



## Oregon School Activities Association

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### **Equity and Diversity Advisory Committee Summary Tuesday, March 29, 2022**

The committee met via zoom on Tuesday, March 29 and started with a discussion about the equity education resources that are available for schools. The OSAA plans to communicate the continued expectation for schools to engage their coaches, students, communities, and event staff in training efforts to ensure that a safe and welcoming environment is presented when hosting events. Committee members shared their feedback regarding the idea of presenting the optional resources to all schools. There was a concern regarding the lack of required trainings and there was discussion around the idea of what could potentially be required for a training. The committee also expressed their appreciation of the allowance of options so schools can develop their own path for training as well, which may help to engage and meet communities and schools where they already are in their equity training efforts.

The committee also reviewed the sanctioning process that the OSAA staff and Board review when finalizing each complaint. The discussion included when there is "inconclusive evidence" in investigations as well as when there is clear fault. All of the incidents reported to the OSAA include harm that has been incurred by students, communities, and adults who experience the difficult situation. The basis of the sanctioning process lies in education and training. The committee expressed the need for transparency with this process as well as a basic structure for schools and communities to be aware of if an incident occurs at one of their events.

Peter Weber reviewed proposals going forward to the OSAA Delegate Assembly regarding the composition of the OSAA Executive Board and Delegate Assembly. The changes proposed recognize the commitment of the Association to being more diverse and representative of the Oregon population and its students in its governance structure. The changes proposed provide more opportunity for inclusion for geographic, gender, and ethnic representation for representatives from affiliated organizations. It is also proposed to add a third at-large representative by classification, a representative of the OSAA's Equity and Diversity Advisory Committee and allows voting privileges for the coach and official representatives. The Equity and Diversity Committee will need to reconvene after the initial applications are received to determine the best three candidates to serve as their representative on the OSAA Executive Board. K.T. Emerson will send out meeting information and applicant information once it is received.

The next Equity and Diversity Committee meeting is scheduled for June 16 at 1pm via zoom.