

DIVERSITY COMMITTEE MINUTES

Call to order - 6:34 p.m.

A meeting of GLOBE Diversity Committee was held at Lower Campus on November 30th, 2017.

Attendees

Attendees included:

Christina Catinella

Jymiela Ervin

Monique Hudson

Susan Malloway

Susan Mellage

Matt Williams

Topics

Introductions of members in attendance

Purpose of the Meeting: To confirm that the existing committee members are committed to moving forward with creating avenues to impact diversity and inclusion at GLOBE.

Diversity Plan -

Ethnic/Racial Demographics - briefly spoke to demographic statistics as outlined in the plan (pg 8).

Discipline Plan - brief discussion around suspension statistics (referenced in Diversity Plan)

Socioeconomics - high-level discussion regarding the current socioeconomic distribution at GLOBE - as with other topics surrounding the diversity plan, the discussion was informational in nature.

Recruitment/Retention - high-level discussion regarding possible recruitment strategies to increase diversity. Possible solutions include (but are not limited to) recruiting from preschools in specific geographies, utilizing GLOBE yard signs with current families. Susan Mellage to send her plan and ideas for recruitment for the upcoming school year (done), to the committee for weigh-ins. Also, mentioned was the importance of customer service and on-boarding for new/incoming families.

Exit Interviews - Determined that there is currently a process for exit interviews. Mentioned that families who choose not to stay, may not be inclined to engage. Spoke about methods that may generate more participation (e.g., anonymous surveys, home visits).

Students with IEPs and Learning Differences: Discussed working with the Academic Committee to ensure that students with learning differences are being served appropriately and equitably.

Trainings - Talked about offering GLOBE staff trainings on diversity. One time vs on-going? Additionally, there was discussion around offering classes on diversity for GLOBE families. Several methods of knowledge sharing were discussed (e.g., online training, trainings lead by someone with expertise in the areas of diversity and inclusion). Also brought up, that overall, parent participation for after-school meeting and educational sessions, is relatively low.

Speakers - Possible Speaker, Matisse Haynes

Activities - Aside from trainings, it was mentioned that GLOBE may consider providing an avenue where GLOBE parents could share their experiences, concerns and feedback as they relate to Diversity. Possible methods included: a shared email account to receive feedback from parents, anonymous or otherwise, an event where families could “air out” their issues in a semi-public forum. The question was raised: Is the forum necessary for illustrative purposes or should the committee proceed forward based on its own existing knowledge and understanding of GLOBE’s opportunities for improvement.

Monique to send link to New Schools Venture Fund page on “Diversity, Inclusion and Equity” resources.

There will be a meeting in December. Date TBD.

Adjourn - 8:17 p.m.