



## Oregon School Activities Association

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November 25, 2024

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 first meeting of the school year on Thursday, November 21, 2024, via zoom. In attendance were; Jon Franco, Salvador Munoz, Ryan Heinrich, Shelley Moore, Casey Alderson, Ryan McCants, Damian Crowson, Lindsay De Vries, Jen Armbruster, Marshall Haskins, Marie Shimer, and Gustavo Balderas. From the OSAA staff we had Lauren Brownrigg, Melissa Kennedy, Kyle Stanfield, Peter Weber, and Kelly Foster.

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

Peter Weber provided an overview of the fall season's complaint forms and ejection data, noting a decrease in complaints filed, with 28 reported incidents. He acknowledged that not all incidents are formally reported and referenced specific cases the OSAA has been involved in this fall. Weber also shared updates on ejection data, particularly the decrease in boys soccer and football (to this point). He shared the new educational component with the required NFHS Sportsmanship Course post-ejection for any student ejections. Over the summer, the Executive Board also voted to double the suspension period for use of discriminatory language and fighting. Shelley Moore from Newport High reported a complete elimination of fall ejections by taking a proactive approach.

Kelly Foster presented updated response protocols for athletic officials to improve the handling of misconduct during contests, emphasizing the need for clear communication and adherence to the procedures. Peter elaborated on the distribution of these protocols multiple times to approximately 1,700 fall officials, addressing concerns from schools about the perceived lack of action on reported misconduct. Discussion took place amongst the committee about whether the protocols need to be altered, and the consensus was that the protocols are solid and need to be consistently applied. The OSAA is also working on an incident report form for officials requiring them to alert the OSAA when a contest has been interrupted and response protocols enacted. This form will be done in time for the start of winter contests.

The meeting also addressed the challenges of handling derogatory language and the importance of context in enforcing policies. Damian Crowson explained his school's discipline matrix for inappropriate language. Several committee members shared that they use a similar system in their buildings.

Finally, Kelly Foster emphasized the need for ongoing education regarding OSAA policies and the development of training resources for officials and coaches. The OSAA shared with the committee the development of a course for officials regarding cultural responsiveness as well as resources for coaches. Kelly suggested creating a slide deck to communicate expectations to coaches and parents. The committee also discussed the OSAA creating a clause for an athlete Code of Conduct that schools could incorporate into their own forms. Additionally, creating a Student Bias Training and an Incident Response template for schools was also discussed by the committee.

The committee is planning their next meeting of the school year for the end of January.