



Oregon School Activities Association

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Equity and Diversity Advisory Committee Monday, September 27, 2021

**1-2pm
Zoom**

K.T. Emerson reviewed the charge, tasks for the committee and roster.

Peter Weber provided an update from the Executive Board regarding its composition. The OSAA is looking for ways to have more diverse representation on the OSAA Executive Board. Peter presented the proposal that included changes to the structure by increasing the size of the Board. The Executive Board is interested in pursuing all proposals, increasing the size of the Board and its composition. The Executive Board will review the final proposal at their December meeting, and it will then go to the Delegate Assembly in April. All changes would go into effect in 2022-23. Sonja McKenzie asked about the student voice and the OSAA staff reviewed the proposed addition of a Student Advisory Council that will communicate with the Executive Board as well.

K.T. Emerson reviewed the OSAA Complaint Process and forms. K.T. brought forward the idea of bringing two schools together at the conclusion of the complaint process. Salvador Munoz believes that involving both schools would be situational. Some instances would be beneficial but then in other ways it could be more harmful than helpful. Sonja believes that it is also situational but if something needs to be restorative then coming together would be beneficial. The use of a mediator was an idea that the group shared and cooperation between districts would be needed.

K.T. Emerson reviewed the S.T.A.R. program, and its basis for event management. Understanding that everyone entering the event has a level of responsibility for their actions. The S.T.A.R. initiative will be shared with media soon. Sonja asked if the S.T.A.R. program was mandated. It was explained that HB 3409 and Rule 3 are requirements for schools to follow, but the S.T.A.R. program is not mandated. Kelly Foster reviewed the S.T.A.R. program and its ways of growth going forward.

There was a review of the OSAA Hair Adornment Policy and its changes locally and nationally. Softball rules were changed nationally from the OSAA's work. More changes are forthcoming nationally through the NFHS that would make the rules more culturally inclusive. K.T. reviewed HB 2935 and how the CROWN Act is moving nationally and how that can be safely included in activities.

In closing, the OSAA staff reviewed COVID-19 consideration and masking. The committee discussed that some schools are being more restrictive than the current Oregon Health Authority policy. The OSAA explained that schools can be more restrictive than the policy, but implementation of a more restrictive policy is going to be up to the school/district to enforce.

Committee members shared information about responding to incidents occurring in their communities and ways in which schools can maintain compliance with current mandates when contention occurs. The challenges present at schools with regards to current mandates can be even more challenging when two or more communities come together for competitions or events.

Future meeting dates are scheduled for January 20, March 29 and June 16, 2022 at 1pm.