



Collaborative Efforts Including

**OSAA, ODE, COSA, OSBA, OASC**



## WHO WE ARE

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- K.T. Emerson, Assistant Executive Dir., OSAA
- Carmen Urbina, Deputy Director, ODE
- Miles Palacios, Executive Director, OASC
- Craig Hawkins, Executive Director, COSA
- Jim Green, Executive Director, OSBA
- Peter Weber, Executive Director, OSAA





# A CALL TO ACTION

**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.




# House Bill 3409

Sponsored by Representatives BYNUM, KOTEK, SMITH WARNER; Representatives FAHEY, MCKEOWN, WILLIAMSON, Senator WAGNER

## AN ACT

Relating to behavior related to interscholastic activities; amending ORS 332.075; and declaring an emergency.

### **Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** ORS 332.075 is amended to read:

332.075. (1) Any district school board may:

(a) Fix the days of the year and the hours of the day when schools shall be in session.

(b) Adopt textbooks and other instructional materials as provided in ORS 337.120 and 337.141 and courses of study for the use of such schools as provided in ORS 336.035.

(c) Authorize the use of the schools for purposes of training students of an approved educator preparation provider, as defined in ORS 342.120, and for such purposes may enter into contracts with the approved educator preparation provider on such terms as may be agreed upon. Such contracts as they relate to student teachers shall have the same effect and be subject to the same regulations as a contract between a licensed teacher and a district school board.





## WORK WE HAVE DONE

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- Early 2019 collaboration began
- Focus on communities affected by race based discriminatory incidents that occurred
- Communication with state legislators
  - Best practices for effective implementation of House Bill 3409
- Development of the S.T.A.R. initiative
  - Communication with stakeholders across
- OSAA Equity Training and OSAA Interrupting and Preventing Discriminatory Acts Training



## 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.*

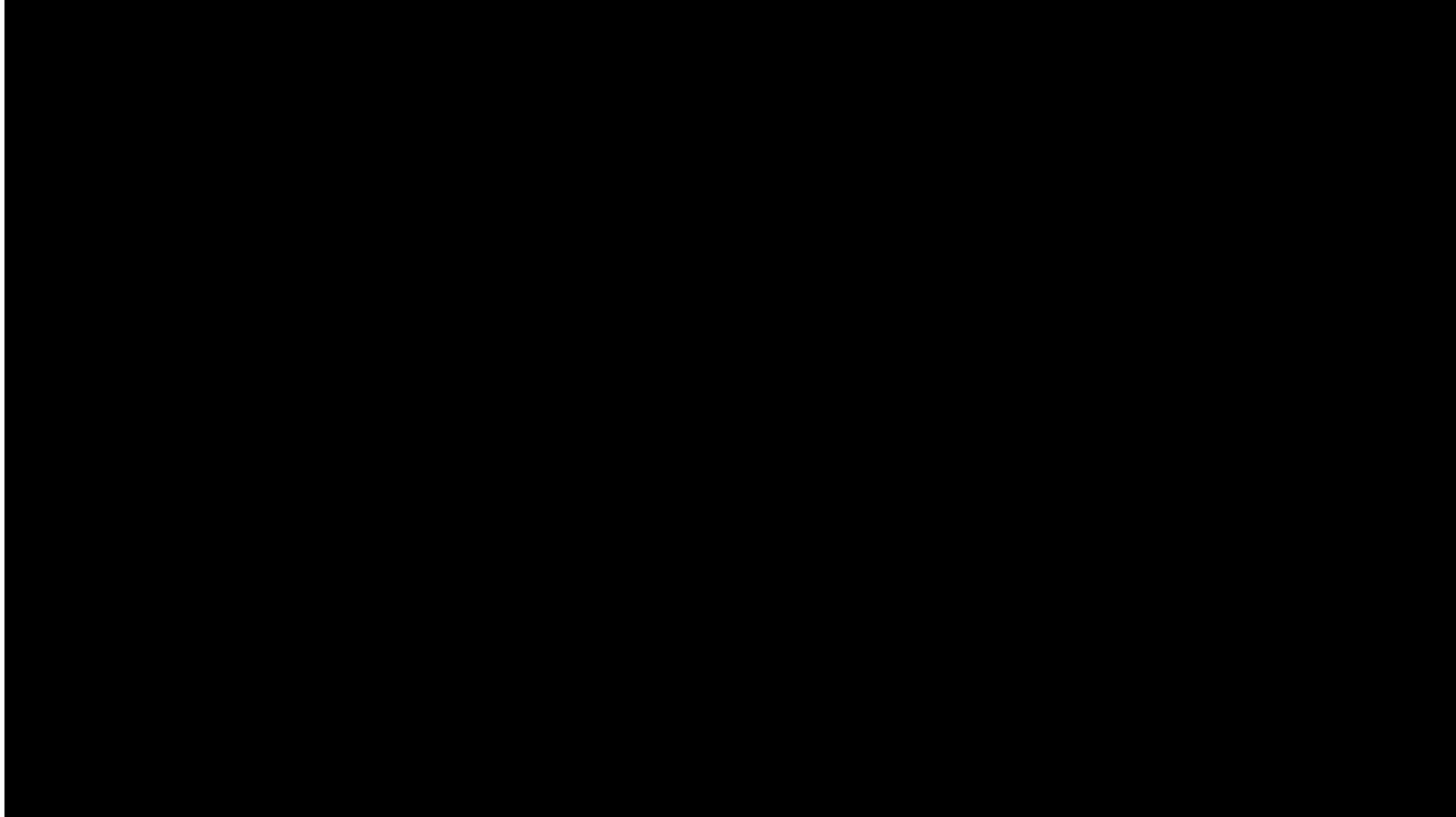






- The STAR Initiative (Safety, Tolerance, Acceptance and Respect) is built around racial equity awareness, action and resources on how to prepare for, educate and interrupt discriminatory behaviors occurring during high school events. This initiative is designed to provide the context identifying the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









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

**USA TODAY HIGH SCHOOL SPORTS**

**Lawsuit: Kansas HS dance coach allegedly discriminated against black dancer**

Photo: Google Earth

**USA TODAY SPORTS**

**Burrillville (Rhode Is) investigate alleged hauled at Central Fa**

Photo: Alex Vehr/for the Cincinnati Enquirer

**USA TODAY SPORTS**

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

**ROAD WORK AHEAD!** EXPECT DELAYS. PLAN AHEAD.



## 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.





# OSAA INTERRUPTING AND PREVENTING DISCRIMINATORY ACTS TRAINING

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- OSAA Rule 3 and Non-Discrimination Policy Overview
- Immediate Event Incident Response
  - When Seen/Heard By Officials
  - When Reported To Officials
  - When Heard/Seen or Reported to Event Management
- S.T.A.R. Initiative Expectations and Strategies





## S.T.A.R. SCHOOL PROGRAM

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- To meet the S.T.A.R. school standards set by the OSAA, a school must implement event management strategies with the intention of providing the safest and most welcoming environment to all who attend OSAA sanctioned events. If there is a discriminatory incident that occurs, the school must also have a plan prepared for how to both interrupt the behaviors that occur, as well as follow through with all who are involved.





# S.T.A.R. SCHOOL PROGRAM

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- Event Management
  - Signage
  - Pre-event communication
  - Monitor student sections
  - Interrupt acts of discriminatory harassment
  - Public address
- Modeling good sportsmanship
  - Requiring it of participants and fans
- Incident response protocol



# OREGON DEPARTMENT OF EDUCATION

- Every district in Oregon is required to adopt an Every Student Belongs policy by state law, which applies to hate symbols and bias incidents that may occur at athletic events and school activities.





# OREGON ASSOCIATION OF STUDENT COUNCILS

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- Increasing student voice in roles of youth leadership in schools and districts.
- OASC representatives on the OSAA Student Advisory Council.
- Partnership and collaboration with OSAA with focused on sportsmanship efforts regarding both athletes and spectators at events.







# COALITION OF OREGON SCHOOL ADMINISTRATORS

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- Equity Centered Communication Strategies
- Equity I and II is open to all administrators
- Affinity spaces
  - LGBTQ2IA+
  - BIPOC administrators across the state
  - Women's superintendents
- Monthly Equity Director Meetings
- Partnership with TSPC Oregon Administrators Scholars Program (OASP)
- Partnership with Oregon Association of Latino Administrators (OALA)
- Partnership with Oregon Alliance of Black School Educators (ORABSE)



# OREGON SCHOOL BOARD ASSOCIATION

- Every school board in Oregon is required to adopt a policy in accordance with ORS 339.356 prohibiting harassment, intimidation or bullying and prohibiting cyberbullying.
- Every school board is required to adopt written policies which assure equity, opportunity and access for all students in each school and program as provided in OAR 581-021-0045 and 581-021-0046.





# OUR CONTINUED EFFORTS

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- Continued development of educational resources for schools and communities.
- Continued awareness campaigns for expected behaviors and necessary action to ensure safety of students.
- Continued collaboration amongst our organizations focused on creating safe and welcoming environments for all.





# QUESTIONS

