DRAFT

The GLOBE Academy

Minutes

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time
Wednesday November 2, 2022 at 7:30 PM

Location
IMPORTANT UPDATE: MEETING LINK CHANGED:

TEAMS MEETING https://teams.live.com/meet/9366749949454

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), J. Clark (remote), J. Marks (remote), K. Chung (remote), K. Rho (remote), S. Njie (remote), T. Axam (remote), T. Barnes (remote), T. Williams (remote)

Committee Members Absent
A. Rodden, C. Catinella, C. Schwenkler, D. Reynolds, M. Dama, M. Hayes, M. Hudson, S. Schmidt, 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 Nov 2, 2022 at 7:34 PM.
J. Clark made a motion to approve the minutes from DEI- Diversity Committee on 10-05-22.
C. Elliott-Earby seconded the motion.
The committee **VOTED** to approve the motion.

II. DEIBA Business

A. GLOBE Administrative Updates

Saphiatou N'Jie - DEI 2022
- Highlighted Admissions of 2022
  - Reviewed Economically Diverse Students and Trends
  - Viewed the feeder schools that pour into GLOBE

B. 2022-23 DEIBA Initiatives & Engagement

DEIBA Business
- Student Behavior Plans
  - Needs Data Analysis and reporting around the metrics
  - LC has a spreadsheet that includes date, time, class, and description of the incident

- Advanced Math Cohorts
  - If MAP testing is the only screener, are some students being missed
  - Students took Growth test at the beginning of the year for 8th grade

§ Algebra Screener was provided to 8th graders
o Advanced math may be phased out over time starting 2024
o Milestone, MAP, and Teacher Recommendation
§ There can also be a parent/guardian waiver if they feel that their student is on the cusp
o Follow-Up: Discuss the thresholds and teacher recommendations

- Gifted Cohorts
o Jana Burrow is the lead
o Gifted and Identified for K-8

C. DEIBA Around GLOBE

- GA Legislative Actions
o Divisive Concepts – BOD voted on policy
o BOD will vote on Parents' Bill of Right further

- Dress Code
o It's been questioned whether this is a LC or UC concern
o At UC, there are times that it goes unnoticed but other times where it is very obvious where the teacher calls it out
o Schools have the right prohibit particular items of clothing but never based on gender
o Both boys and girls have been dress coded
o Should transparency of clothes be included?
o Perhaps to remove the word "excessively" and to call out examples

III. 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 8:54 PM.

Respectfully Submitted,
J. Clark

Next meeting: December 7, 2022 at 7:30pm