



Oregon School Activities Association

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December 16, 2020

TO: Superintendents, Principals and Athletic Directors
FROM: Peter Weber, Executive Director
K.T. Emerson, Assistant Executive Director
SUBJECT: Update from the Equity and Diversity Advisory Committee, December 10, 2020

The Equity and Diversity Advisory Committee met via an online meeting on December 10, 2020 to continue to review equity needs and concerns within the Association. Brennan Scarlett was welcomed to the Equity and Diversity Committee serving as a voice of a community member and alumni of an Oregon high school. The committee was put together by the OSAA Executive Board and Delegate Assembly due to the recent uptick in occurrence of racial transgressions at school events. The committee was also put together to intentionally focus on applying an equity lens in all aspects of the Association's work.

The committee was welcomed by OSAA Assistant Executive Director K.T. Emerson along with OSAA Executive Director Peter Weber. The OSAA staff began the meeting with a review of the charge and progress to date.

K.T. Emerson reviewed implementation of [OSAA Racial Equity in School Athletics and Activities Training](#) that became available on September 16, 2020. To date, there have been 482 people who have taken the training. The committee reviewed the list of people who completed the training and the schools/districts who have a lot of participants engaging in the training. Generally, the feedback regarding the Equity Training has been positive with a want for continued follow up for information and resources.

Another portion of the educational side of the Equity work of the Association includes the implementation of a monthly newsletter that is sent to each person who has taken the training and all of the superintendents, principals, athletic directors and activities directors of our member schools. The newsletters have focused on resources provided within our state as well as national resources.

The committee reviewed the S.T.A.R. initiative and discussed the timing of the release of this initiative to the public. The OSAA has presented on the initiative at multiple venues including the OSAA Administrator's Workshops, COSA Conferences and OSBA Conferences. After some discussion about timing options, the committee expressed that as schools are anxious to get the assets of the S.T.A.R. initiative, it is important to launch it when it can receive the needed and expected attention it deserves. The committee was concerned about S.T.A.R. being overshadowed by most schools still not being in person and other pandemic related information in the news. Waiting until Fall 2021 seems like the best solution to all for the best lead time for schools to receive the assets in late Spring to prepare for the launch in Fall 2021. Also, working with some student leadership groups to help put together some information or training pieces for students to engage with directly as well was discussed. The hope would be that not only would athletics programs be prepared to launch the S.T.A.R. initiative in Fall 2021, but student leaders in schools would have some familiarity with aspects of the program and be prepared to help their student communities better understand their responsibilities at OSAA events.

The committee also discussed spectator conduct and continued sportsmanship efforts happening throughout the state and the continued efforts through the collaborative group that OSAA has been engaging with over the past year. The collaborative group includes ODE, COSA, OSBA, State School Board, OASC, OEA and students. Peter reviewed the work of the collaborative group over the past few months including the push for a media campaign coming in future months.

Peter Weber discussed OSAA Article 5.1- Composition of Executive Board with the Equity and Diversity Committee. The committee discussed the current language and proposed changes to the affiliate organization seats on the OSAA Executive Board and the process of how the final Board member is determined. The goal of the language changes is to encourage the diversification of the OSAA Executive Board and ensure representation is present. The Equity and Diversity Committee members shared some processes present in their districts or organizations regarding a focus on representing the populations of all students in Oregon or in their districts specifically. Geographic representation was discussed as well in COSA and OSBA. The OSAA will take the processes and information shared with the group to continue to work with the OSAA Executive Board and the affiliate associations to continue to move this work forward.

The next meeting will be scheduled for March 18, 2021.

Written suggestions and proposals on any equity and diversity related subjects should be emailed to the OSAA (kte@osaa.org) Any communication received by the OSAA will be shared with all committee members for review and discussion.