DRAFT

The GLOBE Academy

Minutes

Diversity Committee Meeting

Date and Time
Tuesday October 13, 2020 at 6:30 PM

Location
Virtual via Zoom

The Diversity Committee adopted a definition of diversity that represents GLOBE's actual and aspirational values. At GLOBE we recognize that:

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical and learning abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Source: http://www.qcc.cuny.edu/diversity/definition.html (edited to include "learning" abilities).

It is in the spirit of this definition that the DEI Committee will continue to make recommendations to the GLOBE Board of Directors and leadership on governance and policy issues involving matters of DEI.

Committee Members Present
C. Elliott-Earby (remote), J. Limor (remote), M. Hudson (remote), T. Barnes (remote)

Committee Members Absent
A. Rogers, C. Catinella

Guests Present
C. Blunt (remote), Mila Konomos (remote), Stacie Renee Schmidt (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Hudson called a meeting of the Community and Cultural Engagement Committee of The GLOBE Academy to order on Tuesday Oct 13, 2020 at 6:40 PM.

II. Diversity

A. Examining Equitable Access

Parents have raised questions regarding whether all students have access to the resources and support necessary to thrive during distance learning.

- Surveys were sent to evaluate the needs of our community and any gaps.
- Only one LC family expressed difficulty in accessing the internet.
    - CB will f/u.
    - If need still exists, DEI will look into hot spot offerings through county and private businesses.
    - If no offerings available, DEI will approach fundraising/budget folks about purchasing or offsetting cost.
- UC has process underway whereabout children who are struggling (access, performance, social emotional, etc.) are identified, shadowed by members of the support committee, and offered additional specifically tailored assistance/support.
- **DEI committee action items:**
    - Consider ways to assist UC village leadership team in developing engaging program to discuss race relations with students.
    - Research available translation assistance for parents dealing with day-to-day technology challenges.

B. Status of DEI Vendor

CEE reported that training sessions and evaluations are underway with Conscious Roots. Learn more about them at: https://www.consciousrootsllc.com/

MWH met with CEE and Conscious Roots on 9/25/2020. MWH explained the role of the DEI committee and offered to assist in the process. Conscious Roots will reach out to the committee to further engage.

For the 2020 school year the DEI committee will pivot our focus from the strategic process where recommended the equity audit (diagnosis in 2018) and recommended a vendor (prognosis in 2019/2020), to new immediate areas where can recommend new/revised policies and practices based on sound DEI principles.

C. Asian Americans and Pacific Islander representation (AAPI)

DEI Committee member Mila Konomos provided a very insightful discussion of the diverse AAPI communities across the world and at GLOBE.

- As we aim to educate "globally minded citizens," it is important to proactively teach a more accurate and inclusive history of AAPI communities as well as representations of the diverse contributions of AAPIs both past and present.
    - Many stereotypes/misconceptions are perpetuated (i.e. Chinese and Korean cultures are vastly different but many people do not understand this)
    - Most do not understand the long history of conflict and colonization between Asian countries.
    - Some practices can be offensive to other Asian cultures, some cultures are fetishized, novelized, or seen as exotic.
- Recommended including Asian Pacific American Heritage Month (May) in GLOBE's celebrations.
    - Note: A 2019 DEI initiative was to acknowledge the commemorative months recognized by the Library of Congress. https://www.loc.gov/law/help/commemorative-observations/index.php
    - Other committee members noted the large parent (including PTCC) effort put forth to celebrate Black History month with the support of the admin. Suggested that same effort be made for Asian Pacific American Heritage Month.
- GLOBEs can improve its AAPI representation in faculty and admin.
- Committee discussed considering other ways to celebrate/honor the culture of mandarin speaking people aside from Chinese New Year.

DEI committee action item:

- Follow up on incorporating commemorative months on GLOBE calendar and communications
- Mila will consider organizing Asian Pacific American Heritage Month activities with parents, PTCC, and admin.

III. Closing Items

A. Adjourn Meeting

Next meeting Tuesday, November 10, 2020 at 6:30 pm via Zoom.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,
M. Hudson