



Oregon School Activities Association

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The Equity and Diversity Committee met via Zoom on May 27.

The OSAA reviewed the OSAA Equity Training and OSAA Foundation Equity Grant updates. There have been 791 people who have taken the OSAA Equity Training to date. The OSAA also discussed the Implicit Bias training from NFHS also popular amongst schools and there seems to be a want to implement prior to taking coaching assignments.

The OSAA reviewed the S.T.A.R. Initiative assets and expected timing for roll out. The roll out will occur in early August, prior to official practices and competitions starting. The OSAA will also create an area on the website for the assets of the S.T.A.R. Initiative. The OSAA plans to send out information to athletic directors in mid-June regarding the information and assets available on the website.

The OSAA reviewed HB 2935 and the process for rule changes through the NFHS as well as the language that the OSAA Executive Board is reviewing regarding a possible Executive Board policy allowing hard devices in hair. The OSAA showed a portion of a video from the NFHS where Dr. Karissa Niehoff presented the NFHS rule change process and the considerations for cultural allowances ensuring students' ability to express their identities while competing. Dr. Niehoff conveyed the need to consider other adornments that are more inclusive of students' culture.

The Equity and Diversity Committee reviewed the proposed language and agreed that there may be a need to include language regarding "securing" the beads or adornment in a participant's hair for both their own safety as well as safety of other participants. The changes for activities where hard devices, such as beads, are not allowed are being proposed to include allowances in volleyball, cheer, and softball. The current language of the proposal does not allow beads or other hard devices in basketball, soccer, football, and wrestling. The committee agreed that hard devices including beads should not be allowed in wrestling nor in soccer because the skull is used as a tool during those sports and the participant and/or the other participants could be injured due to the hard hair devices. The committee did express the want to obtain more data regarding possible injuries or allowances from other entities in basketball and football. The OSAA will continue to gather data and inquire about the other possible allowances of hard devices including hair beads. The committee also discussed the need to have a process for students to rectify the hair devices when beads are not secured instead of having to move to cutting the beads or adornment out of the hair to play. Frontloading information to athletic directors, coaches, students, and communities is going to be imperative in this process.

The Equity and Diversity committee will meet in late September and set their meeting schedule for the 2021-22 Association year at that time.