

Odyssey DE&I Committee Meeting Minutes  
April 13, 2021 via Zoom

**Updates from EPP cohort:**

- Principal EI from Thomas Edison will be speaking to staff during inservice on Friday, April 30th about social justice

**Updates from subcommittees:**

- Faculty diversity- reviewing interview questions and updating for new candidates. Focusing on demographics (student to staff ratio). Meeting consistently- once per month. Hope to implement new hiring policies for the upcoming school year (Pappas on board as well).
- Staff development- met with administration (Pappas, deans, Jackie and Juliana) to discuss planning ahead for DE&I initiatives with staff. A cohesive plan for next school year will be made. 3 whole staff inservice days will have time dedicated to DE&I. Staff meetings and PLCs will then do follow up activities surrounding SEL, DE&I and restorative practices. Lean in circle beginning this week- 14 staff members participating. A book surrounding anti-racism and equity in schools will be chosen and will meet to discuss monthly. LGBTQ presentation by Nemours staff member was sent and we are in communication with that person to try to schedule a time for her to come to Odyssey to present. Parent comment- major need for special needs training with staff. Our staff is uneducated/underexposed to proper treatment and servicing of special needs students. Committee will look into resources to provide to staff and a whole staff training/conversations (working with Dr. Demayo- new manager of student services and the EDs of each building). Richard Gordon the 4th, Philadelphia schools. Taryn Fletcher, TeachOur Future. Parent comment- need a complete culture shift where all students feel welcome and included at Odyssey. Find the root cause of the divisions and be proactive about inclusive and equitable practices rather than put out fires.
- Curriculum and Student Achievement- possibility of creating lesson plans per grade level surrounding DE&I so that students can begin having conversations surrounding these topics. Made list of quick hits for committee. Creating a survey for students and parents about what they feel they have learned and where are the gaps for DE&I education. Long term goal- developing a curriculum that builds on previous concepts and creating a timeline for implementation. Once the curriculum is in place, the committee would work on supplementing,
- Mentoring- obtained a partner agreement with Connecting Generations. Will save a lot of time and effort and help us build a comprehensive mentoring program at Odyssey. All the forms needed are already put together, they conduct the reference/background checks. Will continue the planning process and need more volunteers to help. Once implemented it will begin with HS, then MS, then IS, then LS. Parent comment- sending a separate email to request volunteers for the subcommittees and to have chairs for each from the school and community. Parent comment- peer buddy for new students, younger students, students transitioning to a new building, etc.
- Student groups- handbook for creating and implementing student groups have been created and submitted and all forms are included.

- Event planning-
- Community Outreach-

**Updates from Elias:**

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