DRAFT

The GLOBE Academy

Minutes

DEI Committee Meeting (2021-2022)

Date and Time
Tuesday September 14, 2021 at 6:30 PM

Location
Virtual

Vision, Mission and Core Values
Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.
Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high-performing lifelong learners equipped to make a positive impact in the world.
Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.

- Community: We are inclusive, and we nurture and support one another.
- Respect: We treat ourselves and each other with kindness and dignity.
- Empathy: We strive to understand and share the feelings of others.
- Sustainability: We aim to conserve our resources for optimal use in the present and future.
- Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.

Committee Members Present

C. Catinella (remote), C. Elliott-Earby (remote), J. Limor (remote), M. Hudson (remote), M. Konomos (remote), S. Schmidt (remote), T. Barnes (remote)

Committee Members Absent
C. Blunt, M. Rodi

Guests Present
M. Brown (remote), tquarterman@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 Sep 14, 2021 at 6:36 PM.

II. Potential Initiatives

A. Transportation

Transportation will remain a high priority for the DEI Committee. Equitable access to GLOBE will further DEI goals.

- CEE has discussed the legality of vouchers with GLOBE attorneys.
    - If a viable route, we still need to determine who is qualified.
    - only considering providing to socio-economic disadvantaged
    - how would it be implemented
    - what areas would be serviced
- Committee members concerned about limiting only to those who can demonstrate a financial need. Logistical needs differ among other demographics.

B. Equity in dress code

UC leadership has advised that although this has been a hot topic on social media, UC has only received 1-2 complaints regarding enforcement and has met with the involved parents/students. She respectfully requested that the admin continue to monitor and enforce this issue prior to it becoming an Initiative.

- MWH pointed out that disparate impact is often an issue in gender/race neutral policies.
- After discussion, the Committee decided that it would monitor but not prioritize this issue.

C.

Disciplinary equity

Previous data showed a disparity along racial lines regarding discipline. Committee questioned whether there has been an improvement and what data is presently being tracked.

- Per admin:
  - GLOBE tries to use primarily discipline that does not have to be input because Infinite Campus (IC) record follows the student.
    - question: is this informal discipline tracked for disparities?
  - IC allows input of certain data, much more detailed on the school side vs the parent side.
- strategic plan intends to develop a way to capture data not included in IC, lower level/informal discipline
- There is standard discipline at UC and LC uses a informal way to track discipline.
- Charter renewal tracks suspensions not lower level discipline.

This will remain a priority. However, it may be worked through the DEI partnership with the Strategic Planning Committee.

D. For discussion next meeting

Unable to have full discussion on the following important matters. We will discuss at the next meeting to determine whether we will prioritize the following issues and how.

1. Strategic Planning DEI focus status
   - Still need a DEI committee liaison to the Strategic Planning committee
2. Equitable access to instruction during pandemic
   - Questions regarding virtual instruction during quarantine and other COVID related absences
3. Academic committee interest in working with DEI to suggest/explore diverse curriculum.
   - Need to designate a DEI liaison to the Academic committee
4. MWH will follow up with CEE re: equity in dressdown fundraiser

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:30 PM.

Respectfully Submitted,
M. Hudson

B. Next meeting scheduled for Oct. 12, 2021 at 6:30pm to be held virtually