



## Oregon School Activities Association

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April 27, 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

The Equity and Diversity Advisory Committee met via an online meeting on April 13, 2020 to continue to review 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 school 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 Assistant Executive Director K.T. Emerson along with OSAA Executive Director Peter Weber.

The OSAA staff began the meeting with a review of the charge and progress to date. Peter Weber and K.T. Emerson reviewed equity work happening in other committees and task forces who are questioning or looking to change policies and applying an equity lens in the process.

Peter Weber presented about the work of the Transfer Task Force and some of the data that is currently collected as well as some possible areas in which there might be additional opportunities to collect data. At this time, the only data we have on transfers being collected are for transfers that require a hardship to be filed in order to gain eligibility. Peter did express that there may be some interest in collecting data on all students who transfer and include information regarding student demographics to help assess the population of students transferring throughout the state.

The committee also discussed spectator conduct and continued sportsmanship efforts happening throughout the state and the continued efforts through the collaborative group that OSAA has been engaging with over the past year. The collaborative group includes ODE, COSA, OSBA, State School Board, OASC, OEA and students. Peter reviewed the work of the collaborative group over the past few months including the push for a media campaign coming in future months.

The need to develop a training module was also discussed in past meetings by the committee and K.T. Emerson shared some developments in that area. K.T. shared an outline of an Equity Training module that would be a basic video with questions type of module that would be directed towards coaches and athletic directors as the audience. The idea of creating some other media tools or alternate options for officials, spectators, event management and students was also shared with the group. The committee did feel that it was important to make the training a mandatory training for all coaches and athletic directors, as well as working to ensure that this training is not just taken and forgotten, but developed into an ongoing training that is provided to all who take it. That communication could come through a monthly email or continued questions to use in coaching staff meetings. The committee also felt it was important to keep the training focused on the area of racial equity and not detour to other areas where inequities or discrimination may be occurring at this time. The committee would like continued resources provided for other populations such as our LGBTQ2+ students, however, feels strongly that this specific training should remain focused on racial inequities present in our school events.

The committee members shared 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.

Several committee members stated they felt a need for a racial equity training focused on the athletics and activities perspective. As many coaches are off campus coaches, there are challenge in ensuring that they are able to engage in any equity work that might be happening in classroom environments and this training could provide some base information.

The next meeting will be scheduled for September 2020.

**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.