

OSAA Equity and Diversity Newsletter

VOLUME 1, ISSUE 1

OCTOBER 1, 2020

**SAFETY
TOLERANCE
ACCEPTANCE
RESPECT**



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TOLERANCIA
ACEPTACIÓN
RESPECTO**



OSAA Racial Equity Training Available

We believe that at the core of this work is awareness and education which will lead to the eradication of racial transgressions during high school events. Our students deserve the ability to compete without feeling discriminated against or fearful of how they will be treated upon arrival, during an event and after an event.

As a state, we have had incidents of racial transgressions that have led to a call for action. The [Racial Equity in School Athletics and Activities Training](#) is a 20-minute online course aimed at starting the conversation at your school, with your coaches and your students on ways to better the experience for all participants, but especially for our students of color across the state of Oregon. The training consists of baseline terminology, preparation strategies for events, program management and ways to interrupt when an incident of racial discrimination occurs.

**GR8NSS
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H8LSS**

OSAA Foundation Equity and Diversity Fund



To support these efforts, 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. Follow this link for more information and to apply:

<http://www.osaafoundation.org/goals/20-21EquityandDiversityFund.pdf>.

STAR MISSION STATEMENT

To create a safe, welcoming & validating environment in Oregon schools by specifically disrupting racism and combating discrimination so EVERY student can thrive as they are.

Oregon Department of Education: All Students Belong

“Our students called us out and into action,” Oregon Department of Education Director Colt Gill said. “The Oregon Department of Education is committed to ensuring that Oregon’s schools are safe and inclusive for all students and staff, and the All Students Belong rule is an important step in that process. The noose, Confederate flag and swastika are being used to bully and harm students and staff, and this is particularly true for students of color. Students must feel like they are safe and belong in their own schools if they are to learn, work and grow to their fullest potential. It is our responsibility to make sure that all of our school communities feel safe and welcomed, and we support youth to set a moral standard.”

The rule requires districts to adopt and implement policies and procedures that prohibit, at a minimum, the use or display of the noose, swastika, or Confederate flag in any program or school-sponsored activities except where used in teaching curriculum that is aligned with the Oregon State Standards. This applies to both in-person and distance learning environments. The rule will take effect today, and districts will be asked to have policies in place by January 1, 2021. A permanent rule will be introduced in several months.

ODE will continue to support school districts in developing rules, policies, and procedures over the next several months by providing guidance, educational resources, and toolkits to support implementation of these policies. Most districts have existing nondiscrimination policies and procedures for addressing bias incidents that pose a threat to student, staff and/or community safety that can serve as a starting point for responding to incidents in which hate symbols or hate speech occur in both in-person and in distance learning situations.

“Our goal is to create stronger and safer school communities,” Gill said. “Removing these symbols is an important step in making sure that Oregon schools are for everyone, no exceptions. All students belong.” <https://www.oregon.gov/ode/students-and-family/equity/SchoolSafety/Pages/AllStudentsBelong.aspx>

STAR Initiative Coming Soon

The STAR Initiative (Safety, Tolerance, Acceptance and Respect) is built around racial equity awareness, action and resources on how to prepare for, educate and interrupt discriminatory behaviors occurring during high school events. This initiative is designed to provide the context identifying the need to continue the education for all participants in OSAA events and the ways in which actions can be taken to eradicate discriminatory behaviors safely and respectfully.

As we put together the final details for the role out of this initiative for our Association, we wanted to give you a small preview of this exciting work with essential messages. Please look for continued resource development, awareness campaign information and educational materials for our athletic directors and coaches.

Respect for difference is mandatory. Awareness of it is a virtue. Appreciation for it is SUCCESS.

Contact the OSAA

Oregon School Activities Association

25200 SW Parkway Ave. Suite 1

Wilsonville, OR 97070

503-682-6722

Point of Contact

K.T. Emerson—kte@osaa.org

Peter Weber—peterw@osaa.org





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25200 SW Parkway Avenue, Suite 1
Wilsonville, OR 97070
503.682.6722 <http://www.osaa.org>



September 16, 2020

To: Superintendents, Principals and Athletic Directors
From: Peter Weber, Executive Director
K.T. Emerson, Assistant Executive Director
Subject: OSAA Racial Equity in School Athletics and Activities Training and Resources

Throughout the past year, the OSAA has been working collaboratively with the Oregon Department of Education (ODE), Coalition of Oregon School Administrators (COSA), Oregon School Boards Association (OSBA), Oregon Association of Student Councils (OASC), Oregon Educators Association (OEA) and community partners including students, educators and administrators. Through this collaborative effort, and based on requests from a number of schools, we have developed training and resources to help schools continue the work of becoming more equity minded in events they host.

As a state, we have had incidents of racial transgressions that have led to a call for action. The [Racial Equity in School Athletics and Activities Training](#) is a 20-minute online course aimed at starting the conversation at your school, with your coaches and your students on ways to better the experience for all participants, but especially for our students of color across the state of Oregon. The training consists of baseline terminology, preparation strategies for events, program management and ways to interrupt when an incident of racial discrimination occurs.

Along with the introduction of our Racial Equity training, we are also preparing to introduce the STAR Initiative (Safety, Tolerance, Acceptance and Respect) which is built around racial equity awareness, action and resources on how to prepare for, educate, and interrupt discriminatory behaviors occurring during high school events. This initiative is designed to provide the context identifying the need to continue the education with all students and the ways in which action can be taken safely and respectfully. We plan on sharing more details on this exciting initiative in coming months.

We are eager to share these efforts with the membership as we work together to develop a respectful culture that displays all aspects of the initiative. Students deserve an environment where they feel safe, where there is tolerance, where there is acceptance and where there is respect emphasized throughout their experience. We expect our schools to come together and continue their equity work through both their district provided resources and this intentional effort focused on athletics and activities.

We believe that at the core of this work is awareness and education which will lead to the eradication of racial transgressions during high school events. Our students deserve the ability to compete without feeling discriminated against or fearful of how they will be treated upon arrival, during an event and after an event.

To support these efforts, 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. Follow this link for more information and to apply: <http://www.osaafoundation.org/goals/20-21EquityandDiversityFund.pdf>.



RISE Workshop Overview: Understanding Our Identities

November 18, 2020, 2:00 to 3:30pm PT, Zoom

RISE will host an interactive 90-minute workshop for Oregon School Activities Association athletics directors and other stakeholders.

Over the course of the workshop, participants will:

- Build awareness of the ways in which RISE and its partners are using sports as a vehicle to eliminate racial discrimination, champion social justice and improve race relations.
- Participate in RISE's Understanding Our Identities module.
 - This module helps participants explore labels central to our identities while also demonstrating just how fluid our identities can be. Participants also discuss ways in which diversity can be valuable.
- Become familiar with tools and resources available to increase understanding of racial equity and build cultural competence.
- Engage in a closing Q&A period with RISE facilitators.

About RISE

RISE a national nonprofit that educates and empowers the sports community to eliminate racial discrimination, champion social justice and improve race relations. Through partnerships and programs, RISE inspires leaders in sports to create positive change on matters of race and equality.

Visit www.RISEtoWIN.org to learn more.

Stay updated by following us on social media.

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