



Oregon School Activities Association

25200 SW Parkway Avenue, Suite 1

Wilsonville, OR 97070

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



March 18, 2026

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 initial meeting of 2026 on Thursday, March 19, via zoom. In attendance were Salvador Munoz, Casey Alderson, Ryan McCants, Lindsay DeVries, Marshall Haskins, Karis Stoudamire-Phillips, and Shelley Moore. From the OSAA staff we had Peter Weber and Kelly Foster.

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

The committee began their discussions reviewing the committee roster vacancies. There are a number of spots to fill due to term limits and folks changing positions. The group identified a need for people in the community and schools who work with students with physical disabilities to help promote participation.

Peter Weber provided an OSAA update, highlighting recent classification and districting changes, upcoming state championship committee meetings, and Executive Board Elections that will take place at the Delegate Assembly Meeting. Peter and Kelly also shared that the OSAA staff were excited to take part in a two-day intensive training session with the Center Consultancy after spring break.

Kelly provided an update on the playbook response guide, which was well-received and rolled out at fall administrative workshops and at two conferences. The group also discussed a new form for officials to report discriminatory incidents during contests, which was implemented in the fall and has been tracking such incidents effectively. The group discussed strategies for addressing bias incidents during sporting events. Peter and Kelly explained their ongoing efforts to educate officials through clinics, emails, and regular communications about proper protocols for handling incidents. The committee aligned on creating educational materials for coaches, including potentially developing a video or slide deck based on existing interrupting and preventing training content that could be used in seasonal coach meetings.

The committee reviewed para-athlete participation in swimming, noting a significant increase with 10 kids participating in the 50 free race across all classifications, requiring two heats to accommodate everyone. Kelly mentioned seeing an increase in visually impaired athletes in cross-country and track, and discussed how track scoring was modified last year to split events by ambulatory and wheelchair categories, as well as by gender, which has led to more gold medals being awarded.

The committee will hold their next meeting on June 11 via zoom.