



Oregon School Activities Association  
25200 SW Parkway Avenue, Suite 1  
Wilsonville, OR 97070  
503.682.6722 fax: 503.682.0960 <http://www.osaa.org>



## OSAA Input on House Bill 3409

Peter Weber, Executive Director

The Oregon School Activities Association (OSAA) is committed to working directly with its member schools and local communities to provide safe and welcoming environments for interscholastic activities. Recent incidents have brought to light the need for stronger policy regarding school and student codes of conduct, increased communication before, during and after events clearly delineating expectations for participants and spectators, development of education/training resources for schools and event staff, and powerful messaging that this type of behavior will not be tolerated in interscholastic activities. We recognize our role as the state leader in education-based activities and are committed to working collaboratively with other education leaders throughout Oregon to achieve these objectives.

Here are action steps we've taken (or are undertaking) collaboratively:

- Collaborative effort with other education groups from around the state
  - o Establishing joint committee that includes ODE, COSA, OSBA (other stakeholders) to provide recommendation on policy adoption, implementation, training resources, evaluation
  - o 2<sup>nd</sup> meeting scheduled for April 4
  - o Creating a firm public stance shared by all groups that there is no place for racism/harassment at high school events, equality and respect for all is paramount
  - o Looking to take a joint stance on stronger policy (guidance on Discriminatory Harassment document for code of conduct)
  - o Exploring CADRE Model Development and Implementation to provide tools for school districts, coaching staffs and participants (train equity leaders)
  - o Looking to potentially collaborate with COSA to design, plan and implement an Equity, Diversity, and Inclusion Summit designed specifically for athletic leaders in Oregon
  - o Development of equity resources for schools specifically related to athletics and activities – training, preventing, responding
  - o Creation of best practices policy for schools to respond when an incident does take place to ensure a safe and welcoming environment

OSAA-specific steps

- Organized in-person meeting with administrations from Parkrose SD and St. Helens SD, including ODE representation
  - o Reviewed St. Helens SD Equity Action and Response Plan for general students, student-athletes, staff, and community
  - o Helped facilitate a meeting between St. Helens administration and Parkrose girls basketball team members for an in-person apology
  - o Working with each school district on written communication regarding how they are working together and steps put in place to make sure communities feel safe and welcome at future events

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- OSAA Staff communicated an increased emphasis on staffing reminders/expectations with member schools regarding game management prior to recently completed Basketball State Championships
- OSAA Staff revamped public address announcements for Winter State Championship host schools and final tournament sites to address behavior expectations and what to do as a player, coach, fan if you hear/see inappropriate behavior (speak out, immediately notify host game management, etc.)
- OSAA Staff updating communication protocols/processes, including a more demonstrative public response, regarding OSAA's involvement with schools following an incident
- OSAA Executive Board agreed to establish an Equity Committee of member school/district personnel, including possibly students, to support safe environments. Topics to include racial justice, gender, anthem stance, etc; these are educational and societal issues and OSAA has a role to play
- Hosted a Northwest Oregon Conference (5A League) meeting on April 2, including ODE representation, to discuss a couple of incidents and possible development of a NWOC Leadership Council for students/coaches
  - o Discussed possibly creating posters to hang in NWOC schools featuring students from all league schools emphasizing everyone's responsibility to work together in this effort
- OSAA Staff helping ODE to facilitate Taking It Up coaches training 1<sup>st</sup> week of April (equity training that helps administrators work through their own biases while leading)
- OSAA Staff to present a breakout session at COSA's Seaside Conference in June on equity challenges, resources, and how to respond
- OSAA Executive Board to explore ramping up consequences for offenders, especially a repeat offender, at Summer Workshop; possible use of lack of institutional control and required appearance before the Executive Board with a Plan of Action, if warranted
- Collaborating with Oregon Athletic Coaches Association (OACA) on the 2<sup>nd</sup> Annual Coaches Symposium in August to include equity, diversity and inclusion breakout sessions as a focal point