



## Oregon School Activities Association

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May 21, 2024

To: Superintendents, Principals and Athletic Directors  
From: Monica Maxwell, Assistant Executive Director  
Peter Weber, Executive Director  
Subject: OSAA Equity and Diversity – May 21, 2024, Meeting Update

The meeting was called to order at 1pm as the OSAA staff welcomed the committee members.

Peter provided an update to the committee on the rescheduled date for the Courageous Conversations training that was postponed due to the ice storm in January. The training has been rescheduled for June 12<sup>th</sup> and 13<sup>th</sup> at the OSAA office in Wilsonville. To date there are more than 35 attendees, including the OSAA staff, coaches, athletic directors, administrators and special guests such as the Special Olympics.

Monica gave updates from the NFHS DEIB Committee. The NFHS DEIB survey distribution has been postponed until further notice. As discussed in a previous meeting, the goal of the survey is to determine existing DEIB assets (programs, initiatives, training, etc.) and to gather valuable insights on additional resources that may be needed to propel this work forward. More specifically, the survey will cover:

1. Current DEIB practices and initiatives within the state association.
2. Challenges facing implementation of DEIB initiatives (legislative or otherwise).
3. Does the state association need resources and/or support to advance its DEIB efforts effectively.
4. Suggestions for enhancing DEIB within NFHS and its member organizations.

The NFHS DEIB is continuing the process of developing a DEIB Course that would be offered through the NFHS Learn Center. The course development is currently on hold, while a consultant is secured. The OSAA DEI committee is interested in the development of a DEIB course for students and shared several recommendations.

An OADA DEIB Update was provided by Shelly, she reported that the OADA offered the most Leadership Training Courses than ever before during the OADA Athletic Directors Conference in Sunriver. The OADA has begun planning for next year's conference in hopes of keeping the momentum with the DEIB work from the OADA. The OADA has a resource folder on their website that Shelly was happy to share with AD and Administrators across the state. Shelly also provided an update for the NIAAA DEIB committee.

Missy Smith gave a brief report on the 7<sup>th</sup> Annual Oregon Girls Leadership Summit. Missy partnered with the Oregon Female coach's symposium. The keynote speaker Chantel Tremitiere, spoke to over 400 girls and nearly 100 coaches. Missy is actively working with OASC to collaborate on leadership dates.

Kelly Foster gave an update on the scoring changes that were implemented through discussions and recommendations from this committee, including running races mixed but splitting out scoring. Everyone received medals, more athletes participated, and teams were able to move into trophy position with their para points combined with the team scoring. The changes were well received by parents and coaches. Also, the Unified exhibition relay was expanded to include shot put and put on Friday so that more fans could see and support the athletes. There was also more participation this year at the district level and athletes qualifying for the state based on time and at-large selections.

Missy gave an update on the refreshment of the S.T.A.R. Program stating that it is a lot of steps for an Athletic Director. Some ideas were to make it a more inclusive process and with ejections numbers increasing, it was discussed to make the program more of a sportsmanship program. Making it less cumbersome and more attractive for our schools to attend.

The OSAA would like to involve our student's advisory group to help with the revamp. PA reads and radio network reads, signage/banners as part of the refresh. Offering messaging in Spanish would align with the NFHS sportsmanship course with same language. Education and safety will be the primary messages so that the training that athletic departments are giving is reinforced, we would also like to educate students on how bad behavior affects other people.

One suggestion was to shorten PA announcements to be played during timeouts or halftime, specifically aimed at student sections and possibly parents. Refresh with COSA to educate what S.T.A.R. is and the goals around it, including more data and direction on what to do if you see something (say something) and close the gap on what we have and how we want people to behave.

Finally for the good of the order Kelly and Peter gave a brief update on the OSAA transgender participation policy and how we protect our students. Specifically addressing the track athlete and reenforcing that the OSAA policy is in compliance with the state law and was written with representatives from Oregon Department of Education civil rights specialist. Peter and Marshall thanked Kelly for working with the school principal and Athletic Director and ensuring that the student was comfortable and protected at the state track and field championships. It was a great opportunity for people to see things in a different way from different perspectives, the student had a great experience and the plan worked well to protect the student, Kelly ended by saying it's sad we had to have it.