



# OSAA Equity and Diversity Newsletter

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## **S.T.A.R. Initiative Roll Out August 2021**

The STAR Initiative (Safety, Tolerance, Acceptance and Respect) is built around racial equity awareness, action and resources on how to prepare for, educate and interrupt discriminatory behaviors occurring during high school events. This initiative is designed to provide the context identifying the need to continue the education for all participants in OSAA events and the ways in which actions can be taken to eradicate discriminatory behaviors safely and respectfully.

As we put together the final details for the August role out of the S.T.A.R. initiative for our Association, we wanted to give you links to assets that can be used as you prepare for the seasons ahead in the 2021-22 Association Year. We hope that you will find the art, video link, and other resources useful as we spread this essential message across all of our Member Schools. The OSAA Staff will work with the Association at the Administrator's Workshops in August to review resources and ways to implement them.

### **S.T.A.R. Promotion Video**



The OSAA has created a S.T.A.R. promotional video to help communities understand some of the basic elements and expectations of the S.T.A.R. initiative. Please share this video widely with your community. The video is available with other resources on the OSAA website on the [S.T.A.R. and Resources](#) page.

» [S.T.A.R. video](#)

### **STAR MISSION STATEMENT**

*To create a safe, welcoming and validating environment in Oregon schools by specifically disrupting racism and combating discrimination so EVERY student can thrive as they are.*

## **S.T.A.R. Assets: Public Address Scripts**

To set the tone of an event, it is important that there are announcements made regarding behavior expectations. The S.T.A.R. Public Address Scripts give multiple options for making such announcements. It is expected that before every OSAA sanctioned contest, that there is a statement of expected behaviors addressed with the participants and attendees. The scripts are also provided in multiple languages. In August, there will be recordings of each address in each language provided available on the OSAA website.

Here are the links to the Public Address Scripts on the OSAA [S.T.A.R. and Resources](#) page.

### **Public Address Scripts**

- » [Chinese](#)
- » [English](#)
- » [Russian](#)
- » [Spanish](#)
- » [Vietnamese](#)

## **Equity Trainings to Use with Staff, Students and Community**

The OSAA believes that at the core of change and eradication of discriminatory acts during OSAA events there must be education and awareness of incidents that are occurring and impacting our participants. Students deserve the ability to compete without feeling discriminated against or fearful of how they will be treated upon arrival, during an event and after an event.

As a state, we have had incidents of racial transgressions that have led to a call for action. There are a few trainings available to use with coaches, volunteers, spectators and participants to help everyone be more prepared to provide a safe and welcoming environment for all participants.

- The OSAA [Racial Equity in School Athletics and Activities Training](#): A 20-minute online course aimed at starting the conversation at your school, with your coaches, your community and your students on ways to better the experience for all participants, but especially for our students of color across the state of Oregon. The training consists of baseline terminology, preparation strategies for events, program management and ways to interrupt when an incident of racial discrimination occurs.
- The NFHS [Implicit Bias Course](#): Implicit biases are the automatic reactions we have toward other people based on our past learning and expectations. Studies show that Implicit Bias affects the experiences of students in school athletic and activity programs. The NFHS has partnered with Project Implicit to bring you this course, Implicit Bias. Studies support that there is a relationship between implicit bias and real-world behavior, which highlights the importance of being aware of and managing your bias. This course defines and illustrates examples of Implicit Bias and provides research on how it impacts our society.

***Respect for difference is mandatory. Awareness of it is a virtue.***

***Appreciation for it is SUCCESS.***

## **S.T.A.R. Assets: Logos Available and Artwork Ideas**

The S.T.A.R. Initiative includes logos and other art work to be used as visual reminders about the expectations of behavior at OSAA sanctioned events. Member schools can use these logos on banners, signage, programs, apparel and letter head to help ensure that those who attend events at your school know what is expected of them. On the OSAA website on the [S.T.A.R. and Resources](#) page there are logos available for use. There are also examples of ways to create banners for your school or community.

### S.T.A.R. Artwork Assets

#### School Banner Templates

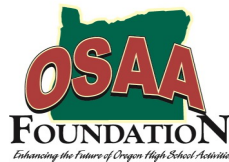
- » [Horizontal Banner Template \(Photoshop file, .psd\)](#)
- » [Vertical Banner Template \(Photoshop file, .psd\)](#)
- » [Vertical Banner Template - Spanish \(Photoshop file, .psd\)](#)

#### S.T.A.R. Artwork

- » [STAR Logo \(image file, .png\)](#)
- » [STAR Logo with Text \(image file, .png\)](#)

## **OSAA Foundation Equity and Diversity Fund**

To support these efforts, the OSAA Foundation Board has established an Equity and Diversity Fund that schools can apply for to support their S.T.A.R. Initiative implementation or other equity efforts. From literature, to guest speakers, to additional training beyond what's provided by the OSAA – the OSAA Foundation is looking for innovative ideas from schools about the engagement of Equity and Diversity training with their students, their staff and their communities. **Apply [here](#).**



### Contact the OSAA

Oregon School Activities Association

25200 SW Parkway Ave. Suite 1

Wilsonville, OR 97070

503-682-6722

Point of Contact

K.T. Emerson—[kte@osaa.org](mailto:kte@osaa.org)

Peter Weber—[peterw@osaa.org](mailto:peterw@osaa.org)

