



Oregon School Activities Association

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January 4, 2023

To: Superintendents, Principals and Athletic Directors
From: K.T. Emerson, Assistant Executive Director
Peter Weber, Executive Director
Subject: OSAA Equity and Diversity – December 15 Meeting Update

The OSAA staff welcomed the committee members to the meeting and began right at about 1pm.

The discussion started with OSAA staff sharing about a recent OSAA presentations shared at the COSA Law Conference. The focus of the COSA Law Conference presentation was regarding submitted complaint data and continued efforts with member schools regarding providing the safest and most welcoming environment at OSAA events. The OSAA staff also reviewed the submitted complaint statistics that were shared at the COSA conference with the Equity and Diversity Committee.

A S.T.A.R. school update was shared. The OSAA has nine official S.T.A.R. Schools who have applied and completed the application process of meeting with OSAA staff and discussing the event management they have in place for OSAA events. The S.T.A.R. schools will receive a \$1000 grant for them to continue their work around S.T.A.R. and effective event management as well as a custom banner for their school.

The committee discusses the Interrupting and Preventing Discriminatory Acts Training and what the next iteration will be for those who have already engaged in the training. Committee members expressed the need for working with schools on scenarios that have or could possibly occur and the steps that schools, officials and the OSAA have taken to help interrupt and prevent further incidents. The OSAA staff will begin working on the objectives of the next steps for continued education surrounding efforts of interrupting and preventing discriminatory acts at OSAA events. The goal is to have the expectations and objectives to athletic directors by May in order to help them plan for trainings that may occur in early August before the OSAA Administrator Workshops.

Throughout the 2022-2023 Association year the OSAA has sent out consistent communication to school administrators, coaches, officials and commissioners regarding event management expectations and the necessary continued vigilance regarding efforts for providing positive experiences and environments at all interscholastic events. The OSAA is looking for suggestions on other ways besides consistent emails to get the information out to constituents to ensure the messages are being received. The committee expressed the need for continued consistency with messaging. There were some suggestions provided to include social media postings and videos as reminders as well to help communities remain engaged in the efforts as well.

The OSAA has an inclusion committee that focuses on access for para-athletes in OSAA sports and activities. The OSAA has proposed including the inclusion committee in the Equity and Diversity committee meetings to ensure that the discussion regarding access is inclusive of para-athletes. Equitable access for all students continues to be a charge of the Equity and Diversity committee and broadening the objectives to include more underrepresented students is an important step for the Association to ensure is happening consistently.

Future Equity and Diversity meetings are as follows:

February 9, 1pm

April 27, 1pm