=814)	MS (n=383)	HS (n=431)
Q2 Not Honoring	%		
Agree	42.5	137	209
D	30.8	128	124
NO	26.7	118	98
Q3 Harmful words			
Agree	36.9	132	168
D	36	140	154
NO	27.1	111	109
Q4 Entertainment			
A	46.4	167	211
D	28.7	114	121
NO	24.8	102	98
Q5 Red Face			
A	41.4	145	192
D	28.7	117	118
NO	29.9	121	121
Q6 Our History			
A	48.9	203	196
D	28	86	142
NO	23.1	94	93
Q7 Religious			
A	40.5	168	163
D	31.7	99	159
NO	27.8	116	109
Q8 Pro Honor			
A	50.4	99	204
D	24.2	77	120
NO	25.4	207	107
Q9 Not Redskin			
A	40	160	167
D	26.7	81	136
NO	33.3	142	128
Q10 Final			
Change	45 (n=366)	147	218
Do Not Change	55 (n=448)	236	214

*represents a majority of responses for a given question

Responses to individual survey questions suggest support of a given argument:

Change*

Do NOT Change*

	Staff (n=177)	SLAC (n=39)	TWH (n=25)	MS (n=40)	HS (HS=60)	DO (n=13)
Q2 Not Honoring						
Agree	39.5	11	11	15	31	4
D	44.6	22	10	17	22	7
NO	15.8	6	4	8	7	2
Q3 Harmful words						
Agree	37.9	11	11	12	3	5
D	47.5	20	13	20	24	7
NO	14.7	8	1	8	7	1
Q4 Entertainment						
A	46.9	15	14	15	33	6
D	38.4	19	9	15	20	5
NO	14.7	5	2	10	7	2
Q5 Red Face						
A	46.9	15	11	18	33	6
D	36.7	16	7	15	22	5
NO	16.4	8	7	7	5	2
Q6 Our History						
A	52.5	25	15	22	24	7
D	38.4	15	8	13	30	5
NO	9	2	2	5	6	1
Q7 Religious						
A	39.5	18	8	17	21	6
D	42.9	13	10	16	31	6
NO	17.5	8	7	7	8	1
Q8 Pro Honor						
A	57.6	25	16	27	26	8
D	32.8	10	7	11	25	5
NO	9.6	4	2	2	9	0
Q9 Not Redskin						
A	54.8	23	15	24	2	8
D	35.6	10	9	13	26	5
NO	9.6	6	1	3	7	0
Q10 Final						
Change	40 (n=71)	13	10	13	29	5
DO NOT Change	60 (n=106)	26	15	27	31	8

*represents a majority of responses for a given question

Responses to individual survey questions suggest support of a given argument:

Change*

Do NOT Change*

Parents - All (n=538)	
Q2 Not Honoring	%
Agree	40.1
D	48.5
NO	11.3
Q3 Harmful words	
Agree	38.3
D	51.9
NO	9.9
Q4 Entertainment	
A	43.1
D	44.1
NO	12.8
Q5 Red Face	
A	43.1
D	42.9
NO	13.9
Q6 Our History	
A	55.9
D	35.1
NO	8.9
Q7 Religious	
A	43.9
D	40.9
NO	15.2
Q8 Pro Honor	
A	58.4
D	30.7
NO	11
Q9 Not Redskin	
A	55.6
D	32.3
NO	12.1
Q10 Final	
Change	39 (n=210)
DO NOT Change	61 (n=328)

*represents a majority of responses for a given question

