

Agenda for Public Meeting of the OCS Diversity Equity & Inclusion Committee

Date: Tuesday, February 2, 2021

Location: Virtual, See Below Zoom information

Start Time: 06:00 PM

Join Zoom Meeting

<https://zoom.us/j/99106238609?pwd=TERmYnRSaWdna1NPcFJ5YzYvdXdIZz09>

Meeting ID: 991 0623 8609

Passcode: 4taM53

Agenda

1. Call to Order

2. Opening comments by co-chairs Helen Anderson & Eva Jannelli and HoS Elias Pappas

Update on EPP candidates.

- Committee overview- began in June, defined the subcommittees, met in August and December. Main focus has been sending cohorts through the EPP program.
- New HOS, Elias Pappas, worked at a predominantly minority school previously and for a consulting firm addressing issues of equity in schools.
- First EPP cohort recently graduated.
- New EPP cohort being sent- Victoria Helm, Niki Tantalou, Amber Smith, Karen Brinn and Meredith Hooper.

3. Reports by subcommittee heads •

- Faculty Diversity: Sandra Johnson & Renee Beamer
 - No updates because members have been busy with reopening. Will resume regular meetings in February.
- Curriculum & Student Achievement Improvement: Amber Smith & Meredith Hooper
 - Have resources gathered for personal use in history classes but need to develop something that can be used throughout all classrooms.
- Mentoring: Chasity Steele & Rodney Orr
 - No updates because members have been busy with reopening. Goals moving forward: get more people involved in the mentoring committee, finding out where the needs would be the most (high school first), looking at students on campus and virtual.
- Student Coordination: Kyriakoula Micha
 - Met with the student council to discuss application for student forms and approval process. Creating forms to streamline the process of developing and implementing student clubs from K-12.
- Community Outreach: Paula Lowe
 - Food drives that turned into a food pantry that is open and running. Evan has been delivering food via the transportation department. Giving tree families were able to take advantage of this pantry. Surplus has been given to other outreach programs. Hats have been given to other clothing drives and homeless shelters. The Green Team has provided fresh produce for the food pantry as well. Monetary donations have been accepted. Possible coordination with the Food

Bank of Delaware- more discussion around that needs to take place. Possibly involving students more to help coordinate and distribute food, help with food drive, stocking shelves, etc.

- Event Planning: Lakeria Belcher
 - No updates- waiting on the school to reopen and Covid restrictions to subside before events can be planned.
- Staff development: Abby Robinson
 - EPP cohort focusing on staff development as our capstone project. Lending library created for staff, located in Abby Robinson's office, building 21, room 212. DonorsChoose project allowed us to purchase 37 books for this. Schoology page for staff full of resources and weekly posts to encourage discussion. Resources posted on Odyssey website for the entire community- but would like it revamped. Guided discussion scheduled for the whole staff on February 10th to focus on implicit bias. Resources will be provided for pre-read and a survey for follow up. Survey will be given to staff on what they want to learn. Lean In Circles will start- staff will volunteer to participate and use Ibram X. Kendi's "How to be an AntiRacist" along with guided questions to meet monthly to discuss.
- Elias Pappas shared documents with us to look over regarding grounding ourselves in this work.
https://docs.google.com/document/d/1dIMXYkMYFYJI5KyicofptW0o_SQldBo09aNU_6Qtc3c/edit
 - Quick assessment of current hiring practices- how do we attract diverse teachers? Working with local colleges/universities to recruit diverse educators, our website- lack of appeal, our application process is complicated, sign on bonuses or other incentives, mentor programs, more user friendly software, revamping interviewing process and questions, exit interviews of those who leave, looking within our school as to why we aren't attracting AND retaining diverse teachers.
- The need to revamp the committee and create clear and concise goals to focus on moving forward. Subcommittees should create one goal to focus on at the next meeting.
- Creating a DE&I comment box where people can give suggestions/feedback/ask questions/etc anonymously. Electronically submitting with a QR code? Having a staff member in each building where students can come to make confidential complaints (nurses or school counselors).
- Rebranding Odyssey as a whole- campaign for Odyssey moving forward and having DE&I be a big part of that. "Let's be great on PURPOSE."

4. Adjourn

NOTE: These Agenda Items may not be considered in sequence. Pursuant to 29 Del. C. § 10004(e)(2), this Agenda may be changed to include additional items, including executive sessions, or to delete items that arise at the time of the meeting. Initial Agenda Posted: January 25 2021 at www.odysseycharterschooldel.com/