



Oregon School Activities Association

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December 17, 2019

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, December 2, 2019

The Equity and Diversity Advisory Committee met at the OSAA Office in Wilsonville on December 2, 2019 to continue to review how the equity needs and concerns within the association. The committee was put together by the OSAA Executive Board and Delegate Assembly due to the recent 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.

The committee was welcomed by OSAA Executive Director Peter Weber along with OSAA staff member K.T. Emerson.

The OSAA staff began the meeting with a review of the charge and progress to date. The committee also reviewed some articles to understand the breadth of work that is happening across the country as well as in Oregon regarding racial transgressions and need for action. The committee began the steps of developing an equity framework to help guide changes and decisions as policies are brought into question due to a changing population or an identified need.

The committee also discussed the work of the Transfer Task Force and some of the data that is being collected. The discussion also led to looking at hardship appeal data from 2018-19 and recognizing the need to potentially disaggregate the data to include an ethnicity question in the appeal process. We would need to include an ethnicity question in the other transfer and participation information gathered from schools as well to ensure that we know who is participating in athletics and activities as well as who is needing to submit hardships to gain eligibility. The committee would also like to continue to look at barriers that are present in the OSAA transfer policies that may cause students from our underrepresented populations.

The committee also discussed spectator conduct and continued sportsmanship efforts happening throughout the state. One continued discussion from our last meeting revolved around the need to provide a framework of what is expected for effective crowd control and event management. The framework should include effective ratios for varying crowd sizes, effective signage options, announcements that should be made throughout the event, and ways in which to be proactive for both the home and visiting teams to help prepare the attendees of the event.

The need to develop a training module is also a topic that was discussed by the committee. There was conversation about who needs to be trained and how the training could be most effective. Whether the training was an online required training or an in person training, the desire for a consistent training across the state was present. OSAA staff explained that there is also a discussion regarding training efforts happening with the collaborative group which includes COSA, OSBA, OASC, and ODE. The committee asked the OSAA to continue to look at creating a training and what possible vehicles for presenting the information could be utilized.

For future meetings the committee has asked the OSAA staff to provide a few other areas of information. The areas include ways to include student voice, collaborative efforts being made in other states, statistics on our population of coaches and an assessment of the student populations accessing athletics within our association's schools. The committee members are going to also bring back some information on the equity work happening within their schools and districts, including training tools, student directed efforts and other ways that schools are engaging their communities in equity efforts.

The next meeting will be March 16, 2020.

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.