



Oregon School Activities Association

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September 30, 2020

TO: Superintendents, Principals and Athletic Directors

FROM: Peter Weber, Executive Director
K.T. Emerson, Assistant Executive Director

SUBJECT: Update from the Equity and Diversity Advisory Committee, September 24, 2020

The Equity and Diversity Advisory Committee met virtually on September 24, 2020 to continue to review the equity needs and concerns of the Association. The committee was put together by the OSAA Executive Board and Delegate Assembly due to an uptick in occurrence of racial transgressions at OSAA events. The committee is also committed to an intentional focus of applying an equity lens in all aspects of the Association's work.

K.T. Emerson presented about the continued work on the OSAA's Racial Equity Training. The equity training was released on September 16, 2020 along with information regarding the use of the information in varying settings. The feedback regarding the training has been positive and the staff and board welcome continual conversation about ways to improve and what is happening in member schools. The next steps after the training release include sending a monthly newsletter out to schools and those who have taken the training to keep racial equity work as a priority within the schools in the Association.

The OSAA Foundation has also decided to provide a grant opportunity for school to obtain funds, up to \$2000 for resources for racial equity work within their school. [OSAA Foundation: Equity and Diversity Grant Application](#)

Peter Weber shared information about the progress with the STAR Initiative. The OSAA staff has continued to collaborate with ODE, COSA, OSBA, State School Board, OASC, OEA and students throughout all of this work. The STAR Initiative is preparing for an official launch later this Fall. The OSAA is looking to launch the campaign when activities return to schools in Oregon, however, they are prepared to look at other options for a launch as well. The next steps include a media release and preparing our athletic directors during the upcoming Administrator Workshops at the end of October. Event management, incident reporting, interrupting discriminatory behaviors and continued education will be the focus of the messaging during the Administrator Workshops.

K.T. shared the development of a 3-year timeline for the continuation of this collaborative work. The draft 3-year plan includes partnering with organizations to provide education and resources for our schools as well as student-based summits to provide direct student education options. One suggestion made was breaking down biases should be a focus of the second year in the 3-year scope.

Resources used in the development of the Equity Training module were also presented. One of the resources used was the website Rise to Win. Rise to Win also has the ability to provide virtual trainings for our athletics administrators. The OSAA has scheduled Rise to Win in November, February, April for workshops – dates will be forthcoming.

The next meeting is scheduled for Thursday, December 10, 2020, from 1-3pm.

Written suggestions and proposals on any equity and diversity related subjects should be emailed to the OSAA (kte@osaa.org) Any communication received by the OSAA will be shared with all committee members for review and discussion.