



Oregon School Activities Association

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Thursday, December 14, 2023

To: Superintendents, Principals, and Athletic Directors

From: Monica Maxwell, OSAA Assistant Executive Director

RE: OSAA Diversity, Equity and Inclusion - December 13 Meeting update

The Diversity, Equity and Inclusion Committee met via zoom on December 13, 2023, the meeting was called to order by Monica Maxwell, at approximately 1:00pm. Those in attendance were committee members, Gustavo Balderas, Salvador Munoz, Casey Alderson, Sonja McKenzie, Shelley Moore, Ryan McCants, Jen Armbruster, Marshall Haskins as well as OSAA staff members Kyle Stanfield, Kelly Foster, Missy Smith, and Peter Weber.

After introductions the committee proceeded to discuss the remaining agenda items. An update on the Interrupting and Preventing Discriminatory Acts continuing education PowerPoint was discussed. The PowerPoint was sent to all those who have taken the initial training, which amounted to nearly 15k people. The continuing education training is also posted on the OSAA website and was mentioned in the OSAA administration workshops and sports specific commissioner meetings.

The OSAA will be hosting a diversity training instructed by the organization Courageous Conversation. Peter and Marshall discussed the opportunity to have all stakeholders in the room as we learn and grow in this area. Peter extended an invitation to the DEI Board to join the training, which will be held on January 17-18 at the OSAA office in Wilsonville.

There were two reports that were discussed, Kelly discussed in general the complaint data the OSAA has received in the fall and Monica discussed the fall ejection data from the fall sports season. The discussion was primarily around the number of ejections in boys' sports and possible solutions that may help with decreasing those numbers. Shelly offered that Newport HS has started a restorative process when an ejection occurs to attempt to get to the root cause. The practice has helped Newport get a handle on the number of ejections as well educate the students on their actions. Peter also mentioned that it may be time to start a conversation around the OSAA ejection penalty policies to better gauge if they are continuing to meet the needs of the membership.

There was also a recognition of a former swimmer from Gladstone HS and the work he is doing with Special Olympics. Peter also gave a brief update on the new Beyond the Scoreboard course that is being offered as an alternative to the NFHS Fundamentals of Coaching course, to date over 900 individuals have taken the course.

Finally, the DEI group separated into smaller breakouts to discuss a scenario situation before coming together for the closing of the meeting.

The next DEI committee meeting is February 15, 2024.