



The GLOBE Academy

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time

Wednesday December 7, 2022 at 7:30 PM EST

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 | |
| II. DEIBA Business | | | 7:30 PM |
| A. GLOBE Administrative Updates | FYI | Admissions & ED | 10 m |
| • Admissions | | | |
| ◦ Recruiting plans Winter 2023 - Tours and ambassador volunteers needed | | | |
| B. 2022-23 DEIBA Initiatives & Engagement | FYI | Various | 12 m |

Updates and discussion: Diversity Committee prioritized Initiatives ([GLOBE Strategic Plan](#))

- **4.2 Strengthen & Build Capacity to Implement Student Behavior Plan**
 - Are there updates on data analysis tools for UC and LC
 - LC reports use of spreadsheet with demographic information and incident details
 - Are there plans to have a more cohesive tracking system at both campuses?
 - **Committee discussion (10 mins)**
- **4.5 Strengthening Diversity in Advanced/Gifted Cohorts**
 - **Advanced Math Cohort - disparities in MS Math placement including Algebra 1**
 - Have new math curriculum guidelines been adopted by DCSD for the 2023-24 school year?
 - Moving forward what tools will be used to qualitatively assess students without MAP winter testing?
 - 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

Purpose Presenter Time

disparities in MAP testing; how does this impact placement if it is the only screening tool?

- **Committee discussion (10 mins)**

- **Gifted Cohorts (K-5 and 6-8)**

- Are there updates or clarification on this SP initiative definition?

- **Committee discussion (2 mins)**

- 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

21 m

New and old discussion points

- **Current GA Legislation impacting GLOBE** (1 mins - including Q&A)
 - [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** (5 mins)
 - Previously discussed in October & November meetings
 - Are there updates to the document to provide feedback and recommendations to Admin?
 - **DEIBA committee goal:** To provide actionable recommendations to GLOBE administrators and BODs regarding potential edits to the currently published dress code and enforcement guidance.
- **DEBIA Sound off - open discussion** (15 mins)

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

8:13 PM

A. Adjourn Meeting

Vote

Next meeting: January 4, 2022 at 7:30pm