

## Equity and Diversity Meeting Summary:

The OSAA welcomed the members present for the March 2021 Equity and Diversity Committee Meeting. The meeting began with an overview of the STAR Initiative roll out timing and assets that will be available to schools. The timing for rolling out the STAR Initiative information will be end of May or beginning of June. The OSAA plans to hold a webinar about STAR and give athletic administrators the assets so they can plan their strategies on how to implement STAR at their own schools.

- MAY/JUNE- 2021 STAR Assets Given to schools:
  - PA Announcements
  - Art package for schools to us to implement
  - Equity Training
  - STAR hype video
  - STAR PR Release
  - Student Leader Toolkit
  - STAR Signage
    - ACTION reminders
    - Interrupting behaviors

The OSAA also went through the second year's expectations that are present in the 3-year Equity Strategic plan for feedback from the Equity and Diversity Committee. The goals of the second year include the following:

- Training: Continue to provide and emphasize the need for it to be. Provide updates to training based on statewide and nationwide incidents and occurrences that took place.
  - NFHS Training now available - Implicit Bias
- Fall 2020/21: STAR Initiative implementation - Awareness campaign:
  - Complaint form
  - Survey
  - PR/Social Media focused to focus on what students, coaches and schools are doing right and how to be safe, welcoming and inclusive while hosting and attending school events.
- Fall/Winter/Spring: STAR Awards Rolled Out:
  - OADA, OACA, OAOA, OSAA Cup Points
- Provide resources for continued conversations regarding equity work needed for high school athletics and activities:
  - Provide resources on the OSAA website as well as through a monthly newsletter for all people who have participated in the equity training or who sign up to receive the information (provide a form for signing up to receive the OSAA Equity Newsletter).
  - Education of OSAA Staff to continue to provide materials and updated resources for OSAA member schools.
- Spring 2022: Equity Summit (online/in-person)
  - Training for students
  - Speaker(s) invited to work with students
  - Cultural shift in athletics conversation

The OSAA discussed an incident that recently occurred during a volleyball match that has brought up some questions regarding the cultural inclusiveness of a specific rule. In volleyball, there is a rule that states:

*“Hair Devices made of soft material and no more than 3 inches wide may be worn in the hair or on the head. Bobby pins, flat clips and flat barrettes unadorned and no longer than 2 inches, are also allowed.”*

The interpretation of this rule does not allow for hard beads or hard hair adornments to be worn in athletes' hair while competing. The NFHS Volleyball Rules Committee has discussed this rule in past years to assess the cultural inclusiveness of the rule. The Equity and Diversity committee expressed their concerns regarding the impact of this rule on specific populations of students and the lack of cultural perspective considered with the application of the rule. The next steps include looking at organizations locally, nationally and internationally to compare language and application of rules that maintain the need for safety with allowing cultural expression. The OSAA Executive Board tasked the OSAA staff in researching the language for all sanctioned activities that include the rule or an iteration of the rule as well as the safety aspects of the rule as well if there was to be a change that made locally.

The OSAA explained that the OSAA Executive Board acted on Wednesday to allow for religious head coverings to be worn without the need of an exemption letter from the state association. This change is effective immediately in the state of Oregon. Iterations of this rule have already been approved by the NFHS soccer and volleyball rules committees and will be implemented nationwide starting in 2021-22 in several NFHS sports and activities. Other OSAA-sanctioned activities that currently require an exemption for religious head coverings (i.e. softball, basketball, swimming, spirit) will have similar rule interpretations communicated to athletic directors, coaches, officials in advance of their seasons beginning this Spring. With this implementation in Oregon beginning now, officials will no longer need to ensure that an athlete wearing a religious head covering has an exemption letter. As an example, the specific language of the rule in Volleyball states:

*“2021-22 NFHS Volleyball Rule 4.1.6.a.: Head coverings worn for religious reasons shall not be made of abrasive or hard materials; and must fit securely.”*

The committee also discussed the HB 2935 which includes the following language: *Limits authority of school district to become member of voluntary organization that administers interscholastic activities unless organization implements policy that prohibits discrimination based on race, color or national origin. Clarifies meaning of race to include natural hair, hair texture, hair type and protective hairstyles for purposes of prohibited discrimination under antidiscrimination statutes. Clarifies that valid dress code or policy may not have disproportionate adverse impact on members of protected class to extent that is greater than impact on persons generally.*

None of the committee members had any feedback to share about the HB 2935 at this time but would provide feedback as they research a further.

Last, the committee discussed the complaint process and procedure required by HB 3409. The committee provided feedback including the need to include a question about what equity work the school/district is doing proactively in their school/district that would potentially avoid bias incidents from occurring. The committee also discussed the possibility of adding language regarding the All Student Belong requirements for schools and asking schools to include any information that would connect to the ASB specifics.