



## Oregon School Activities Association

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To: Superintendents, Principals and Athletic Directors  
From: K.T. Emerson, Assistant Executive Director  
Peter Weber, Executive Director  
Subject: OSAA Equity and Diversity – June 16 Meeting Update

The OSAA staff welcomed the committee members to the meeting and began right at about 1pm. An email was sent to committee members a few days before the meeting containing drafts of the Interrupting Discriminatory Acts Training as well as sanctioning considerations to review prior to the meeting.

The discussion regarding the Interrupting Discriminatory Acts Training started with the OSAA staff discussing the communication and training that was provided to basketball officials back in early January regarding interrupting the game when discriminatory incidents were heard, seen or reported to an Official. The concepts of this training were shared with the Student Advisory Council as well as the OSAA Executive Board and it was repeated that this kind of a training is needed.

The Equity and Diversity Committee gave feedback that included the need for specific examples of what kinds of actions need to be stopped. There was some discussion regarding discriminatory acts versus unsportsmanlike behaviors and defining levels of tolerance. Are we going to enforce that every school stops a student section from turning their backs on the other team when they are being announced, or will we allow that, but stop them from specifying athletes by number when they are competing? Defining discriminatory acts will be an important step to helping to know when to interrupt behaviors. The tolerance for what is allowed needs to be calibrated throughout the state for consistent enforcement as well as for sanctioning processes.

A draft of some sanctioning processes were shared with the committee. The feedback and questions from the committee included defining a time statute for when there would be the delineation between a first and second offense. Also, what happens if there is a specifically egregious offense, and the sanctioning process may need to be harsher than what is defined in the first incident column? What if a school has two incidents that occur that are completely unrelated, how would sanctioning happen with that process?

Listening sessions were offered to a few communities, but only one engaged in this process. The OSAA would like to develop a basic template on how a listening session may be structured so it may help schools know what to expect when the OSAA attends a listening session. The Equity and Diversity committee agreed that it would be a good idea to have a basic structure of what is expected so the group knows what to expect in the end. They also expressed the school or program may also have a structure they want to share as well regarding the listening session and working collaboratively to settle on the process together in advance of the meeting is certainly the best way for all parties. This basic template for student listening sessions will be aimed at helping the focus of the conversation remain on the overarching goal of providing a safe and welcoming environment for all students to thrive.

The meeting schedule will be suggested to the committee and posted on the OSAA website before August 1.