



## Oregon School Activities Association

25200 SW Parkway Avenue, Suite 1  
Wilsonville, OR 97070  
503.682.6722 <http://www.osaa.org>



September 16, 2020

To: Superintendents, Principals and Athletic Directors  
From: Peter Weber, Executive Director  
K.T. Emerson, Assistant Executive Director  
Subject: OSAA Racial Equity in School Athletics and Activities Training and Resources

Throughout the past year, the OSAA has been working collaboratively with the Oregon Department of Education (ODE), Coalition of Oregon School Administrators (COSA), Oregon School Boards Association (OSBA), Oregon Association of Student Councils (OASC), Oregon Educators Association (OEA) and community partners including students, educators and administrators. Through this collaborative effort, and based on requests from a number of schools, we have developed training and resources to help schools continue the work of becoming more equity minded in events they host.

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.

Along with the introduction of our Racial Equity training, we are also preparing to introduce the STAR Initiative (Safety, Tolerance, Acceptance and Respect) which 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 with all students and the ways in which action can be taken safely and respectfully. We plan on sharing more details on this exciting initiative in coming months.

We are eager to share these efforts with the membership as we work together to develop a respectful culture that displays all aspects of the initiative. Students deserve an environment where they feel safe, where there is tolerance, where there is acceptance and where there is respect emphasized throughout their experience. We expect our schools to come together and continue their equity work through both their district provided resources and this intentional effort focused on athletics and activities.

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.

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>.