DRAFT

The GLOBE Academy

Minutes

Diversity Committee Meeting

Date and Time
Tuesday March 16, 2021 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. Catinella (remote), C. Elliott-Earby (remote), J. Limor (remote), M. Hudson (remote), M. Konomos (remote), M. Rodi (remote), S. Schmidt (remote), T. Barnes (remote)

Committee Members Absent
A. Rogers, C. Blunt, R. Hudak

Guests Present
Tramaine Quarterman (remote), 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 Mar 16, 2021 at 6:33 PM.

II. Diversity Equity & Inclusion

A. Examining Equitable Access

- Discussed repeat questions being raised at public comment; specifically concerning DEI/access issues.
    - Inquiry as to why answers cannot be shared with community in a repository, newsletter, Board section of the website etc.
    - CEE noted a plan to answer some previously raised questions during the next BOD mtg.
- Any issues with access regarding F2F?
    - School has provided water bottles with straws for those returning F2F and families that cannot/have not provided water bottles.
    - Free lunch for everyone
- Aftercare
    - Still spots available
    - Almost at capacity for virtual in-person care
    - Inquiry regarding availability for virtual enrichment for virtual after-care?
        - CEE will discuss with ACP director
- No communication has been received by staff that clearly indicates families' decisions regarding hybrid/virtual being made due to personal choice versus barriers to returning that may be "equity driven".
    - Waitlist for individuals interested in returning.
    - Suggestion: when equity issues "may" be at play, allow the committee to help develop solutions.

- DEI committee to reach out to GAP pac regarding avenues for assisting families that may have barriers to returning unrelated to personal choice.

B. UPDATE on DEI Vendor (if any)

- Update
  - Training completed includes:
    - 2 4-hour retreats
    - 3 trainings with smaller groups
    - Future plans include leadership team training on how to keep the transformative work going
- Question: how do you get parents behind the thought process?
  - Parent talks next year to share path we are on and the commitments we have made. Then parents can decide if they want to travel this road with us.
- Comments from DEI committee members that are staff/facility regarding the training:
  - Great training. Groups are not left out, disability, gender, race, etc. have been touched upon.
  - Great prompts that help think about how they teach and shifts that need to be made.
  - Groups are random and some are intentional. It has been a great opportunity for groups that may not otherwise come naturally.
  - Curious how our non-native speakers and those other cultures are receiving the training as much of it is taught from a historically American POC.
  - Future discussion and implementation for next year
  - Helped even marginalized people see the areas of their lives where they have privilege not previously recognized.
- How is the training implemented/practice/in action
  - Deliberate instruction to start from where you are and move forward.
- Connection teachers are using connections to expand their curriculum to include diversity in real time.
  - suggestion Meg B.: implement a DEI focused activity to GLOBE 101

C. Admissions Director Updates (if any)

- Lottery 2/26/21 at 12pm
  - 141 seats 24.8 for economically disadvantaged
- Result demographics not in yet. Accepting and declining still going.
- Concerns or comments re: recruitment
  - Very intentional regarding representation
  - Having virtual tour during evening allowed for additional access
- GLOBE 101 happening in April. Hoping to have families feel welcome.
- Opportunity for improvement
  - Continue to recruit diverse ambassadors

        - race, special needs, culture, etc.

D. Representation

- No follow up necessary on incorporating commemorative months on GLOBE calendar and communications

E. New Business

III. Closing Items

A. Next meeting scheduled for 6pm April 13, 2021

B. Adjourn Meeting

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