

Odyssey Equity and Inclusion Committee 1/25/18 Meeting Minutes

Tonight's Agenda:

- Establishing the Odyssey Equity and Inclusion Committee
 - Structure
 - Meetings
 - Discussion: Likely every other month, but monthly initially
 - Chair
 - Discussion: Attendees appointed Andrew Scott chair
- Brainstorming goals
 - What do we want to achieve?
 - How will we know we're achieving our goals?
- Immediate Actions/Concerns
 - Odyssey Information nights

Context Discussion:

- There have been discussions about having an equity committee for years
- Denise reported on the combined Hayhurst/Odyssey staff equity committee
 - Through the PPS "courageous conversation" framework, staff are engaged in how we think about race and diversity in schools, how we process inherent bias and communicate about it.
 - Conversation morphing toward action such as diving into some of the curriculum and how topics are being taught.
- Current Odyssey Statistics
 - Race: 11% Asian; 3% African American; 4% Latino; 1% Native American
 - Free and reduced lunch: 6%
 - Historically underserved (non-white, non-Asian): 8% of students
 - Gender: 55% Female
 - Questions: What are the PPS-wide numbers for comparison? How did our distribution change with the move to East Sylvan?

What do we mean by 'equity'?

- Racial and ethnic
- Economic
- Gender

What are our proposed goals for the committee?

- Define types of equity we're talking about
- Increase the racial and economic diversity of the program
- Maintain economic accessibility: access to all aspects to the program, all events
- Gender equity in classrooms, curriculum, and messaging
- Ensure supports are in place to retain students of color and economically disadvantaged students
 - Providing the right tools to support current students
 - Putting structures in place to recruit a more diverse student body
- Measure effectiveness of outreach efforts
- Augment teacher equity committee

Specific equity concerns:

- Provide clearer financial support (scholarship fund?)
- More clear and aware messaging for school events
- Ensure all students have access to programs/events
- Enhance supports that can be provided to the students in the program and their parents
- Research options for transportation to/from school and special events (play practices)
- Investigate any areas where the curriculum may be morphed to be more inclusive
- Investigate options for after school care (currently bus to PJA and bus to Atlas; they are expensive)

Follow-up actions:

- Scholarship Funds
- Research needed supports at school (e.g., coats, supplies, food)
- Contact PPS equity manager & Oregon PTA to see what tools/advice they have
- Research bus options/other transportation
- Examine PTA approach to activities that cost \$

Odyssey info night discussion:

- Make sure direct giving messaging is clear re: why we do it and scholarships
- Be clear on time commitment but bring a balanced messaging so as not to scare off parents

- The camaraderie among students and the community was appealing to parents of new younger children
- Make more accommodating, provide transportation, encourage bringing children to improve attendance