



The GLOBE Academy
Diversity Committee Report
29 October 2018

Committee Chair: Monique Hudson

Report Type: Update

Attendees: Brandi Jenkins, Christina Catinella, Judy Limor, Monique Hudson, Nakita Hunter, Sharon Camara

Meeting Date: 10/24

Updates:

A. Equity Audit

- a. Set to begin with Kick Off meeting on Wednesday, October 31st at 9 a.m.
- b. Expected attendees: HOS, AHOS (UC & LC), Board Chair, Diversity Committee Chair, Data Coordinator, Administration designees, if desired
- c. Discussion to include: schedule of the audit (anticipated completion in December 2018), keys to success, designation of logistic coordinator for both campuses and site visit
- d. Diversity Committee concerns/comments/suggestions (comments will be shared during Kick Off meeting)
 - i. Diversity Committee will be cheerleaders/promotion ambassadors for written survey participation
 - ii. Ensure that diverse faculty understand survey tools (consider group surveys or interviews)
 - iii. Willing to assist with age appropriate surveys, if necessary (smiley faces, raised hands, etc)
 - iv. Suggested completion during tech class for LC
 - v. Suggested completion during homeroom for UC
- e. Equity Audit proposal will be available on BoardOnTrack and possibly the GLOBE website

B. Community Forum

- a. The forum relates to the town hall forum referenced in HOS October 11, 2018 email to the GLOBE community. Diversity Committee assisting with engagement of an outside/professional facilitator. Forum date and time TBD upon engagement and coordination with facilitator and school calendar.

- b. Discussion held regarding expectations of content, participants and format of the forum. Very different perceptions and expectations from committee members.
 - i. Q & A session regarding recent event
 - ii. Major concerns regarding privacy of families involved
 - iii. Policy regarding bullying
 - 1. How is it defined at GLOBE?
 - 2. What would GLOBE do in specific instances?
 - 3. What does GLOBE do proactively to address bullying?
 - iv. Who should be in attendance at the forum
 - 1. Faculty should be there. Parents want to know how those in charge at school address the situation and training they have received.
 - v. Format suggestions
 - 1. Perhaps questions could be submitted prior to allow thorough answers and grouping of similar issues by facilitator.
 - 2. Limited Q & A for those who additional questions with understanding that some questions may need follow-up.
 - vi. Expectations will be discussed with Administration and Board for communication with facilitator and organization of the forum.

C. Committee Member Comments and Concerns

- a. Concern about faculty/staff training regarding historical matters in the U. S. and how they influence current culture. Example was given about how some foreign staff are unaware of the controversy around Columbus Day.
- b. Hispanic Heritage, Chinese New Year, French celebration should somehow be blended and appreciated/celebrated across tracks. Consistent messaging with rationale among tracks and exposure to other students.
 - i. Many believe this is already being done. But some do not.
- c. Suggested that International Fest do more to highlight different cultures and communities.
 - i. Suggested that food choices be set up in stations and guest travel to the various stations and learn about the culture in those places.
 - ii. Families can be encouraged to showcase their cultures.
- d. Black History Month initiatives are underway by PTCC. Diversity Committee will reach out to see if we can be of assistance.
- e. Suggested developing diversity-focused action items for teachers. Suggestions:
 - i. 5-minute Focus Topic suggestions from the Diversity Committee
 - ii. Diversity Committee newsletter
 - iii. Offer suggestions to HOS for her Cultural Competence communications
 - iv. Diversity Committee develop single sentence challenges.

D. Other Items

- a. Communication will go out to Diversity Committee members regarding equity audit surveys.
- b. **Next meeting:** December 3, 2018 at 6 p.m. – Upper Campus

End of Report