

# OSAA Equity and Diversity Newsletter

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## OSAA Racial Equity Training Available

We believe that at the core of this work is awareness and education which will lead to the eradication of racial transgressions during high school events. Our 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. The [Racial Equity in School Athletics and Activities Training](#) is a 20-minute online course aimed at starting the conversation at your school, with your coaches 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.

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## 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 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. Follow this link for more information and to apply:

<http://www.osaafoundation.org/goals/20-21EquityandDiversityFund.pdf>.

## STAR MISSION STATEMENT

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

## **Oregon Department of Education: All Students Belong**

“Our students called us out and into action,” Oregon Department of Education Director Colt Gill said. “The Oregon Department of Education is committed to ensuring that Oregon’s schools are safe and inclusive for all students and staff, and the All Students Belong rule is an important step in that process. The noose, Confederate flag and swastika are being used to bully and harm students and staff, and this is particularly true for students of color. Students must feel like they are safe and belong in their own schools if they are to learn, work and grow to their fullest potential. It is our responsibility to make sure that all of our school communities feel safe and welcomed, and we support youth to set a moral standard.”

The rule requires districts to adopt and implement policies and procedures that prohibit, at a minimum, the use or display of the noose, swastika, or Confederate flag in any program or school-sponsored activities except where used in teaching curriculum that is aligned with the Oregon State Standards. This applies to both in-person and distance learning environments. The rule will take effect today, and districts will be asked to have policies in place by January 1, 2021. A permanent rule will be introduced in several months.

ODE will continue to support school districts in developing rules, policies, and procedures over the next several months by providing guidance, educational resources, and toolkits to support implementation of these policies. Most districts have existing nondiscrimination policies and procedures for addressing bias incidents that pose a threat to student, staff and/or community safety that can serve as a starting point for responding to incidents in which hate symbols or hate speech occur in both in-person and in distance learning situations.

“Our goal is to create stronger and safer school communities,” Gill said. “Removing these symbols is an important step in making sure that Oregon schools are for everyone, no exceptions. All students belong.” <https://www.oregon.gov/ode/students-and-family/equity/SchoolSafety/Pages/AllStudentsBelong.aspx>

## **STAR Initiative Coming Soon**

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 role out of this initiative for our Association, we wanted to give you a small preview of this exciting work with essential messages. Please look for continued resource development, awareness campaign information and educational materials for our athletic directors and coaches.

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

### **Contact the OSAA**

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