DRAFT

The GLOBE Academy

Minutes

Diversity Committee Meeting

Date and Time
Tuesday November 10, 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. Blunt (remote), C. Catinella (remote), C. Elliott-Earby (remote), J. Limor (remote), M. Hudson (remote), M. Konomos (remote), M. Rodi (remote), T. Barnes (remote)

Committee Members Absent
S. Schmidt

Guests Present
megan.brown@theglobeacademy.net (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 Nov 10, 2020 at 6:36 PM.

II. Diversity Equity & Inclusion

A. Examining Equitable Access

- Cat agreed to look into options for internet access for those who are unable to secure service.
    - Options from the county
    - Options from providers
    - Opportunities for the community to subsidize if necessary
- Judy shared on progress of effort to assist students struggling in virtual environment at UC. Appox. 20 kids identified have been assigned to a team member and there are plans coordinated with teacher and student.
- Monique agreed to work with UC team on diversity education efforts. (Terrance Brantley and Marcus Tate Green are the UC POC)
- Meg will take the lead on researching translation services. County indicated that it can be done for a fee and ICS has been contacted.

B. UPDATE on DEI Vendor (if any)

CEE updated that Conscious Roots work was slow in late Oct. early Nov. due to storms in their home base of New Orleans.

- Homework focused on education and colonialism
- Discussion groups underway
- Training in November for K2

C. Admissions Director presentation

Admissions Director (Meg Brown) presented

- Free and reduced lunch
    - 19% overall
    - 30% of Kinder
    - 22% of 1st
    - 25% of 6th
- Virtual tours
    - 3 per campus
    - Dec/Jan/Feb
    - Zoom platform
    - Student ambassadors
    - Evening hours
    - discussion on how to showcase the diversity in our school
    - pre-recorded classroom sessions
- Recruitment
    - flyers to Spanish immersion daycares
    - flyers to heritage speakers
    - Open to input for other preschools

D. Representation

- Marti agreed to work with Communications (Katrice) to make sure Library of Congress acknowledged days are included in GLOBE's communications
- Mila has begun organizing with members of the GLOBE AAPI community to organize an AAPI acknowledgement event, communication, activity and/or celebration.
    - AAPI month in May
    - Suggestion to loop in/work worth PTCC Global Awareness PAC.

III. Closing Items

A. Adjourn Meeting

Regular December meeting will be canceled. Next regular meeting to be held on January 12, 2020 on 6:30pm.
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