DRAFT

The GLOBE Academy

Minutes

DEI Committee Meeting (2021-2022)

Date and Time
Tuesday February 8, 2022 at 6:30 PM

Location
Virtual

In 2018, the Diversity Committee adopted a definition of diversity that represented 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 Diversity 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
J. Limor, M. Hudson, M. Konomos, S. Schmidt, T. Barnes, T. Quarterman

Committee Members Absent
C. Blunt, C. Catinella, C. Elliott-Earby, M. Rodi

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

T. Barnes called a meeting of the Community and Cultural Engagement Committee of The GLOBE Academy to order on Tuesday Feb 8, 2022 at 6:30 PM.

C. Announcement

Tiki is appointed to Board and will serve as DEI Chair. This is Monique's last meeting as DEI Chair but will remain on the DEI Committee as a parent volunteer to support Tiki's leadership and GLOBE.

Monique expressed her appreciation of the committee's support of her leadership and her sincere hope that the committee will continue to move with the understanding that DEI **must** run through **everything** we do at GLOBE.

II. Business

A. Strategic Planning DEI focus status

At the Jan. 11th Meeting we reviewed document provided by Zakia regarding DEI Vision & Goals (4.1 of Strategic Plan) and agreed to provide individual feedback in Google Document.

- Some committee members provided comments to the Google document in advance of the meeting.
- During the meeting all in attendance reviewed the document and discussed additional comments to be provided.
- Committee members added the comments and consideration to the document.
- Marked up document to be returned to Zakia who indicated that the document will receive stakeholder input from others in GLOBE community.
- **Action Item**: Reach out to Strategic Planning Chair to find out what other parts of the DEI Bucket (4.0) the DEI Committee can (and should) assist.

III. Other Business

A. DEI 'til we D-I-E

- DEI runs through EVERYTHING.
- We did not have the opportunity to address:*(Carry over to 3/8 Agenda)*
  - how we focus on agreed upon initiatives while leaving time to address equitable issues that may arise.
  - developing framework for addressing equitable issues not identified as priorities

IV. 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 7:50 PM.

Respectfully Submitted,
M. Hudson

Next meeting 3/8/21 at 6:30pm