



Oregon School Activities Association

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TO: Superintendents, Principals, and Athletic Directors
FROM: Kelly Foster, Assistant Executive Director
SUBJECT: Update from OSAA Diversity, Equity, and Inclusion Advisory Committee

The Diversity, Equity, and Inclusion Advisory Committee held their second meeting of the school year on Thursday, February 6, 2025, via zoom. In attendance were: Salvador Munoz, Shelley Moore, Casey Alderson, Ryan McCants, Damian Crowson, Lindsay DeVries, Jen Armbruster, Marshall Haskins, Karis Stoudamire-Phillips, and Gustavo Balderas. From the OSAA staff we had Lauren Brownrigg, Melissa Kennedy, Kyle Stanfield, Peter Weber, and Kelly Foster.

Kelly Foster welcomed attendees and reviewed the agenda for the meeting.

The meeting focused on the President's executive order and its potential impact on Oregon's schools. Peter Weber explained that the order was anticipated and that we were in a holding pattern, waiting for clarification from the Oregon Department of Education, Governor's Office, and the Department of Justice. He also mentioned that they were reviewing the order and its potential effect on current Oregon non-discrimination law as Association policy provides schools protocols to follow the state law. Additionally, committee members discussed the new immigration policies and the impact on school events, including how school policies may differ around the state. One concern mentioned was that school day plans and after school plans may be different based on staffing levels. The group was advised to wait for further guidance in both areas.

Peter and Kelly provided an update on the new incident report form for cases when a contest is interrupted by discriminatory and harassing behavior. They explained that the form is used when the behavior is reported to the athletic officials but not directly heard by them, and it allows for the OSAA to better track such incidents. Peter shared that they have received 11 reports of games being stopped due to this behavior thus far, with 10 of them being in boys basketball and one in boys wrestling. He also mentioned that there have been four ejections involving discriminatory language, resulting in an additional suspension period. The form was launched for the winter season and will be extended to baseball and softball in the spring. The aim is to track the frequency of such incidents and address them with the schools involved.

The committee discussed the process of handling complaints from student athletes, particularly focusing on the perspective of the student who feels wronged. They considered the possibility of allowing the student to share their side of the story through a formal or informal process. The idea of an optional informal approach was proposed, with the athletic director facilitating communication between the student and the school. This would provide an opportunity for the student to share their voice and perspective without feeling pressured to involve their parents. The team also discussed the possibility of formalizing this process if the informal approach proves effective. The importance of respecting the student's privacy and providing them with options for reporting incidents was emphasized.

Peter led a discussion about the need for a more defined response guide for schools and school districts in handling incidents. The guide would clarify roles and responsibilities, including the potential use of third-party investigators. The

work is ongoing, with the aim to gather existing materials, identify gaps, and refresh protocols. The next steps involve further discussions with the Coalition of School Administrators (COSA) and refining the guide based on feedback.

Finally, the committee discussed the point structure for track and field events. They considered the number of participants and the potential for displacement in the scoring system. Kelly provided background on how swimming and track & field score team points currently. Jen Armbruster suggested that the point structure should be based on the number of participants, with the winner receiving the maximum points and subsequent places receiving fewer points. They also discussed the potential for recruiting para-athletes and providing resources for coaching. The group agreed that the combined score format utilized at last year's track & field meet should continue for now and that future discussions about adjustments to the point structure should include schools and coaches throughout.

The committee is planning their next meeting on April 17th.