APPROVED

The GLOBE Academy

Minutes

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time
Wednesday October 5, 2022 at 7:30 PM

Location
Google Meets: 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, J. Clark, M. Konomos, S. Schmidt, T. Barnes

Committee Members Absent
A. Rodden, A. Rogers, C. Catinella, D. Reynolds, M. Hudson, M. Rodi, T. Axam, T. Quarterman

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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 Oct 5, 2022 at 7:34 PM.

II. Business & agreed upon initiatives

A. GLOBE Administrative Updates

Admissions

- **Saphiatou N'Jie is the new Admissions Director; She will be invited to future DEIBA meetings.**

Transportation

- Feasibility study planned for 2022-23 school year to determine costs is currently paused
- Ryan Hudak (KIPP) is currently gathering information for the feasibility study
- GLOBE has to determine the formula for economically disadvantaged
- A comprehensive transportation plan could help with recruitment and retention for students across the county.

B. DEI Committee Engagement

Updates on engagement with other Board level committees

- Academic Committee
  - Disparities in academic areas have not improved in the context of the pandemic but do not appear to be specifically because of the pandemic.
  - MAP scores were lower for Black and Brown students.
    - GLOBE Admin decided to pause or discontinue Winter MAP testing. It is not clear if this is a permanent discontinuation but is not tied to the disparity issues.

        - DEI questions: What is being used to determine academic growth and/or differentiation without winter MAP? Answer from ED - for now, Fountas and Pinnell as an assessment for reading. Other assessments will be done through each academic unit in the new math curriculum. Questions remain about effectiveness. MAP areas have included ELA, Reading, and Math.
        - There are clear disparities that are not being addressed with lower scores amount Black and Brown kids from Fall 2019, 2020, 2021, and 2022. There is currently not a specific explanation or outlined plan to determine why the gaps exist. Inaction over several years is perceived as a lack of concern.
        - Action item for DEIBA committee members: Attend Academic committee meeting and ask question re: the current data and work toward recommending S.M.A.R.T. goals.
            - Continue to discuss in committee what opportunities have been discussed by Admin and staff, including in school options to help improve scores and close gaps.
            - Must consider matching a plan of action with student needs.
            - Are there opportunities to provide FREE tutoring and extra support? PTCC, volunteers, other? Can volunteers take the DCSD LEVEL III VOLUNTEER TRAINING?
        - Parents may be unaware of the availability of a detailed MAP report that can give specific insight on where their student may have gaps. DEI questions: How can GLOBE make sure parents know the detailed information can be made available? Are teachers aware of this information and how to pull the information for their differentiation in the classroom and/or if parents request the information? Are all teachers using MAP detailed report data to differentiate consistently in the classroom?
        - Currently informing parents of MAP testing via coffee talks (live and recorded). AHOS is typically responsible for sending reports directly to parents.
    - Divisive Concepts legislation
        - GLOBE BOD made a full statement and sent via email to families in September. The BOD is working on drafting and approving a policy.
        - We realize GLOBE is not a bubble but the effort to educate global citizens starts with including all areas of various cultures.
- Strategic Planning
    - We will table discussions related to priority initiatives for November DEIBA meeting.

III. DEI Priorities 2022-23

A. Strengthening and building capacity to implement student behavior plan

- We will table discussions related to priority initiatives for November DEIBA meeting.

B. Strengthening diversity in advanced/gifted cohorts

- We will table discussions related to priority initiatives for November DEIBA meeting.

C. Open discussion: Other DEIBA issues

Dress Code concerns (Mila K.)

- Parents voiced concerns re: GLOBE's current dress code policy.
- Concerns include perceived biases with exclusion of some articles of clothing, enforcement disparities, and other perceived biases based on gender.
- DEIBA committee discussed bringing actionable objectives to the next committee meeting to discuss. Facilitate a discussion based on objectives that are actionable so that we can make direct and specific recommendations to GLOBE administration.
- Other points of discussion included uniforms, future plans to survey students directly. DCSD current policy, and other points.

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

Next meeting: November 2, 2022 at 7:30pm