



## Oregon School Activities Association

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February 15, 2024

To: Superintendents, Principals and Athletic Directors  
From: Monica Maxwell, Assistant Executive Director  
Peter Weber, Executive Director  
Subject: OSAA Equity and Diversity – February 15, 2024, Meeting Update

The meeting was called to order at 1pm as the OSAA staff welcomed the committee members.

Peter provided an update to the committee on the rescheduled date for the Courageous Conversations training that was postponed due to the ice storm in January. The training has been rescheduled for June 12<sup>th</sup> and 13<sup>th</sup> at the OSAA office in Wilsonville.

Monica gave updates from the NFHS DEIB Committee. The NFHS national book study has been postponed until further notice. There were some issues with acquisition of the book and some other issues that have delayed the rollout of the book study. Also, the NFHS will be sending out a DEIB survey to all state associations. The goal of the survey is to determine existing DEIB assets (programs, initiatives, training, etc.) and to gather valuable insights on additional resources that may be needed to propel this work forward. More specifically, the survey will cover:

1. Current DEIB practices and initiatives within the state association.
2. Challenges facing implementation of DEIB initiatives (legislative or otherwise).
3. Does the state association need resources and/or support to advance its DEIB efforts effectively.
4. Suggestions for enhancing DEIB within NFHS and its member organizations.

The survey will be sent early next week.

The final update from the NFHS DEIB committee was that the NFHS is in the process of developing a DEIB Course that would be offered through the NFHS Learn Center. The course development is currently on hold, while a consultant is secured. The OSAA DEI committee is interested in the development of a DEIB course for students and shared several recommendations. Kelly offered to take the suggestions back to the NFHS student services committee for feedback. Jose also shared that he would look at resources that may be available and tailored to coaches and students and share those resources with committee.

On February 4, 2024, the OSAA Student Leadership Council hosted the 1<sup>st</sup> annual NGWSD Luncheon at OES. The event had over 115 people in attendance. The keynote speaker was Vera Jones from Jacksonville, FL who spoke from the luncheon theme of Lead Her Forward. The event was primarily planned by the Student Advisory Council, 7 of which were in attendance. Five well deserved individuals received the following awards, Individual Sports Woman of the Year and Team Sportswoman of the Year, as well as the Billie Jean King Leadership award, the Wilma Rudolph Courage, and the Champion for Equality award. The council was responsible for introducing the speaker and award recipients, creating autograph cards, registering schools, and passing out gifts. This committee is comprised of 14 members from all over the state. We look forward to making this an annual celebration.

Kelly Foster and Jen Armbruster spoke about how we can work together to improve the track and field championships and finally Kate Hildebrandt from ODE joined us. Kate discussed the anticipated changes Title IX and how they may affect our athletes.

Next meeting date April 24<sup>th</sup> @ 1pm