DRAFT

The GLOBE Academy

Minutes

DEI Committee Meeting (2021-2022)

Date and Time
Tuesday April 12, 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
M. Hudson (remote), M. Konomos (remote), S. Schmidt (remote), T. Barnes (remote)

Committee Members Absent
C. Blunt, C. Catinella, C. Elliott-Earby, D. Reynolds, J. Limor, M. Rodi, T. Quarterman

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 Apr 12, 2022 at 6:32 PM.

II. Business & agreed upon initiatives

A. Admissions update

- Lottery/admissions
  - Per Meg: GLOBE actively enrolling. Initial wave has passed since lottery has run. As folks do not meet requirements we are going down the waitlist.
  - Still enrolling free and reduced lunch students but not at the same rate, because their spot on the waitlist is solidified when the lottery is run.
  - Increased numbers of free and reduced lunch students being offered seats.
- Ambassadors
  - Discussion around having ambassadors in other parts of Dekalb for recruitment purposes.
  - Suggested putting materials in Clarkston clinics in addition to preschools
  - Liaison with PTCC perhaps the Global PAC for ambassadors typically used for new enrollment can also be used for recruitment
  - Meg has a survey out that inquires of parents whether they want to be involved and also if there are barriers (language or otherwise) to participating.
- GLOBE 101 (Thursday April 28)
  - Planning to have it in person limiting attendance to one parent.
  - It will also be offered virtually
  - Inquiry: Ask CEE about the insightful "flower activity" she raised.
  - Inquiry: Will there be an expression of GLOBE's commitment to DEI principles during the session.
  - Point: It should be clear to prospective parents how discipline is administered. But GLOBE needs to be consistent as well.

B.

Transportation

CEE not present to give update.

Tiki: Reports that it is a top priority with the Board Chair and would like to bring a line item to the budget conversations for 23-24. Open to conversation about short term goals.

C. Strategic Planning DEI focus status

The Strategic Planning (SP) Chair (Kimberly H) wishes to broaden the scope of the strategic plan beyond just 5 years, to consider what GLOBE should look like in 10 or 15 years.

Tiki: The DEI committee will need to contribute to the SP beyond just attending SP meetings.

Suggestion: Review points/goals under DEI bucket and help (through research and consultation with experts) develop SMART goals throughout the DEI points. How do we know if we hit the initiatives?

Question: What is the status of the Vision Statement that the DEI committee commented on?

Question: What is GLOBE's behavior plan beyond the Dekalb policy? How does GLOBE address micro-aggressions, racial slurs, etc.? Where is GLOBE with Positive Discipline? Is it consistently applied? Is a policy needed to ensure there is equity across language tracks, races, etc.

D. Academic committee partnership

Mila: Next meeting is this Friday. At the last sub-committee meeting Lisa and Mila discussed further about expanding curriculum to be more inclusive/representative. Mila is pushing more training/professional development for teachers that is free or has other incentives.

Stacie: Focus on engaging diverse families and how Read Across America Day engaged communities to share their pride in who they are.

Tiki: Will determine whether there is a budget for professional development around DEI issues. Noted past efforts by PTCC sponsoring professional development. Board action around this would require discussions when budget is set.

III. Other Business

A. DEI with a side of BA

- DEI is the minimum tenant for an inclusive community
    - DEIBA- Diversity, Equity, Inclusivity, Belonging, and Accessibility
    - Will discuss additionally re: BA
    - Stacie: reoccurring theme: people want to be heard. There should be time for reflection and then follow up. Perhaps that should be included in a policy.
- Committee focus - prioritize DEI and impacting strategic plan and committee initiatives
    - Continued and new priorities - look ahead 2022-23 DEI priorities
- Continue to develop framework for addressing equitable issues not identified as priorities
    - Direct stakeholders to appropriate liaison to meet their needs (i.e. PTCC, GLOBE Admin, BOD)
    - Mila working with CEE to come up with a plan to implement tangible and practical solutions for issues. A safe place for parents to go when they have issues and get resolutions and solutions. Related to the Communication Plan but aimed at tangible solutions.

B. Call for committee membership

Tiki: noted that the committee is open for membership. Open to community members of all races.

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 7:52 PM.

Respectfully Submitted,
M. Hudson

Next meeting May 10, 2022 at 6:30pm