



The GLOBE Academy
Diversity Committee Report
26 March 2018

Committee Chair: Monique Hudson

Report Type: Meeting Minutes. No Board Action Required

Attendees: Sharon Camara, Christina Catinella, Sandra Daniel, Christi Elliott-Earby, Jymiela Ervin, Monique Hudson, Judy Limor, Susan Mellage, Matt Williams

- I. **Call to Order and Introductions:** Monique called the meeting to order at 8:07 a.m.
- II. **Updates**
 - a. Development of Recruitment Plan – This task has been completed. It was determined that GLOBE is unable to ask for socioeconomic information; however, Susan Mellage will compile a zip code list from admissions applications. Susan will provide more detailed information to the team regarding the recruitment efforts undertaken to give rise to more economic diversity. Recruitment plan and zip code data should be delivered by **3/30**.
 - b. Diversity Plan Training – The goal is to have diversity training quarterly. One possible date would be the second staff retreat. Some trainings will be made available for parents and the Board; however, faculty and staff trainings will not be optional. The group will review “I am not a Racist”. This tool/trainer/resource is a possible option as a facilitator. Judy L to send the link.
 - c. Multicultural Activities – Sandra and Jymiela to compile a list of multi-cultural activities and events. Group will evaluate the list and present to The Board (possibly at the April Board Meeting). Jymiela/Sandra’s list due to the group by April 11th, 2018.
 - d. Recruitment/Retention – Goal: to increase diversity among faculty and staff by 10% by the end of the charter term. Christi will put together a summary of staff recruitment efforts, and how that will touch on diversity. This should include how many vacancies are expected for the Fall.
 - e. Other – Monique to define GLOBE’s definition of diversity. A multi-pronged approach was mentioned as a possibility at the meeting. The draft should be delivered to the group by 3/30
- III. **Next meeting:** Wednesday, April 18, 2018 at 8:15 a.m.