



Oregon School Activities Association

25200 SW Parkway Avenue, Suite 1

Wilsonville, OR 97070

503.682.6722 fax: 503.682.0960 <http://www.osaa.org>



October 16, 2019

TO: Superintendents, Principals, and Athletic Directors

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

SUBJECT: Equity and Diversity Committee – September 30 Meeting Minutes

The OSAA Equity and Diversity Committee met for the first time on Monday, September 30, 2019 at the OSAA Office in Wilsonville. Meeting attendees Marshall Haskins (PIL), Shay James (North Clackamas School District), Rian Petrick (Hillsboro School District), Sandy Luu (Catlin Gabel), Jennifer Sproul (Myrtle Point), Sam Tupou (Siletz Valley Early College), Ryan Heinrich (Nixyaawii Community School), Bill Graupp (North Marion School Board- OSBA), Gustavo Balderas (Eugene School District), and Irvin Brown (ODE).

The committee's focus at this meeting was to address the charge of our committee and begin to assess the most emergent needs in regard to equity work ahead with all of our member schools.

We reviewed the development of the Equity and Diversity committee and the collaborative work that has been taking place over the past six months amongst OSAA, ODE, OSBA, COSA and OASC. At the direction of the OSAA Executive Board, we have developed the Equity and Diversity Committee to advise our association on disparities occurring in our member schools for our most underrepresented student populations.

After a review of the charge, the committee discussed focusing current discussions on spectator conduct and event management as well as transfer policies. The committee has asked to see data on transfers to help them understand how the underrepresented populations in our schools may be affected by the transfer policies. Some of the other areas discussed by the committee include the following topics:

- Continued communication regarding event management best practices and responses when an issue of discriminatory harassment occurs.
- Plan and protocol development for helping schools be both proactive and reactive to instances of racially charged transgressions during events.
- Provide resources focused on the education/training for officials, adults, students and spectators.
- Mentorship program development for new athletic directors, officials and coaches to provide support and resources for continued recruitment of women and people of color in those roles working with our students.
- Discussion regarding barriers for students participating in activities including participation fees, language barriers, time requirements, etc.
- Eligibility policy review applying an equity lens to the changing needs of students and schools.

All written communication received will be forwarded to all members of the Equity and Diversity Committee for their review. The next meeting for the Equity and Diversity Advisory Committee is scheduled for December 2, 2019 at 9am. Please send emails or questions to kte@osaa.org.