



Oregon School Activities Association

25200 SW Parkway Avenue, Suite 1
Wilsonville, OR 97070

503.682.6722 fax: 503.682.0960 <http://www.osaa.org>



April 17, 2025

TO: Superintendents, Principals, and Athletic Directors
FROM: Kelly Foster, Assistant Executive Director
SUBJECT: Update from OSAA Diversity, Equity, and Inclusion Advisory Committee

The Diversity, Equity, and Inclusion Advisory Committee held their final meeting of the school year on Thursday, April 17, 2025, via zoom. In attendance were Salvador Munoz, Casey Alderson, Ryan McCants, Damian Crowson, Lindsay DeVries, Jen Armbruster, Marshall Haskins, Karis Stoudamire-Phillips, Jose Maciel, Sonja McKenzie, Jon Franco, Marie Shimer, and Gustavo Balderas. From the OSAA staff we had Kris Welch, Kyle Stanfield, Peter Weber, and Kelly Foster.

Kelly Foster welcomed attendees and reviewed the agenda for the meeting.

The committee began their discussions with an update from Kris Welch on para-athlete participation at the OSAA Swimming State Championships in February. There were seven participants this year, a record for the event.

Kelly then shared with the committee a draft of a response plan framework for when bias incidents occur, focusing on three pillars: prevent, respond, and restore. The plan aims to provide guidance for schools and inform communities about steps taken during incidents. Peter discussed rolling out the framework through administrator workshops in August and administrative conferences in the fall. The group discussed including officials in the communication pathways and potentially incorporating the framework into student-athlete registration materials. The plan is to incorporate visuals, checklists, and flow charts. More work will take place early this summer with a plan to take to the Executive Board in late July.

Peter provided an update on the notice of investigation that the OSAA and Portland Public Schools received from the U.S. Department of Education's Office of Civil Rights regarding transgender participation. The Oregon Department of Education requires schools to follow the state's nondiscrimination law, which includes gender identity as a protected class. OSAA policy simply outlines the process and protocol for schools to follow to be compliant with state law. Peter led a discussion about the ongoing investigation and its impact on student safety, particularly for high-profile athletes. Peter mentioned ongoing communications with schools and the need to ensure student safety during events.

The committee discussed the potential renaming of their group due to recent changes in terminology across the country. Casey Alderson mentioned that their district already had a "culture of care" committee in place, which served the same purpose as the proposed renaming. Ryan McCants emphasized the importance of protecting the work and the kids, suggesting that the name change could be a path forward. Other committee members mentioned that their groups had affirmed their commitment to equity, inclusion, and diversity, and they were holding firm on their mission noting that many private companies were not changing their labels. Salvador Munoz mentioned that they were operating as usual until they heard otherwise. Jen Armbruster expressed concerns about erasing history and the potential ripple effects of a name change. Peter ended the conversation by suggesting a conversation with the Executive Board to discuss the feedback from the group and the potential implications of a name change.

The committee will meet again next year to continue their important work.