



## Oregon School Activities Association

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May 5, 2023

To: Superintendents, Principals and Athletic Directors  
From: K.T. Emerson, Assistant Executive Director  
Peter Weber, Executive Director  
Subject: OSAA Equity and Diversity – May 3 Meeting Update

The OSAA staff welcomed the committee members to the meeting and began right at 11am.

The OSAA staff discussed the committee roster and discussed additions to the newly titled Diversity, Equity and Inclusion Committee as recently approved by the OSAA Delegate Assembly. The OSAA Staff will continue to reach out to those interested in filling available positions on the committee and will finalize the roster before the July Executive Board summer workshop.

The discussion continued regarding the Interrupting Discriminatory Acts Training and the continued education that is expected to occur since the current training is a one-time requirement. The OSAA plans to provide some curriculum for administrators and commissioners to continue to discuss expected preparation steps, action steps and follow through plans if a discriminatory incident occurs during an interscholastic event.

The OSAA reviewed the slide deck being developed for the curriculum. The committee reviewed the slides that were created to discuss the context inclusive of submitted complaint data. The slides also included information about the steps discussed in the training and other resources available on the OSAA website. The committee supported this approach to the curriculum to be provided. The OSAA would also send a reminder email to the expected steps and the reason for continued vigilance for all who host and attend interscholastic events.

The Equity and Diversity Committee members went into small group discussions to work through possible scenarios to be included in the curriculum as well. The small groups discussed the expected event management preparation action steps that should be taken to prevent discriminatory incidents, action steps when a specific incident occurs and what steps should be taken when following up after the incident.

The OSAA staff will finalize the slide deck and send it back to the Equity and Diversity Committee for further feedback. The OSAA plans to have the curriculum prepared for schools and officials association by August 1.

The meeting schedule for the 2023-24 year was not discussed, but the OSAA staff will reach out to the committee via email to finalize the schedule and post it to the website.