



# The GLOBE Academy

## Diversity Committee Meeting

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### Date and Time

Tuesday November 10, 2020 at 6:30 PM EST

### Location

Virtual via Zoom

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**The Diversity Committee adopted a definition of diversity that represents GLOBE's actual and aspirational values. At GLOBE we recognize that:**

*The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical and learning abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.*

Source: <http://www.qcc.cuny.edu/diversity/definition.html> (edited to include "learning" abilities).

It is in the spirit of this definition that the DEI Committee will continue to make recommendations to the GLOBE Board of Directors and leadership on governance and policy issues involving matters of DEI.

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:30 PM</b>
A. Record Attendance			1 m
B. Call the Meeting to Order			
<b>II. Diversity Equity &amp; Inclusion</b>			<b>6:31 PM</b>
A. Examining Equitable Access	Discuss		35 m
• f/u CB re: one LC family expressed difficulty in accessing the internet.			
• If need still exists, assign DEI member to look into hot spot offerings through county and private businesses.			
• If no offerings available, DEI will approach fundraising/budget folks about purchasing or offsetting cost.			
• f/u with JL re: UC process in identifying and assisting students who are struggling (access, performance, social emotional, etc.).			
• Assign DEI member to work with UC village leadership team in developing engaging program to discuss race relations with students.			

- Assign DEI member to research available translation assistance for parents dealing with day-to-day technology challenges.

**B. UPDATE on DEI Vendor (if any)** Discuss Christi Elliott-Earby 5 m

For the 2020 school year the DEI committee will pivot our focus from the strategic process where recommended the equity audit (diagnosis in 2018) and recommended a vendor (prognosis in 2019/2020), to new immediate areas where can recommend new/revised policies and practices based on sound DEI principles.

**C. Admissions Director presentation** Discuss Megan Brown 35 m

Megan Brown will report on:

- Enrollment of students on free and reduced lunch
- Recruitment school tours in our virtual environment
- How GLOBE is connecting with local preschools to share about our school

**D. Representation** Discuss 20 m

Assign DEI committee members to last meeting action items:

- Follow up on incorporating commemorative months on GLOBE calendar and communications
- Follow up with Mila re: organizing Asian Pacific American Heritage Month activities with parents, PTCC, and admin.
- Inclusion concerns with GLOBE Trot donations not counting towards family contribution

### III. Closing Items

**8:06 PM**

**A. Adjourn Meeting** Vote