

DE&I Committee meeting  
March 2, 2021 via Zoom

Updates from EPP cohort:

- Finished first readings, seminar and clinic
  - Institutionalized in education but normalized- tracking, standardized tests, etc.
  - Understanding the education system
  - Desegregation and resegregation of schools
  - Fixing the education system but sending our children back into a broken society
- Think about how to involve the Odyssey community as a whole- police, small business owners, residents, etc.

Updates from subcommittees:

- Faculty Diversity: haven't met in months, next meeting scheduled for March 25th, want to meet on a bi-monthly basis, focus on retention and turnover from the last two years to see what has been happening. Exit interview feedback. Demographics of staff- where are we now and where we want to be. Be more proactive in attracting diverse staff/teachers. What universities and colleges to recruit from. Interview questions that touch on diversity/equity in education.
- Curriculum and Student Achievement: just diving in, need to set up a meeting time. Want to collect data to see what gaps are in the curriculum, where achievement gaps lie. Possible survey of students (high school?). Make a list of data points to collect. Representation in other classrooms not just social studies for conversations on race/equity (students have voiced this concern). Exit interviews with 8th graders and other students that leave Odyssey to find out why. Having conversations in PLCs about curriculum and including students in those.  
<https://steinhardt.nyu.edu/metrocenter/perspectives/introducing-culturally-responsive-curriculum-scorecard-tool-evaluate>
- Mentoring: putting a letter together for recruiting people to be a part of the committee. Including focus, goals, expectations, etc. so volunteers know what to expect. Reached out to Connecting Generations that does background checks, training, helps with recruiting, etc. It is free so hoping they can help get things up and running. Mentors will be focusing on high school students to begin with and branching to younger grades. Deciding what the roles would be for the mentors. Meeting next week to discuss further.
- Student Groups: will obtain update from subcommittee chair
- Community Outreach: families coming to use the food pantry and others asking to donate food. Will eventually talk about partnering with the Food Bank.
- Event Planning: will obtain update from subcommittee chair
- Staff Development: meeting monthly on last Thursday of the month. Focusing on mandatory and voluntary opportunities for all staff to participate in DE&I initiatives. PLC/staff meeting conversations/activities. Lean in circle to start April 1st- sending email out to interested people. Chat and chews- informal lunch conversations. Focusing on restorative practices to reimagine our "discipline" policy and focus on building relationships, social/emotional learning and restoring problem relationships- not

consequence focused. Next steps to work with Deans and HOS to determine what they want their staff to be participating in moving forward.

Elias updates:

- Focusing on procedures and protocols to make it more equitable for all students
- New grading policy for 6-12 students to focus on mastery
- New truancy/attendance policy to give access and ensure students have the resources to attend regularly
- Restorative practices- most teachers have been trained on first step some further, so focusing on getting staff trained and involving students in the work (SEL, restorative practices)

Feedback and thoughts:

- Involving all staff (facilities, food services, transportation, etc) as they are valuable in this work. Ensuring they are part of these conversations. They have experience and knowledge to share. Encourage it.
- Focusing on how to get all staff access to resources and opportunities that teachers are given. Odyssey website, Schoology, email superall, etc.
- Working to keep our 8th graders at Odyssey. High schoolers mentoring middle schoolers to show what its all about- showing off Odyssey and encouraging them to stay.
- Possible emergency meeting with HOS and 8th graders about their futures- what Odyssey has to offer- we are your family and will be here to develop you into adulthood.
- Programs being offered at high school- clubs, sports, academics (career pathways)- take a look at these and develop them based on need/interest.