



## Oregon School Activities Association

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July 21, 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, July 16, 2020

The Equity and Diversity Advisory Committee met virtually on July 16, 2020 to continue to review the equity needs and concerns within 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 was also put together to intentionally focus on applying an equity lens in all aspects of the Association's work.

K.T. Emerson presented about the continued work on the STAR Initiative and the Racial Equity Training. 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 has made some significant progress since our last meeting. K.T. shared a presentation regarding all of the core principles, objectives and the media campaign work. The continued work beyond the media campaign was a topic of discussion with our Equity and Diversity committee. Continuing to provide resources, answer questions, keeping the information relevant and accessible to what is happening locally and around the world were all topics of the discussion. OSAA staff will develop a 3-year scope of work for the continuation of this collaborative work.

The need to develop a training module was also discussed in past meetings by the committee and K.T. Emerson shared the developments in this area, including an outline of an Equity Training module. The module would be designed to begin the conversation regarding equity in athletics and activities at the school level. It would also provide a base knowledge of common preparation strategies, common concerns that arise, and ways in which to manage incidents that occur. The final Racial Equity Training module will be presented at the OSAA's Fall Administrator Workshops in August.

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 schools or designated groups. The OSAA is considering the possibility of providing 3-4 of these virtual trainings for coaches and athletic directors across the state. The trainings would focus on a specific theme for the year and the OSAA will plan to provide materials and resources between each of the trainings. The Equity and Diversity Committee generally seemed in favor of this approach and suggested that the trainings be recorded so school personnel can view them as needed.

Peter Weber discussed the concern for resource availability for schools in regard to equity work. He suggested that the OSAA Foundation will discuss the concept of a grant program that schools could apply for to have a speaker, or training come to their students/communities with a focus on equity and inclusion.

The next meeting is scheduled for Thursday, September 24, 2020, from 1-3pm.

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