



COSA Principals Conference

# OSAA UPDATES



# AGENDA

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- Quick OSAA Update
- Committee Work
  - Classification and Districting/State Championship
  - Football Ad Hoc
  - Student Advisory Council
  - Equity and Diversity
    - Equity Training
- OSAA S.T.A.R. Initiative
  - Purposeful Planning for Events





## QUICK OSAA UPDATE

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- Governance Updates – Composition of Delegate Assembly and Executive Board
- 2021-22 Fall and Winter sports enjoyed a full season including State Championships
  - 2022 Spring sports ahead
  - Thank you to schools providing facilities
- Committee work and continued efforts in schools



# CLASSIFICATION AND DISTRICTING COMMITTEE

- Computation of ADM changes
- New leagues are assigned for the 2022-23 Association year
- Cooperative Task Force has formed and met
- Football Ad Hoc recommendations



# STATE CHAMPIONSHIP COMMITTEE

- Final recommendation to the OSAA Executive Board on May 2
  - Review of final recommendation
- Adjustments
  - Reimbursement
  - Venues



# STUDENT ADVISORY COUNCIL

6A	Anthony Giesch, Junior, Newberg High School	2023
5A	Khalia Jabbie, Junior, Parkrose High School	2023
6A, 5A At-Large	Reid Gray, Junior, Adrienne C. Nelson High School	2023
4A	Makynna Nolan, Junior, Phoenix High School	2023
3A	Cayton Smith, Junior, Oregon Episcopal School	2023
4A, 3A At-Large	Ali Aldred, Junior, Vale High School	2023
2A	Lydia Plahn, Junior, Lowell Jr./Sr. School	2023
1A	Logan Gant, Junior, North Douglas High School	2023
2A, 1A At-Large	Nyla Bennet, Junior, Mitchell High School	2023

The Student Advisory Council is to include student-participants voice within the OSAA structure, allowing students to actively participate in administrative process, and provide a positive student image.



## EQUITY AND DIVERSITY COMMITTEE

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- NFHS rule changes for allowance of religious headwear including hijabs without an exception needed as well as hard hair adornments inclusive of hair beads
- Training options for schools
- School response and sanctioning process when a discriminatory incident occurs





# AVAILABLE EQUITY TRAININGS

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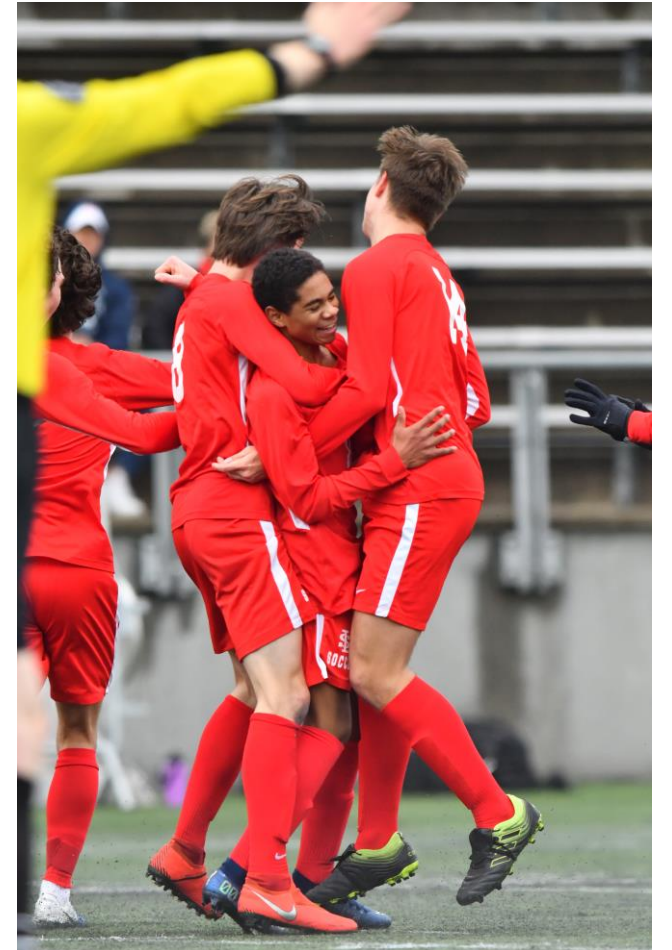
- OSAA Racial Equity Training
  - 20-minute online course aimed at starting the conversation
  - Baseline terminology
  - Preparation strategies for events
  - Program management ideas
  - Methods to interrupt when an incident occurs
  
- NFHS Implicit Bias Training
  - Implicit biases are the automatic reactions we have toward other people based on our past learning and expectations. Studies show that Implicit Bias affects the experiences of students in school athletic and activity programs.





## EXAMPLE: STUDENT TRAINING

- **Ally:** An ally is someone who has privilege but chooses to stand for and with marginalized communities by taking tangible, ongoing actions to dismantle systems of oppression and speaking up when they see.
- **Bystander:** A bystander is someone who witnesses the discriminatory act or microaggression and doesn't do anything to stop it.



## FOCUS OF HOUSE BILL 3409

- HB 3409:
  - (A) Implements policies that address the use of derogatory or inappropriate names, insults, verbal assaults, profanity or ridicule that occurs at an interscholastic activity, including by spectators of the interscholastic activity
- OSAA and member schools are focused on finding ways to better the experience of all participants and spectators at OSAA sanctioned events



# S.T.A.R. IN ANSWER TO HB 3409

**FOX 12 OREGON** NEWS WEATHER TRAFFIC MORE GDO TV ROSE FEST 95°

## Girls basketball team calls for action after they say racial slurs yelled at St. Helens game

Brenna Kelly  
Posted Jan 23, 2019 | 0



KPTV photo.



**statesman journal** HOME NEWS POLITICS SPORTS LIFE OUTDOORS USA TODAY MORE

### OPINION

## Racism, discrimination, bullying and intimidation will not go away if we ignore it

Anthony Veliz, Chair of the Oregon State Board of Education Published 4:12 p.m. PT Feb. 8, 2019

CONNECT TWEET LINKEDIN COMMENT EMAIL MORE

Along with serving as the Chair of the State Board of Education, I am a parent of a Woodburn High School senior.

This fall I attended an away game for my daughter's soccer team. I am an avid sports fan and watching my daughter play is a great joy for me, just as it is for many parents.

Unfortunately, my excitement soon turned to shock.



**NOW PAVING I-5 NORTHBOUND**  
Salem to Woodburn



**EXPECT DELAYS. PLAN AHEAD.**

## S.T.A.R. INITIATIVE

**SAFETY  
TOLERANCE  
ACCEPTANCE  
RESPECT**



**SEGURIDAD  
TOLERANCIA  
ACEPTACIÓN  
RESPETO**

### S.T.A.R. Mission Statement:

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





- 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 with all students and the ways in which action can be taken safely and respectfully.





- OSAA Foundation Board has established an Equity and Diversity Fund that schools can apply for to continue their work in this area.
  - From literature, to guest speakers, to additional training beyond what's provided by OSAA
  - 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.
  - 2021-22 Recipient:
    - Phoenix High School, \$2,000. Used for a sportsmanship and equity summit for Skyline Conference schools.





# EVENT MANAGEMENT BEST PRACTICES

- It is important that host schools remember that there should be intentional efforts made to communicate with visiting schools in advance of a contest in order to provide a welcoming environment for visiting participants and spectators.
  - Purpose Planning Memo
  - Pre-Event: Complete the Event Management Checklist and communicate those expectations and information with the visiting school.
    - Communicate with visiting school regarding their travel plans/needs, including local food options and lodging information, if needed.
    - Participating schools shall provide adequate supervision for their crowd. Supervisors are expected to position themselves in front of assigned sections and are expected to monitor/respond to issues as needed. Pre-event communication should include the exchange of contact information for supervisors attending the event.



# INTERRUPTING INCIDENTS DURING EVENTS

- Discriminatory harassing behavior reported to event management by an official, student, or coach:
  - Alert officials to stop the game, to bring both coaches together to discuss what was reported. Explain to both coaches that those behaviors will not be allowed to continue, and consequences will occur if reported again, including potential postponement of the game.
  - Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
  - Officials and event management should be in communication throughout the remainder of the game regarding alleged behaviors.
  - Event management needs to contact administrator(s) present at the game and follow through with the school(s) involved.





# QUESTIONS





# QUESTIONS

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