



## **Diversity Committee Special Meeting**

June 22, 2020, 6:00-7:30 PM

### **Purpose of Special Meeting:**

Recent acts of violence committed by racist upon black people in the US have promoted discussions of systemic racism from the ignored lamentations of the marginalized to bold conversations in legislatures, Fortune 500 companies, dinner tables, work places, and schools. It is imperative that we take this opportunity to discuss recent events and offer DEI informed suggestions to GLOBE Administration and the Board of Directors regarding GLOBE's path forward during this potentially transformative time in our nation.

### **Location:**

Zoom

### **Attendees:**

Monique Wright Hudson, Chair  
Sharon Camara  
Christi Elliott-Earby  
Cutia Blunt  
Judy Limor  
Tiki Barnes  
Christina Catinella

### **Points of discussion:**

GLOBE's Vision is particularly relevant as we consider GLOBE's path forward: *To develop globally minded citizens who have the knowledge, skills and attitudes to effect positive change in our world.*

1. GLOBE's response to current events
  - a. June 2<sup>nd</sup> GLOBE FB post
    - i. Strong statement. Thankful for Communication's Director and Admin.
  - b. June 3<sup>rd</sup> message in newsletter
    - i. Strong statement.
    - ii. Largely attributed to CEE
    - iii. Questions re: why CEE did not send under her signature.
  - c. June 19<sup>th</sup> Juneteenth GLOBE FB post
    - i. Positive. Hopefully it will be continued in the future.

2. Previewed BOD statement drafted by Board Chair in collaboration with Diversity Committee Chair and approved by entire Board.
  - a. Diversity metrics of students taken in September are particularly helpful because it can provide insight into why students leave after the beginning of the school year? Transportation, aftercare challenges, culture, etc. are DEI issues.
  - b. Important that metrics relating to staff/faculty diversity should distinguish between black TAs, custodians, other staff and teachers. CEE advised that this is a Charter requirement and is done.
  - c. Discussed concerns that discipline data may seem skewed where there is a very low number of suspensions. While this is a possibility, the committee discussed the need for standards in referrals so that the HOS/AHOS has an opportunity to address behavior of students engaging in similar behavior.
    - i. Office referrals are tracked though only suspensions are reported to the county.
    - ii. Teachers can use more professional development in this area.
  - d. Committee receptive and supportive of incorporating professional development focused on DEI for all staff.
3. Discussed DEI Vendor that will be guiding the implementation of the DEI bucket of the Strategic Plan
  - a. Conscious Roots, LLC has provided a contract/plan.
  - b. Conscious Roots will assist with initiatives shared by admin and the Board around DEI.
  - c. DEI focused professional development of staff, staffing plan, coaching of admin, retreats, HR support (to include systems, policies, and practices),
  - d. \$40,000 will be requested to secure the contract at the 6/29/2020 BOD mtg.
  - e. Contract provided to Committee members in attendance for comments by COB 6/26/2020. No comments received.
  - f. Zakia F. will be POC for the vendor. Diversity Committee Chair will receive regular status updates. Diversity committee members will be available to assist vendor as needed.