



OSAA Equity and Diversity Newsletter

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OSAA Foundation Equity and Diversity Fund

» [Grant Application](#)

The OSAA Foundation Board has established an Equity and Diversity Fund that schools can apply for to support their efforts. From literature, to guest speakers, to additional training beyond what's provided by the OSAA – the OSAA Foundation is looking for innovative ideas from schools about the engagement of Equity and Diversity training with their students, their staff and their communities.

2020-21 Grant Recipients:

- Century High School, \$2,000. Used for the administration of the "Sports Can Battle Racism" workshops through the Positive Coaching Alliance.
- Bonanza High School, \$2,000. Used to create a diversity and inclusion mural in their building, cultural service project and service project on their campus. [VIDEO](#)
- Lakeridge High School, \$2,000. Used for the administration of the "Sports Can Battle Racism" workshops through the Positive Coaching Alliance.
- Tualatin High School, \$2,000. Used for developing a "Sunday League" to engage underserved communities in the school.

NEW Training and Resources Available

OADA Roundtable: Diversity, Equity and Inclusion Resources

- » [OADA DEI Roundtable Activities](#)
- » [OADA DEI Roundtable Resources](#)
- » [Leveraging the Differences that Make a Difference](#)
- » [The importance of promoting diversity in sport](#)

NFHS Courses

- » [Implicit Bias](#)

This much more content can be found at: <https://www.osaa.org/equity/training-resources>

PCA VOICES: The Importance of Positive Coaching in Competition

By: Oscar Ponteri, Franklin High School Student

A few weeks ago I had the honor to talk to Leon McKenzie, the former head coach of Benson High School in Portland Oregon's famous track program. He is the 15-time Oregon coach of the year and has coached Benson to 11 Track and Field State titles, and he said something that struck me, "I run a human development program disguised as a track team."

My name is Oscar Ponteri. I am a sophomore at Franklin High School in Portland, Oregon and a volunteer for the Positive Coaching Alliance. I have participated in sports for as long as I can remember. It started with recreational soccer and basketball in elementary school. I found a love for soccer and continued on a new team through middle school. Now I run for my school's cross country and track team. Through 11 years of organized sports, I have learned that competition holds incredible power. It can create just as negative of an impact on us as it can positive. It's all about how you utilize it. How our youth coaches frame competition will dictate the way we compete beyond athletics for our entire life.

Through elementary school, sports had been a reliable source of fun and camaraderie. However, on my middle school soccer team, I encountered sports in a new light. The game was much more competitive and less oriented towards athlete enjoyment. My coach, in particular, was the complete embodiment of this scoreboard-oriented culture. He was cold and intense. Players were afraid to make mistakes and be vulnerable- natural parts of the game. Fearing my coach's reactions to losses or mistakes became normal and it shifted the way I approached the game. I played more cautiously, with less confidence. I would only assess my performances based on the mistakes instead of the effort I exerted. Over my three years of participation with the team, I slowly watched the game I once loved become a chore and eventually something I dreaded.

Sports are an integral Development Zone® for youth. They create a huge footprint on our character and the traits we take with us as we age. This is something I can account to first hand. Many of the unhealthy habits and mindsets that emerged as a result of my middle school soccer team have carried over and are still something I struggle with today. I volunteer with the Positive Coaching Alliance because I believe that the organization has the ability to mold this footprint into something positively impactful for me, my peers, and future generations.

This is not an experience singular to me. I have friends who have had similar experiences with verbally abusive, overly intense, and generally uneducated coaches. The way our coaches act is critical in youth development. Teachers spend years learning about different ways they can support the growth of their students, while coaches can get hired into powerful positions with no experience or education on being role models, mentors, and leaders. Should someone with so little experience or education be able to have such a huge impact? I believe that educating coaches is one of the most valuable gifts we can give to our youth and is one of the main reasons why I support the Positive Coaching Alliance. In my eyes, the work PCA does to educate and promote the power of positivity to coaches is key in creating leaders who are invested in the growth of their youth.

Link to article: <https://positivecoach.org/the-pca-blog/the-importance-of-positive-coaching-in-competition-by-franklin-high-school-student-oscar-ponteri/>

Responding to Racism in Youth Sports

By: Hilary Beard

October 19, 2020

Addressing Racism in Sports

We all have a responsibility to tackle racism in youth sports. From parents to coaches, to league officials—many people are struggling to figure out how to handle the rapid rise in incivility, bias, bigotry, and hate speech playing out on the pitches, fields, and courts of youth sports. Given this new reality, adults need to prepare for the possibility of bigotry in the locker room, on the field, in the stands, or the team bus.

How can you get in a ready stance? And what should you do if an incident takes place? Read on.

1) Take on the mantle.

Their names are legendary: Jim Thorpe, Jesse Owens, Jackie Robinson, Orestes “Minnie” Miñoso, Muhammad Ali, Billy Jean King, Martina Navratilova, Venus and Serena Williams, Yao Ming, Michael Sam, Chris Long, Colin Kaepernick, Megan Rapinoe. America’s athletes have long been at the forefront in breaking barriers and advocating for a more just society. Your role in this storied tradition is vital.

“The goal is to make our sports fields and teams places where everybody can be their whole selves and aren’t put at a disadvantage because of a part of their identity; where people aren’t easily bullied,” says Dr. Ali Michael, the co-founder, and director of the Race Institute for K-12 Educators. Take steps to help make everyone feel welcome and included.

2) Keep an eye on your team’s climate.

Whether using the N-word, putting down LGBTQ people, insulting language that refers to women or telling immigrants to “go back where they came from”—create a team culture that discourages slurs, casual put-downs, and incivility. In the locker room and team bus, on the sidelines and the field, keep your ear to the ground for uncomplimentary language, including that used in casual ways kids could perceive as harmless or nonchalant. Stay attuned to the needs of students with marginalized identities. Think players of color, immigrants, LGBTQ kids, and so on. Look for signs of tension, fear, alienation, and hurt—all possible signs of bias-based bullying.

3) Develop your game plan.

Just as you develop a strategy for defeating your division rival, lay out thoughtful tactics for handling intolerance. Anticipate bias and create strategies to counter it. Remember: hurtful language could come from opposing coaches, players, parents, fans, and the community. Even your own parents, coaches, or players may purposefully or unwittingly act out. How will you approach it? Check out [Teaching Tolerance’s download “Speak Up at School”](#).

A good game plan involves practice, practice, practice. As part of your preparation, create a list of responses to hurtful language and behavior. Consider phrases like:

- “That phrase is hurtful.”
- “That language is not appropriate.”
- “That comment offends me.”
- “I’m surprised to hear that coming from you.”
- “What do you mean when you say that?”
- “Why do you say that? Tell me more.”

Even “Whoa! Whoa! Whoa!” can disrupt unacceptable words or actions. Rehearse statements like these using a calm, confident and firm tone and the voice of authority. Though the situation could become uncomfortable—say, a player claims they were “joking” or parents insist their kid didn’t mean any harm—standing up against bias is very important. You’re doing the right thing by protecting a child and your team’s spirit.

4) Stay on your toes.

No matter their positioning in the community—their race, gender, ethnicity, socioeconomic status, sexual orientation, gender expression, national origin, etc.—any child can be an upstander on your team.

What’s an upstander? Someone who recognizes when something is wrong and takes steps to make it right. A hero. Upstanders demonstrate strong character, speak up for what is moral, and support and protect bullying’s targets.

“As a White person, I’m going to stand up against racism, but I expect the straight folks on my team to be fighting the homophobia that’s coming at any of us that demeans all of us, or the sexism,” says Dr. Michael. She adds, “It’s not just Black kids that need support, it’s everybody.”

Find Full Article Here: <https://parentandteen.com/racism-youth-sports/>