OUR MISSION

Doing what is best for students is our guiding principle. To this end, the Oakwood School community commits the resources, support, expertise and experiences needed for all students to achieve.

OUR VISION

The Oakwood School community educates students to become ethical decision-makers who achieve their life goals, take responsible risks, and contribute to the greater good of the world. Graduates are prepared for their post-secondary pursuits, proud of their Oakwood education, and poised to lead and serve.

11/6/2020
Cabinet Meeting
Showed Segregated by Design
Discussed impact
Assigned reflection of film for next cabinet meeting
Kyle led discussion about old policies are not our fault, but if you know about it, you must act.

Groups created or impacted:
  o BOE
  o Cabinet
    ■ EDI Professional Development
    ■ EDI District Task Force
  o County ELI
  o District PLC’s
    ■ Diversity in Children’s Literature lead by Smith Librarian Elaline Fultz
    ■ Diversity Discussions led by Brianna Doyal
  o District PD Playlist
    ■ Dr. John Marshall’s 2018 remarks focus on racism in educational systems
    ■ Dr. Walter Gilliam’s 2017 implicit bias in preschool teachers
    ■ Dr. Gloria Ladson-Billings systemic educational inequities
    ■ D. J. Batiste’s Power of Connection Segment 1  Segment 2  Segment 3
    ■ Supporting the Leadership and Activism of our Young People
    ■ “How Do I Make Sure I Am Not Raising the Next Amy Cooper?”
    ■ How to Talk to Your Kids about Race, Racism, and Police Violence
  o Other PD Offerings
    ■ Equity: A Virtual Podcast Study
    ■ Equity Virtual Book Study Series
  o HR - Allyson
    ■ BASA equity policy study (Looking at 5000’s)
o Staff
  ■ EDI Building Leadership Teams
  ■ "Diversity in Children's Literature" PLC
  ■ "Diversity Discussions" PLC

o Students
  ■ NCCJ Program
  ■ TIMBER
  ■ Panorama Survey
    • Diversity & Inclusion
    • Cultural Awareness and Action

o OIC (Oakwood inclusion Coalition)

o CFBO (Citizens for a better Oakwood)

11/2/2020  Meeting with Traci
Cabinet EDI Study: Show video, and ask them to react to it with early thoughts, but will follow up next meetings

District Team: At this level, you can expect to meet (virtually) every other week. In addition to this commitment, you will meet with your Building Leadership Team at least once a month. Members are: Hilary Waugh, Mary Barnett, Rachel Keyes, Crystal Melchor, Michael Wadham, Sarah Patterson, Joy Rogers, Beth Morrissey, Traci Hale, Kimbe Lange

Building Leadership Team: This team will meet at least once a month with the building representatives of the District Task Force to learn/lead/organize/create an action plan. Secondary Members are: Adam Woessner, Amy Ostdiek, Sally Harper, Tim Badenhop, Brianna Doyal
Elementary Members are: Kayleigh Davidson, Kimberly Walther, Joan Fisk, Lisa Henry, Nate Thompson, Elaine Fultz,

Building Team Member: These members are willing to learn and participate in implementation of the Action Plan in your building.
Secondary Members are: Amanda Ammer, Bryan Ellis, Mindy Hoffer
Elementary did not have any members sign up.

Equity & Diversity Task Force

Goal: Increase understanding, empathy and knowledge of students, staff and community

1. Finalize Task Force Members
2. Choose a regular time to meet
3. Create Group Norms - Safe Place, say & ask anything
4. Watch Segregated by Design
5. Three tier approach: Educate ourselves, Educate students, "In" & "Out" reach
“Do the best you can until you know better. Then when you know better, do better.”
Maya Angelou

“Being not racist is not enough. We have to be anti-racist, especially as a (majority) white community.”

Segregated by Design

As promised, here is the link to the slide deck from this past Tuesday's session:

https://drive.google.com/file/d/1ksUk7wS5ywV87zc0MxFkp3WHQUukF5x7/view?usp=sharing

University of Dayton letter - https://udayton.edu/about/diversity/antiracist-university.php


How are schools responding to racism right now
https://www.newsya.com/stories/how-are-schools-responding-to-racism-right-now/

Creating and publicizing a diversity plan

Birmingham Schools Strategic Plan

State of Ohio Diversity plan

Role of schools
https://edsourc.org/2020/statements-supporting-black-lives-matter-are-not-enough-schools-must-do-more/633978

Black Lives Matter at School
Black Lives Matter guiding principles
https://www.dcareaeducators4socialjustice.org/black-lives-matter/13-guiding-principles

Dayton Foundation Statement
Diversity and Inclusion Policy

Staff Diversity/Inclusion

The Dayton Foundation seeks to advance community philanthropy and provide leadership to meet changing needs in our region. The Foundation’s ability to achieve this mission and to foster a commitment to excellence can best be pursued with a staff that includes individuals of diverse backgrounds, beliefs and perspectives. The Dayton Foundation believes that diversity encompasses, but is not limited to, ethnicity, race, age, gender identity, sexual orientation, economic circumstance, physical and mental abilities and characteristics, and philosophy.

The Dayton Foundation respects and celebrates diversity and its important role in contributing to a healthy, caring community. The Foundation commits its resources to change in ways that signal to groups with diverse cultures, philosophies and experiences that they are welcome partners in the efforts to foster inclusion.

John Wilson statement #1
The Oakwood City school District Board of Education recognizes the ongoing political, economic and social injustice in our nation as a result of systemic racism. Oakwood has inherited a long history of racial and religious segregation through race restrictive housing and covenants resulting in a community that is 95% white today.

To ensure that Oakwood City Schools continues to prepare our students to meet the rapidly evolving demands of American society, we commit to routinely train our staff in areas of diversity inclusion and cultural competency. In addition, we recognize the value of diversity within school staff and administration with all voices being heard in decision making.

John Wilson statement #2
The Oakwood City School District Board of Education recognizes our nation faces a racial reconciliation unlike it has seen in decades. We understand that the ongoing political, economic and social injustices in our nation are the direct result of systemic racism. To ensure that Oakwood City Schools continues to prepare our students to meet the rapidly evolving demands of American society, we commit to routinely train our staff in areas of diversity, inclusion and cultural competency and to recognize the value of diversity within school staff and administration with all voices being heard in decision making.

Harman - Sarah
Michael Wadham
Kim Walther
Elizabeth Mohr
Kathy Jabir

Smith - Chrissy
Erin Nye
Joy Rogers
Ceci White
Lisa Henry

Lange - Frank
Harrison Gowdy
Lauren Qualls

OJH/OHS
Hilary Waugh
Bridget Fiore
Rachel Keyes
Leslie Blythe
Crystal Melchor - Traci
Amy Ostdiek
Rosanna Jivens - Traci
Joan Bline
Mitch Miller - Kimbe  (Can’t do this due to schedule)

District
Traci Hale
Kimbe Lange
Amy Martin?

Task force numbers
Three levels:
1. District Task Force - Every two weeks plus building leadership meetings
2. Building Leadership Team- Once a month
3. Building Team Member - To be announced

Lange 1-2
Harman 2-3
Smith 2 - 3
Secondary 4-5
District

Oakwood has been assigned Corinne Brion as your district MC ELI Coach. I have included Corinne in this email for ease of communication. (Corinne Brion cbrion1@udayton.edu) She is here to help you, as needed. Please feel free to take advantage of her skill and knowledge base. Dr. Brion is a talented thought partner and friend in this work.

Reading library - “big read”
- Short articles also
- Podcasts - some created, some links
- Schedule events (series of small virtual events)

Podcast:
Seeing White

Book Studies
Can We Talk About Race? Beverly Daniel Tatum
So you want to talk about race - Ijeoma Oluo
Between the world and me - Ta-nehisi Coates
Blindspot: Hidden Biases of Good People
Diversity, Equity and Inclusion: Strategies for Facilitating Conversations on Race - Caprice Hollins

Diversity Activities Resource Guide -

Say Their Names - A toolkit to help foster productive conversations about race and civil disobedience
https://docs.google.com/document/d/1eNpj8hR7q_XZlJgcC8XM5oZVUA72_h51HmNH0FClO14/preview?pru=AAABcpZq-40*KuJYPwq9LTCgAjeNOohJjA#

Learn to Earn has

D.J. Batiste’s 2020 speech about the power of connection in the classroom, and our own reflexes and beliefs. (His full speech, broken into 3 segments, is here.)
Resources from 2019 Summit:  [Breakout Resources]

**Dr. John Marshall’s 2018 remarks** focus on racism in educational systems and his work.

**Dr. Walter Gilliam’s 2017 speech** discusses his research on implicit bias in preschool teachers. as the Chief Equity Officer at Jefferson County Schools in Louisville.

**Dr. Gloria Ladson-Billings spoke in Dayton** in 2017 about systemic educational inequities.

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**Ruby Bridges**

Ruby Bridges is one of the heroes of the Civil Rights Movement. But did you know she actually sat in an empty classroom during that first year?

[Hear Her Experience]
Fighting for Civil Rights

Even 100 years after slavery was abolished, Blacks were still fighting for their basic human rights. It took a movement to make change.

Hear Their Experiences

Olentangy Instagram -
https://www.instagram.com/dearolsd/?igshid=1agim7xia8dco&fbclid=IwAR0o_Qo9UDFQiRCH7T4oZPDcQ_YF-nODoae9ikFEitr4IbdWcFh_odYujjk

Centering Racial & Ethnic Equity in School Transformation!

Session Materials:

- Session Recording
• Session Power Point Deck: Includes today’s small group discussion questions that you can leverage to have similar conversations in your community.

• Jamboard Notes

• Comprehensive Guidance & Resources for centering racial and ethnic equity in schools.

• Additional Discussion Guide Resource

• Key Next Steps Shared (from session participants)

• The Dayton Daily News investigation about red-lining in Dayton.


  https://www.penguinrandomhouse.com/books/564299/how-to-be-an-antiracist-by-ibram-x-ke ndi/


I hear a lot of people mentioning the schools. The Citizens for a Better Oakwood School Equity Committee is currently conducting a survey about equity experiences with the schools - both inclusive and exclusive. The survey is intended to gather equity experiences across the range of human diversity:

https://l.facebook.com/l.php?u=https%3A%2F%2Fforms.gle%2Fjnr3DyqzVabMWv7t6%3Fbclid %3DIgwAR3qa-DcxDSpzSLboXIEVF7moCwXRZtP0vsTKYU9eT7Ecj0VJ1Jh7xkKgA4&h=AT1JbB1OW GYIrbi_1WEvzC-nGc-GR1fQHUTwdF2y9BA5S8yW9-iJEC0YI6z6D0wExP-05pRylxo2r9FlsmjfoFryU 9wblIGD-KUtgKfM5LvgVJPHx2ZV_NKrbqWvEvln5G0fHQ&_tn=-UK-R&c[0]=AT02aDNrQn_R 6nyjnUx8w8MllNvebp3yy9BBPNyEFNjhnbo5G078Hqxda5KA1EwqGfdaSB_eiGLST6b0LR1CUuG5sT DVKQm5vCV8jerfRrLmWLaEYmgIHFxwKMn62QKucYi7SaRxa.IMsRj5YZGrjyIt4hnGJoQs

https://www.nytimes.com/2015/01/25/books/review/jill-leovys-ghettoside.html. Sorry, the other link was to the onion version.
The Roots of Racism series is phenomenal - my husband and I watched them recently, Leslie Picca, I see you're on the meeting - Part 2 was particularly impactful for me... thank you.

https://www.bjs.gov/content/pub/pdf/cv19.pdf

Tennille Love from Sinclair

Antiracist at Library site