DRAFT

The GLOBE Academy

Minutes

DEI Committee Meeting (2021-2022)

Date and Time
Tuesday March 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

C. Catinella (remote), M. Hudson (remote), M. Rodi (remote), T. Barnes (remote), T. Quarterman (remote)

Committee Members Absent
C. Blunt, C. Elliott-Earby, D. Reynolds, J. Limor, M. Konomos, S. Schmidt

Guests Present
M. Brown (remote)

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 Mar 8, 2022 at 6:34 PM.

II. Business & agreed upon initiatives

A. Admissions update

Meg Brown reported that the lottery has run.

- 21% of the K applicants indicated the economic disadvantage status (as clearly outlined on the lottery site). Gives them 4x the "tickets" in the lottery in this lottery. Last year it was 8x the "tickets." The weight is determined by how many of that status apply. So this year there were more status.
- This year 22% of K and 21% of 1st enrolled are free reduced lunch. This number may be under reported since everyone is getting free lunch and less of an incentive to apply.
- An applicant will lose their seat if they do not qualify if they indicate economic disadvantage status.
- MB drove around Dekalb handing out flyers to preKs to spread the word. Even ones that we previously did not reach out to. In the future help delivering would be great (Nov.-Dec. time frame).
- Suggested to identify ambassadors in each cluster of assist with delivering flyers to preschools in their area.
- Flyers are in Spanish this year. Suggestions regarding streamlining materials so language updates are not so labor intensive. However, there is new content every year (grades, testing, etc.)
- Discussed a "signature welcome series" in native languages of new enrolled families. Need to identify ambassadors and facilities with strong native language and English proficiency. Potentially can use infinite campus to identify native language of new enrollees.

- Hopefully we can get neighborhood meetups back up.

From: Megan Brown <megan.brown@theglobeacademy.net>
Date: Tuesday, March 8, 2022 at 4:30 PM
To: Tiki Barnes <tbarnes@theglobeacademy.net>, Monique Hudson <mhudson@theglobeacademy.net>
Subject: DEI meeting, Admissions notes
Admissions:
2022-2023 lottery
21% of kindergarten lottery applicants used the preference category ED.
Weight of 4.11% applied to applicants with ED status (last year was 8% weight)
34% of kindergarten seats offered were ED

FR % for 2021-2022
current kindergarten 22% FR
current 1st 20% FR

Withdrawals SEM 2 (nine total)
33% B, 56 % W, 11% two or more races

44% 1st graders (50% B, 25% white, 25 two or more races)
22% 2nd graders (50% W, 50% B)
11% 3rd grade (W)
11% 5th grade (W)
11% 8th grade (W)

Community Opportunities
GLOBE 101 April 28
Auction
May, visit days for new students

B. Transportation

CEE not present to give update.

Meg Brown pointed out that whatever is established it must be maintained from year to year and cannot be abandoned.

DEI Chair Barnes reported that transportation is a priority for the fresh current Board of Directors. The GA Dept. of Education has a grant and other resources have offered to help with analysis and logistics (GAP analysis and/or landscape analysis). It doesn't appear to be on track to be in place for there to be a GLOBE funded transportation,

however Chair is clear that it has been on the DEI agenda for years and hopefully there can be some significant movement.

Looking forward to an update from CEE perhaps at the next meeting.

C. Strategic Planning DEI focus status

Judy shared the DEI committee comments on the Vision Statement, they are also getting feedback from students and other staff. Once compiled, they will adjust and share with CEE and the Board.

These are the areas of the Strategic Plan:

- The Vision Statement & Goals (4.1 Zakia) is the 1st of 4 areas. It is still being finalized.
- 4.2 strengthen and build capacity to implement student behavior plan (Drew Whitelegg)
- 4.3 implement strong start school culture
- 4.4 develop staff DEI competencies. Conscious Roots has started this work but it will be continuing and on going.

Per Chair DEI Committee wants/needs/should be engaged with Strategic Planning and every other committee. We must be involved not just aware.

The strategic planning priorities and those identified by the DEI committee are the focus of the DEI Committee. Board chair wants metrics and DEI Chair wants us to be mindful when we are bringing up passion points. Do they fall within our priorities? If not, how can we get those issues to the right place?

- Committee member inquiry regarding how Conscious Roots guidance this year is "trickling down" to staff? Cat indicated that the current scope is focused on leadership. Is there any effort to implement what staff worked on before and what leadership is working on.
- Inquiry regarding learning differences being addressed in the language. Chair pointed out that there is an academic committee subgroup on this. How does the DEI committee interject their opinion on this? Cat noted that she has worked on this issue within the Academic Committee and goals have been set around this issue. **Next steps**: coordinate with Academic subcommittee to see what next steps are on this and assist with developing metrics and identifying governance issues. Then lobby for funding and focus on this issue. Cat and Martee are POC.
- Summer program was intended to be targeted at kids who needed help with the language. They got first pick. Questions regarding how it was communicated and if this goal was actually achieved.

D.

Equitable access to instruction during pandemic

No new info discussed due to time.

E. Academic committee partnership

No new info discussed due to time and Mila not present to give update.

III. Other Business

A. DEI 'til we D-I-E

Brief discussions around potential DEI issues in:

- Summer camp advertisement and availability
- Access to afterschool enrichment. Sliding scale only for aftercare.
- Why is ECP the stronghold on free activities?
- Academic DEI is considering ways for students to have more opportunities to practice the language outside of school.
- Clubs with a teacher sponsor available at UC. Is there an incentive for teachers to do so at LC?

We need to begin to develop framework for addressing equitable issues that do not involve governance or the identified primary priorities for the DEI committee.

- Direct appropriate issues consistent with the developed communications chart
- Invite public to speak to DEI committee then subject it to a flow chart (to be developed).
- Make roles and responsibilities of admin, board, community clear to everyone.

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 8:29 PM.

Respectfully Submitted,
M. Hudson

Next meeting 4/12/22 at 6:30pm