DRAFT

The GLOBE Academy

Minutes

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time
Wednesday September 7, 2022 at 7:30 PM

Location
Google Meet: meet.google.com/mqo-fuoa-tct

In-person TBD

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. Elliott-Earby (remote), M. Konomos (remote), T. Axam (remote), T. Barnes (remote), T. Quarterman (remote)

Committee Members Absent
A. Rodden, C. Catinella, D. Reynolds, J. Clark, M. Hudson, M. Rodi, S. Schmidt

Guests Present
Meeta Dama (remote), T. Williams (remote), kristin rho (remote), vetaxam@aol.com (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 Wednesday Sep 7, 2022 at 7:30 PM.

II. Business & agreed upon initiatives

A. Admissions update

New admission director: **Saphiatou N'Jie (saphiatou.njie@theglobeacademy.net)**
- no other updates this month

B. Transportation

- BOD has approved some funding in 2022-23 to complete a transportation feasibility study
    - A contract and vendor have not been solicited or selected
- A landscape analysis will need to be complete to determine what type of transportation services can be offered including logistics, costs to families, and other factors.

C. Strategic Planning DEI

- Recap from 2021-22 School year & plans for 2022-23
    - Updates on the DEI Vision & Goals (4.1 of Strategic Plan)
        - Status- The DEI vision and goals were completed in May 2022
        - Next steps - Admin will determine where the vision and goals will be placed as we attempt to frame the new strategic plan
    - DEI committee member engagement

- Committee members are encouraged to join other committees as liaisons for DEIBA.

D. Academic committee partnership

- Meetings have moved to the 1st Thursday at 10am.
- Mila Konomos will likely continue as a DEIBA liaison on this committee

III. DEI Engagement & Initiatives

A. DEI Engagement

- DEI is the minimum tenant for an inclusive community
  - DEIBA- Diversity, Equity, Inclusivity, Belonging, and Accessibility
- Explore priorities for 2022-23
  - Strategic plan initiatives in the DEI category (4.1 to 4.5)
    - **4.1 DEI Vision & Goals**- completed in 2021-22 school year with DEI Committee input
- 4.2 Strengthen & Build Capacity to Implement Student Behavior Plan
- 4.3 Implement “Strong Start” School Culture Process
- 4.4 Develop Staff DEI Competencies
- 4.5 Strengthening Diversity in Advanced/Gifted Cohorts
- How can committee members engage within the GLOBE community?
  - PTCC
  - Board committees

B. DEI Initiatives

- Committee focus - prioritize DEI and impacting strategic plan and committee initiatives
  - Committee determined the following areas are primary priorities as we work together to identify recommendations and guidance for governance and policy updates
  - ***STRATEGIC PLAN PRIORITIES***
    - DEI/DEIBA committee is not specifically responsible for the strategic plan areas and action items. The committee prioritizes providing feedback and recommendations to the assigned subject matter experts via Monday.com or directly to the Strategic Planning committee
    - **4.2 Strengthen & Build Capacity to Implement Student Behavior Plan**

- Focus on competencies and mindsets
- recommendations for a clear plan of action
- Review the proposed behavior guides - 3 proposed including K-2, 3-5, and 6-8 grades
- Check in monthly with admin to determine the timeline for this process, milestones, and implementation plan
- Clearly define the goals:
    1. Behavior guides- collection of data and framework for updates both internally and externally to DCSD
    2. Providing transparency
    3. Communication - to teachers
    4. Building competencies (cultural and other) in this area for teachers and administrators

- **4.5 Strengthening Diversity in Advanced/Gifted Cohorts**
    - Determine the gaps that currently exists with 6th grade advanced and accelerated math selection
        - What are the achievement gaps? What does the data currently show?
        - Are there disparities within the demographics?
        - What are the current performance metrics
        - Tiki will schedule a meeting with the Gifted Coordinator, Jana Burrow, to get a baseline

• **Continue to develop framework for addressing equitable issues not identified as priorities**
    - Academics
        - Inclusive curriculum: Social Studies, etc
        - Professional development for teachers and staff
    - DEI policy
        - State legislative agenda?
        - school level policies
• HOMEWORK FOR COMMITTEE
    - Be prepared to discuss the strategic goals and proposed DEI initiatives at our next meeting
        - Think about the long term impact on our school community
        - Preparedness?
        - Social & emotional connection
• Please continue to direct stakeholders to appropriate liaison to meet their needs (i.e. PTCC, GLOBE Admin, BOD)

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 8:45 PM.

Respectfully Submitted,
T. Barnes

Documents used during the meeting

None

Next meeting: October 5, 2022 at 7:30pm