APPROVED

The GLOBE Academy

Minutes

DEI- Diversity Committee

DEIBA @ GLOBE

Date and Time
Wednesday December 7, 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
J. Clark (remote), S. Schmidt (remote), T. Axam (remote), T. Barnes (remote), T. Quarterman (remote)

Committee Members Absent
A. Rodden, C. Catinella, C. Elliott-Earby, C. Schwenkler, D. Reynolds, J. Marks, K. Chung, K. Rho, L. Richards, M. Dama, M. Hudson, M. Konomos, S. Njie, T. Williams

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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 Dec 7, 2022 at 7:34 PM.

II. DEIBA Business

A. GLOBE Administrative Updates

Please reach out to Admissions Director if interested in serving as an ambassador for school tour season.

B. 2022-23 DEIBA Initiatives & Engagement

Updates and discussion: Diversity Committee prioritized Initiatives (GLOBE Strategic Plan)

- **4.2 Strengthen & Build Capacity to Implement Student Behavior Plan**
  - There were no updates on data analysis tools for UC and LC; administrators were not available for the call.
  - DEIBA COmmittee Questions:
    - What is the behavior plan? Where can the plan or draft be found in it's current state?
    - How does the behavior plan elevate before leading to DCSD code of conduct?
    - Are there different policies at LC and UC regarding how plans are tracked, implemented, and enforced?

        - Define GLOBE's Code of Conduct
    - **4.5 Strengthening Diversity in Advanced/Gifted Cohorts**
        - **Advanced Math Cohort - disparities in MS Math placement including Algebra 1**
            - Have new math curriculum guidelines been adopted by DCSD for the 2023-24 school year?
            - Moving forward what tools will be used to qualitatively assess students without MAP winter testing?
                - DEIBA questions: 1) What was the previous process? 2) What are the thresholds for the screening tool including minimum scores for placement? 2) Are there other indicators? 3) We understand there are currently identified disparities in MAP testing; how does this impact placement if it is the only screening tool?
        - **Gifted Cohorts (K-5 and 6-8)**
            - No updates

C. DEIBA Around GLOBE

Open Discussion

- MAP testing - Admin/teachers should be proactive pushing forward with informing parents of the detail MAP reports
    - UC Staff meeting completed and included training for staff with all MAP reports
        - Mrs. Catinella is willing to pull reports for anyone who may ask. Is this the case on both campuses and if there is an overwhelming need?
    - LC training may have been planned but not clear if there
    - Bringing awareness to availability of detailed report- place in weekly mailer, put in a statement when announcing coffee talks,
        - GLOBE only uses infinite campus for annual enrollment
- Doodle poll will be sent to change January meeting.

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 8:12 PM.

Respectfully Submitted,
T. Barnes

Documents used during the meeting

None

Next meeting: January 4, 2022 at 7:30pm