



The GLOBE Academy
Diversity Committee Report
21 February 2018

Committee Chair: Monique Hudson

Report Type: Meeting Minutes. No Board Action Required.

Attendees: Susan Mellage, Christi Elliott-Earby, Sandra Daniel, Monique Hudson, Stacy Moore

- I. **Call to Order, Roll Call and Introductions:** Monique called the meeting to order at 6:49 p.m. Mila Konoyoomo is the only new DC member added since last meeting in November 2016. Mila has a host of ideas and great energy to offer the DC. Mila was unable to attend the 2-21-18 meeting but sent an email saying that she unexpectedly had family matters to attend to and regretted that she would miss the meeting.¹
- II. **Updates**
 - a. Two GLOBE Board of Directors meetings since last DC meeting in November
 - i. Questions pertaining to issues covered at BOD meetings
 1. Testing data as it relates to different demographics is in the process of being compiled in response to Board Member Brian Williams' request.
 2. 8th grade trip not going forward with current group due to participation numbers. Looking at ways to increase participation for future classes. Aware there may be economic and cultural barriers for some families. Other grades seem enthusiastic.
 - b. Diversity/Academic *ad hoc* committee work in progress.
 - i. Brian to update on equity audit, action items from charter renewal, and assistance he may need (if any) from DC.
- III. **Head of School (HOS) updates**
 - a. New disciplinary policy is a tool to address potential for disparate treatment in discipline. CEE clarified that disciplinary policy is not "new" but policy clarifies existing guidelines. The consequences are within the guidelines of the Code of Conduct signed by each parent and does not subject students to harsher penalties than those outlined in the Code of Conduct. The new policy helps

¹ DC member Jymiela Ervin also emailed that she had an emergency that prevented her attendance. Several other actively contributing DC members absent.

teachers apply behavior standards consistently and helps students and parents to know what to expect.

- b. Diversity in faculty and staff recruitment? HOS and Susan Mellage attended the Women of Color Teacher Recruitment Fair. Met many awesome candidates for the applicant pool. There is a rigorous process for hiring GLOBE teachers because of our model and culture, would love for these candidates to apply. Expect to have a few teacher openings for 2018-2019 but no administration openings expected. HOS suggested that she would figure out how to determine if any HBCUs teach/use the Reading Writing Workshop model and recruit diverse teachers with that background.
- c. Sandra Daniel highlighted the Lead with Languages campaign and how it showcased the many languages and cultures at GLOBE well beyond the target languages.

IV. Diversity in Student Recruitment

- a. Susan Mellage provided an update on her many recruitment efforts. Despite several curve balls, in the form of the flu and snow closures, she was able to attend festivals and events at racially and socioeconomically diverse preschools to recruit applicants (Sheltering Arms, Scottsdale Learning Academy, School Choice Fair, etc.). Income, race, gender, orientation, ethnicity, etc. demographics are not collected from lottery applicants but Susan intends to analyze the zip code data to determine where within Dekalb county recruitment efforts can be adjusted. Susan is interested in putting together a diverse and enthusiastic recruitment team for next year. She does not want to burn out her awesome volunteers that assist with events and tours. She also wants to explore ways to showcase the student body diversity during the evening tours where potential applicants do not have the benefit of observing GLOBE students during the school day. DC is here to help!

V. Committee Concerns (Diversity, Equity & Inclusion)- Nothing raised

VI. Committee Project

- a. Suggestions for a focus area, initiative, project, goal, event etc. will be discussed at next meeting. DC will remain an avenue for issues of diversity, equity, and inclusion to be presented to the BOD and Administration. We also wish to make proactive steps towards strengthening GLOBE culture in terms of diversity, equity, and inclusion.
 - i. Brief discussion held of creative ways to highlight diversity beyond our target languages:
 - 1. Community heritage maps where the countries where our student body and faculty identify their heritage are highlighted.
 - 2. Representation heritage flags in a main hall.
 - ii. Will explore initiatives that:
 - 1. Highlight our different identities, perspectives, and experiences (Diversity)
 - 2. Create an environment of involvement, respect, and connection with value on GLOBE's diversity (Inclusion)
 - 3. Remove predictability of success or failure traditionally, or due to bias, correlated with any social or cultural factors (Equity)

VII. Next meeting scheduled for March 21, 2018, time TBA (8am or 4pm upon consent of majority)

DRAFT