



The GLOBE Academy

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time

Wednesday November 2, 2022 at 7:30 PM EDT

Location

IMPORTANT UPDATE: MEETING LINK CHANGED:

TEAMS MEETING <https://teams.live.com/join/9366749949454>

In 2018, the Diversity Committee adopted a definition of diversity that represented 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 Diversity Committee will continue to make recommendations to the GLOBE Board of Directors and leadership on governance and policy issues involving matters of DEI.

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:30 PM
A. Record Attendance			
B. Call the Meeting to Order	Approve Minutes	Tiki Barnes	
Approve minutes for DEI- Diversity Committee on October 5, 2022			
II. DEIBA Business			7:30 PM
A. GLOBE Administrative Updates	FYI	Admissions & ED	10 m
<ul style="list-style-type: none"> • Executive Director <ul style="list-style-type: none"> ◦ Transportation and other DEI related updates • Admissions <ul style="list-style-type: none"> ◦ Diversity & demographic updates (K-8) ◦ Recruiting plans Winter 2023 			
B. 2022-23 DEIBA Initiatives & Engagement	FYI	Various	40 m
Updates and discussion: Diversity Committee prioritized Initiatives (GLOBE Strategic Plan) <ul style="list-style-type: none"> • 4.2 Strengthen & Build Capacity to Implement Student Behavior Plan <ul style="list-style-type: none"> ◦ AHOS UC (Joan Marks) reports implementation of an in-school tracking system via Google Forms. ◦ AHOS LC/UC (Kim Chung & Joan Marks) will update DEIBA committee on this SP initiative as progress moves forward this academic year. ◦ Plans to improve current tracking more quantifiable data points including demographics (race, gender, grade, etc.) ◦ Provide insight into how certain interventions are either beneficial or detrimental and to gauge changes over time ◦ Committee discussion (10 mins) • 4.5 Strengthening Diversity in Advanced/Gifted Cohorts <ul style="list-style-type: none"> ◦ Advanced Math Cohort - disparities in MS Math placement including Algebra 1 <ul style="list-style-type: none"> ▪ There were existing disparities in middle school advanced math placement ▪ What rubric or indicators are being used to determine placement? <ul style="list-style-type: none"> ▪ Update 10/2022- using MAP Algebra Screener this school year. ▪ DEIBA questions: 1) What was the previous process? 2) What are the thresholds for the screening tool including minimum scores for placement? 2) Are there other indicators? 3) We understand there are currently identified disparities in MAP testing; how does this impact placement if it is the only screening tool? ▪ Committee discussion (20 mins) ◦ Gifted Cohorts (K-5 and 6-8) <ul style="list-style-type: none"> ▪ Awaiting more clarification on this SP initiative definition ▪ Discussion points from September 2022 meeting with GLOBE Gifted Coordinator (Jana Burrow): <ul style="list-style-type: none"> ▪ Capturing demographic data in-house annually <ul style="list-style-type: none"> ▪ Including gifted identified and students in the process of identification (K-8) ▪ Professional development for gifted certified and other teachers <ul style="list-style-type: none"> ▪ Identifying resources? ▪ Logistics? Staffing? Space on campus? Where would there be placement for staff and resources. There isn't 			

- | | Purpose | Presenter | Time |
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| | currently space on either campus dedicated to gifted services. | | |
| | <ul style="list-style-type: none"> ▪ How can we improve efficiency and effectiveness? ▪ Committee discussion (10 mins) | | |
| | <ul style="list-style-type: none"> • 4.3 Implement “Strong Start” School Culture Process - quick update from ED/Admin • 4.4 Develop Staff DEI Competencies- quick update from ED/Admin | | |

C. DEIBA Around GLOBE 20 m

New and old discussion points

- **Current GA Legislation impacting GLOBE** (10 mins - including Q&A)
 - [Divisive Concepts - SB 377](#) - GLOBE BOD vote for policy Oct 24, 2022
 - [Parents Bill of Rights - HB 1178](#) - GLOBE BOD pending vote @ future meeting
 - [Library Bill - SB 226](#) - GLOBE BOD pending vote @ future meeting
- **GLOBE Dress Code** (10 mins - including Q&A)
 - Previously discussed in October meeting (only 4 committee members present)
 - Committee members were asked to come to November meeting objective items based on the current dress code. This should include specific language and items within the current GLOBE dress code
 - **DEIBA committee goal:** To provide actionable recommendations to GLOBE administrators and BODs regarding potential edits to the currently published dress code and enforcement guidance.

**Important Meeting note: In an effort to be respectful of committee members time, we will make every attempt to end promptly at 8:40pm. Items not discussed or not finalized will be moved to the next meeting's agenda or to be resolved by responsible parties by the next meeting if appropriate.*

III. Closing Items 8:40 PM

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| A. Adjourn Meeting | Vote |
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Next meeting: December 7, 2022 at 7:30pm