

OCS Diversity, Equity, & Inclusion Interest Group meeting

7/14/2020

Virtual Meeting via Zoom started at 6:00 pm

Eva Jannelli opened the meeting by welcoming everyone and thanking them for their participation and efforts. She introduced co-chair Helen Anderson, who is a new member on the Board of Directors (AHEPA appointee), and a parent of an incoming 9th grader. Eva explained that we have to create a more formal committee with representatives from each sub committee. In order to do that each sub committee has to select one person to sit on the Diversity Equity & Inclusion committee and notify the co-chairs as soon as possible.

Mentoring Subcommittee – The sub committee did not have a chance to meet yet. They are looking for some guidance as to what the mentorship program should look like. What are the needs from the school and boards perspective? Sandra Johnson & Rodney Orr volunteered to be on the committee to represent the Mentoring subcommittee. Rodney has had previous training in mentorship and currently mentors with Red Clay. A few questions left to be discussed, will there only be adult to student mentoring, will background checks be required, and how will trauma be dealt with as far as mentoring is concerned?

Faculty Diversity Subcommittee – Adriane Rodriguez reported that last meeting was last week. They are looking to incorporate diversity within Odyssey's hiring practices. These include the types of questions asked during an interview, attending different job fairs, recruiting at various colleges and universities.

Curriculum/Student Opportunity Subcommittee – Hrysoula Davis reported Two main goals Achievement Gap & Equity. Based on current data, Odyssey is doing well as far as student achievement. They will be taking a further look at the data from 3rd, 8th, and high school. Any vulnerable group will be identified

and ways to improve their outcomes will be determined. The data will be provided from Data Wise. They will be looking at ways to improve equity within the Social Studies curriculum, they have found one they think will work. They are also discussing book studies and the titles of book available in the library for students. Math and ELA data will help determine if equity needs to be addressed. During the committee's next meeting they plan to start a data analysis. They will be meeting bi-weekly going forward. There are concerns surrounding student privacy and how to use the data.

Student group Subcommittee – Kyriakoula Micha reported. Last meeting 7/13/2020. They want to create a process to streamline how groups are created. They have already created a Google Doc that will be shared. Ashley Lipson shared Odyssey's current practice at the high school is students must have an adult sponsor, they must have a minimum of 10 members, and a place to hold meetings. Teachers that wish to initiate a group are able but will not get EPER. Ashley will share the email that she sends to staff regarding group creations. The subcommittee wishes to have a link on the website that will provide a comprehensive list of all student groups. The link will also provide guidance to students on how to join and how to start a new group. There was research completed on the Federal guidelines concerning student group creations. There should be separate guidelines for K – 8 and the high school. As of now the lower school did not have any guidelines. Key question to be answered: how will the committee deal with the safety and emotional state of the students as a result of the groups? Where does EPER funding for these positions come from? Should a student group where the sponsor will not be paid EPER still have the 10-student minimum requirement?

Staff Development Subcommittee – Abby Robinson reported. The committee met last week. Abby discussed the 4th Dimension Board and Admin training and the EPP opportunity for staff. Staff

that are chosen will participate in 6 months of training and then will be expected to train others in the building. Only 5 participants will be selected, however they hope to add more people going forward. There was also discussion on whether this training could be conducted for the whole school staff. The training has not been approved by the board. The subcommittee wants to look at other trainings and resources to expose the staff to equity and equality. According to Angela at 4th Dimension, Odyssey has one chance for exposure. The first exposure will be at the August PD, then ongoing during staff development and PLC's.

Event Planning Subcommittee – Lokia Belcher reported. What is the mission of the subcommittee group? How can they support other groups? What are other groups doing that they can get involved in because they don't want to miss anything. Suggestions were to have celebrations during heritage months. They should have some virtual events to celebrate diversity and equity.

Inclusion Subcommittee – No update provided, as no one from the committee was present.

Outreach Subcommittee – Eva Jannelli & Paula Lowe reported. We had a successful Food Drive and food pantry. Willing to deliver food to families this information will be posted to the Odyssey Parent Facebook page. Will work with PTO to expand offerings. The goal is to address community needs, such as face masks, parent cafés, and re- entry at OCS based on Governor's directives.

Meeting ended at 7:00 pm
Respectively Submitted by Helen Anderson