APPROVED

The GLOBE Academy

Minutes

DEIBA Bi-Monthly Meeting

Diversity Committee

Date and Time
Thursday September 21, 2023 at 6:30 PM

Location
Upper Campus (Cafeteria)

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, K. Rho, T. Barnes

Committee Members Absent
A. Rodden, C. Catinella, C. Schwenkler, D. Reynolds, L. Richards, M. Hudson, S. Loftley, S. Schmidt, T. Axam, T. Quarterman, T. Williams

Guests Present
Keturah Royal, Kiki Ramsey

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 Thursday Sep 21, 2023 at 6:33 PM.
T. Barnes made a motion to approve the minutes from DEI- Diversity Committee on 05-03-23.
The committee **VOTED** to approve the motion.

II. DEIBA Business

A. GLOBE Administrative Updates

Announcements by Executive Director – new admissions director Tamiko Walker

Admissions:

- Total seats filled is 1138; questions for how we are doing for retention
- Economically Disadvantaged:
  - Kindergarten confirmed seats: 10.53%
  - Total Applicants that entered Lottery: 14.76%

Transportation/Facilities (J. Clark):

- Started as a DEI initiative and looking to bring more students to GLOBE
- Purchasing a new campus at Clairmont

B. 2023-24 DEIBA Initiatives & Engagement

Updates from Upper Campus AHOS

- Disparities in the reporting for the behavior for upper and lower campus
- Structured tracking at upper and lower campus

- Lower campus has a google sheet to track issues that don't always get reported in Infinite Campus (in-school and out-of-school suspensions)
    - Metadata: Grades, Teacher's version of what happened with the students, the teachers' response, and any reach out to the parent
- GLOBE has a responsive classroom model
- Upper campus reports that
    - A google sheet is being formed to track data for behavior concerns
    - Steps have been identified for responding to behavior concerns for grades 6-8
    - Students now know exactly what the steps will be when there are behavior concerns
- Dress code
    - No changes to the dress code being considered until the move to the new campus
    - Uniform policy will be considered to be relaxed for the middle school
    - DCSD has updated its dress code to allow for students to wear what they want so long as it is appropriate
    - GLOBE will continue to distinguish itself from DCSD
    - Some parents provided within the survey their thoughts on dress code and those results will be shared later
- Accelerated Math Placement
    - Factors that influence the gifted placement of students from various backgrounds
    - History:
        - It was found that many of the formerly advanced students were white and male
        - Looked at the historical data going back as far as 2nd grade and looking for trends
    - Continuing to investigate and assess
- MAP Scores
    - Discussed the disparities amongst races for the Fall Map Reading score
    - DEI needs to be incorporated across all committees, and this can be brought up at Academic
    - Recommendation for how to make the MAP test breakdown more accessible

C. DEIBA Around GLOBE

No new items.

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 7:48 PM.

Respectfully Submitted,
J. Clark

Documents used during the meeting

None