








# EQUITY & INCLUSION

## Meet the Team

			
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<b>The Equity &amp; Inclusion Team</b>		 <b>OLENTANGY SCHOOLS™</b> Flourish Here.	

## Professional Development

Olentangy teachers participated in the first district-wide professional development day on **September 21st**. The theme for this year is sense of belonging and anti-racism, and staff investigated the

## UPCOMING EVENTS

**Now - October 15**  
Hispanic/Latinx Heritage  
Month

**November 1 - 30**  
Native American Heritage  
Month

**November 16**  
District Diversity  
Committee Meeting, 6 -  
7:30 p.m. (virtual) [RSVP](#)

**January 20**  
District Diversity  
Committee Meeting, 6 -  
7:30 p.m. (virtual) [RSVP](#)

following essential question: “How is a sense of belonging created, damaged, and repaired?” Supervisors from Curriculum & Instruction and Equity & Inclusion worked with building leadership to train staff members responsible for delivering professional development and facilitating these conversations. To kick off the morning, staff shared moments of belonging they’ve experienced in our school community and then reviewed student stories of non-belonging. Next, they watched a presentation about the history of race and racism in the US and participated in small group discussions with their team members. Finally, staff practiced utilizing a strategy to interrupt harmful language in respectful ways that support connection.

## E&I Action Plan

**The Equity & Inclusion team is working with the District Diversity Committee's Leadership Advisory Council to secure feedback on the Equity & Inclusion action plan draft.** This 3-5 year plan was created based on the suggestions and recommendations gathered at the summer town hall meetings and small group community sessions. The five areas of focus are:

- Measurement and Accountability
- Policy and Handbook
- Recruitment and Retention
- Training and Education



- Stakeholder Engagement

The goal is to have the plan finalized by December 2020.

## Stay Safe, Speak Up!

The [Stay Safe, Speak Up!](#) Hotline allows students, staff, parents, and community members to anonymously report safety concerns; incidents of discrimination, harassment, and bullying; and other dangerous behaviors to school officials. This online and mobile friendly tool can be accessed through your student's myOLSD portal or via the district and building webpages. Once submitted, the complaint coordinator will investigate the incident using the details provided to determine necessary action steps. For this reason, the more details provided in the report, such as building, individuals involved, bystanders, time of day, or location, the stronger the investigation can be. Please be aware that this tool does not allow for two-way communication. Individuals initiating a report using Stay Safe, Speak Up! may also include their name for the complaint coordinator to follow-up with, if desired. We encourage reporting of all incidents occurring in our school community to continue to keep everyone safe.



## Thank You, OEF

Thank you to the Olentangy Education Foundation for providing grants to support our teachers in their diversity initiatives. [Learn more here.](#) Additionally, the foundation is supporting the 7th Annual One Community Conference by providing the funds for this year's keynote speaker.



## Teacher Spotlight

Learn about the work being done by our amazing staff. Today's [Teacher Spotlight](#) features  
Elementary: Laura Simpson & Laurel Politis  
Secondary: Robyn Starcher  
CDL: Shannon Griffin.



## Heritage Month

September 15 through October 15 the district supported PK-12 teachers with Hispanic/Latinx resources to integrate into their instruction. Materials cover a wide range of grade levels and content areas. [Click here](#) to access the full Hispanic/Latinx resource document.

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