



The GLOBE Academy

DEIBA Bi-Monthly Meeting

Diversity Committee

Date and Time

Thursday September 21, 2023 at 6:30 PM EDT

Location

Upper Campus (Cafeteria)

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			6:30 PM
A. Record Attendance			
B. Call the Meeting to Order	Approve Minutes	Tiki Barnes	
II. DEIBA Business			6:30 PM
A. GLOBE Administrative Updates	FYI	Admissions & ED	10 m
<ul style="list-style-type: none"> • Admissions <ul style="list-style-type: none"> ◦ 2023-24 School year update <ul style="list-style-type: none"> ▪ K-5 grade enrollment ▪ 6-8 grade enrollment 			
B. 2023-24 DEIBA Initiatives & Engagement	FYI	Various	12 m
<p>Updates and discussion: Diversity Committee prioritized Initiatives (GLOBE Strategic Plan)</p> <ul style="list-style-type: none"> • 4.2 Strengthen & Build Capacity to Implement Student Behavior Plan <ul style="list-style-type: none"> ◦ Structured tracking at both ES and MS campuses ◦ End of Year data and information (2022-23) <ul style="list-style-type: none"> ▪ availability of quantitative data including broad demographics (ie. grade, race, etc). • 4.5 Strengthening Diversity in Advanced/Gifted Cohorts <ul style="list-style-type: none"> ◦ Advanced Cohorts - disparities in MS Math placement <ul style="list-style-type: none"> ▪ DEIBA questions: 1) What are the thresholds for the screening tool including minimum scores for placement? 2) Are there other indicators that are not subjective? 3) We understand there are currently identified disparities in MAP testing; how does this impact placement if it is the only screening tool? ◦ Gifted Cohorts (K-5 and 6-8) <ul style="list-style-type: none"> ▪ Updates on gifted access including differentiation for gifted students in the classroom. • 4.3 Implement “Strong Start” School Culture Process - update from ED/Admin • 4.4 Develop Staff DEI Competencies- update from ED/Admin 			

	Purpose	Presenter	Time
C.	DEIBA Around GLOBE		21 m

New and old discussion points

GLOBE Dress Code

- Spring Survey updates: Has the survey data been compiled? What is the timeline for access to the data?
 - Does the survey date only cover uniform policy and/or if uniforms are desired?
 - Will there be changes in the dress code?
 - Will there be changes in the enforcement of the dress code including clear guidance for staff, parents, and students. Additionally, will there be consistent enforcement across grades, campuses, and social demographics?
- **DEIBA committee goal:** To provide actionable recommendations to GLOBE administrators and BODs regarding potential edits to the currently published dress code and enforcement guidance.

Open discussion

Important Meeting note: In an effort to be respectful of committee members time, we will make every attempt to end promptly at 7:30 pm or earlier. 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		7:13 PM
A.	Adjourn Meeting	Vote	