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PRESENTED BY

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**Diversity & Inclusion Workshop**  
CT PTA CONNecTion Convention — 2020

# Workshop Learning Objectives

- ✓ Introduce bias and its impact
- ✓ Explore the meanings of diversity and inclusion
- ✓ Know why building a diverse and inclusive PTA is important
- ✓ Assess your PTA's diversity efforts and identify ways to be more inclusive

# Fill In the Blanks

- Angry \_\_\_\_\_ woman
- Poor \_\_\_\_\_ trash
- Cheap/Penny-pinching \_\_\_\_\_
- Black people are good at \_\_\_\_\_
- New Yorkers are \_\_\_\_\_
- Illegal \_\_\_\_\_ immigrant
- Asians are \_\_\_\_\_
- Mexicans are \_\_\_\_\_
- People from the West Coast are \_\_\_\_\_
- Bad \_\_\_\_\_ driver

# Implicit Bias Defined:

- Bias simply means an evaluation or belief, and in and of itself, is a neutral term.
- Biases or evaluations can be neutral, positive, or negative.
- “Implicit biases are just that — subtle, often subconscious stereotypes that guide our expectations and interactions with people,” or “the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner”
- Stereotype refers to an implicit belief that is mentally associated with a given category.
- **How Brain works:** Brain receives excessive information each second but conscious brain can only process between 5 and 9 stimuli at a time. It relies on implicit processes and cognition to move efficiently.

# What Do Implicit Biases Tell Us?

**Kirwan Institute offers insights about implicit biases and how they operate:**

- Everyone holds implicit biases and is pervasive.
- Implicit bias is a universal phenomenon, not limited by race, gender, or even country of origin.

# Four Types of Implicit Biases

- 1. Confirmation Bias**  
Paying more attention to information that confirms existing belief (the echo chamber)
- 2. Attribution Bias**  
Making more favorable assessments of behaviors and circumstances for those in “your” group (giving them the benefit of the doubt)
- 3. Availability Bias**  
Making judgments from “top of mind” information
- 4. Affinity Bias**  
Creation of a “mirrortocracy,” instead of a meritocracy;  
Giving opportunities to only those who are similar or look like you.

# Can You Afford Not to Be Aware?

If we don't pay attention to  
the impact of bias and  
stereotype, this can happen...



# Why Does It Matter:

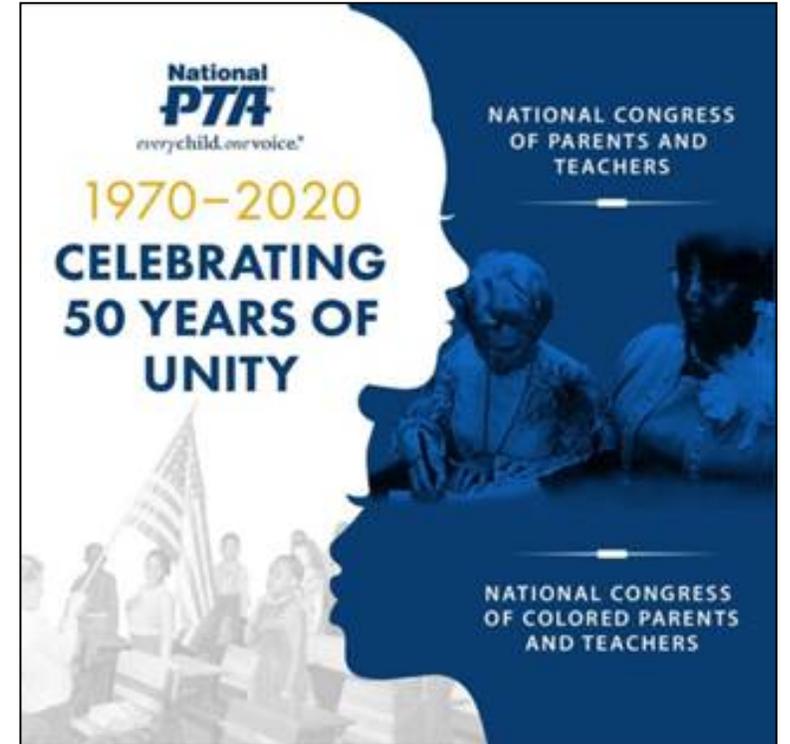
- What can unintended bias translate to?

# Celebrate

2020 is the 50th Anniversary when the Congress of Colored Parents & Teachers and The National Congress of Parents & Teachers signed the Declaration of Unification on June 22, 1970 to become one.

To honor this anniversary, on Thursday, August 20th at 11:00 AM EST NPTA is holding a special webinar “PTA History 101: The National Congress of Colored Parents and Teachers and Unification.”

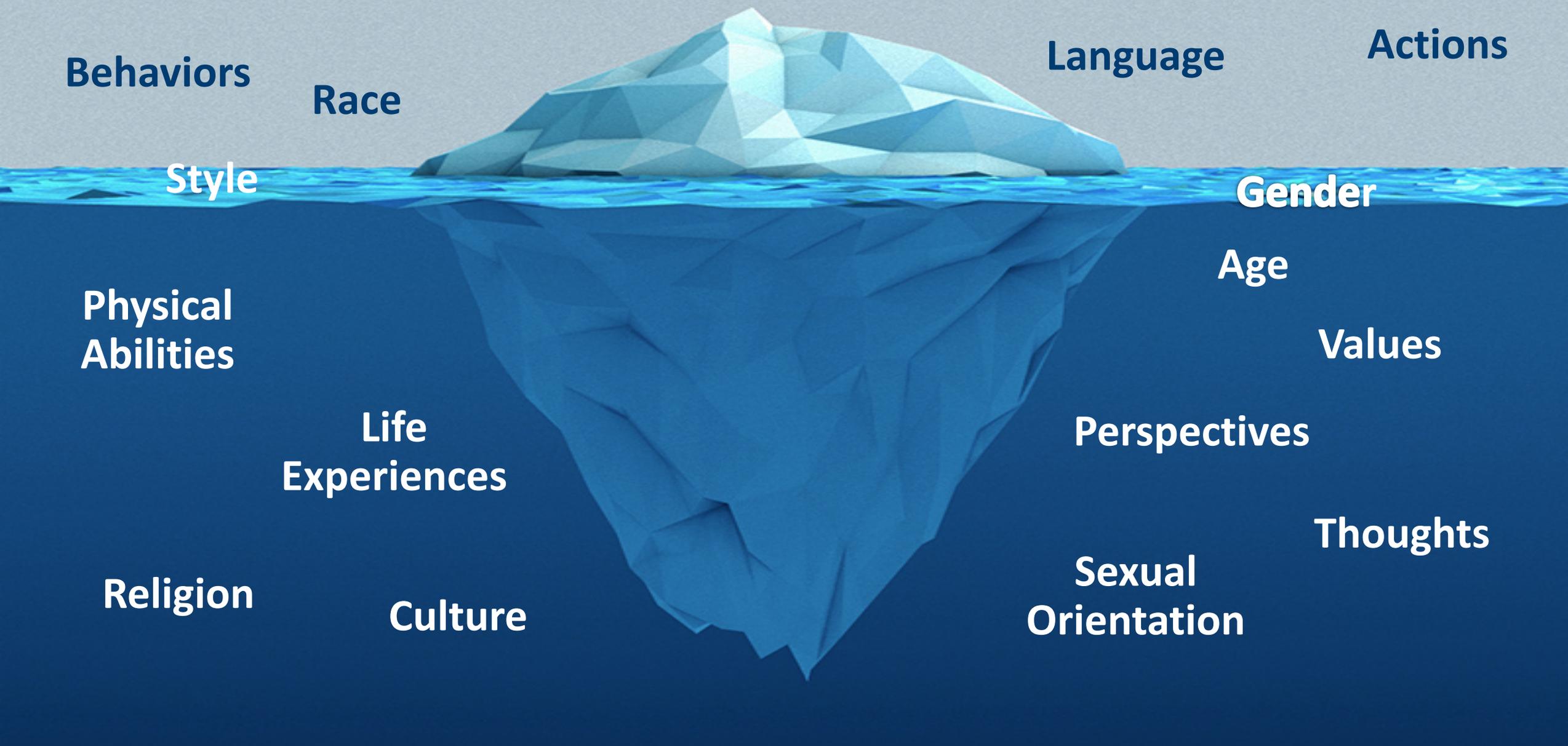
We will hear from Dr. Christine Woyshner of Temple University and author of the book National PTA, Race, and Civic Engagement: 1897-1970 about the history of the NCCPT and the behind-the-scenes process that led to the unification of our two Congresses to form today’s PTA. Anna King, President-Elect, and Sylvia R. Reyna, Chair of the Diversity, Inclusion and Outreach Committee, will join to reflect on Dr. Woyshner’s research and the lessons learned from this important history.



<https://register.gotowebinar.com/register/8875535345124786447?fbclid=IwAR0tMtSpd92Be9FV4rIXhzT-6PYP6vJ7qDFaqxsL7GAU89NrD2eqBfT55ws>

# What is Diversity?

- What does diversity look like?
- What doesn't diversity look like?





## National PTA Mission

To make every child's potential a reality by engaging and empowering families and communities to advocate for all children.



# NPTA Diversity & Inclusion Policy

**“PTAs everywhere must understand and embrace the uniqueness of all individuals, appreciating that each contributes a diversity of views, experiences, cultural heritage/traditions, skills/abilities, values and preferences...”**

- Openly assess beliefs and practices to assure inclusiveness and guard against discrimination;
- Make every effort to create a PTA board and membership that is inclusive and reflective of its community;
- Encourage that all PTA activities at the school be planned by a committee which is representative of the population;
- Foster programs and practices that eliminate bias, prejudice and misunderstanding within their communities;
- Become acquainted with the leaders of the many diverse groups in the community and collaborate with them to increase parent, family and community involvement;
- Educate its leaders and members to the needs, cultural beliefs, traditions and family structures of the population they serve; and
- Propose change wherever discriminatory practices are perceived.

# NPTA Position Statement — Say Their Names: Addressing Systemic or Institutional Racism (adopted: July 2020)

## Excerpts below:

- Institutional racism is racism embedded as a routine practice within society or an organization, cumulatively and disparately impacting historically disadvantaged peoples.
- National PTA stands firmly against racism in all forms and the culture of oppression that permeates the United States. As an association that represents all children, we must **listen**, **educate** and **advocate** beyond rhetoric and rise to correct all inequities and injustices.
- National PTA believes that it is our duty to disrupt the systems that propagate institutional racism. We call upon our PTA members to **listen**, **educate** and **advocate** to demand meaningful change to end institutional racism. Our efforts must be intentional, purposeful and relentless until every individual enjoys the freedoms guaranteed to all Americans.
- We can eradicate racism and social injustices when we unite as a community regardless of skin color, race, language or culture. PTA reaffirms our commitment to advocate for all children, including and specifically for Black and Brown children to eliminate the negative impacts of institutional racism.

# National PTA Resolution on LGBTQ Individuals as a Protected Class Guidance (adopted 2016):

## Excerpts below:

- Resolved, That National PTA support current civil rights legislation[1], Department of Education guidance[2], and Department of Justice guidance[3] regarding guidance and protecting all children and youth, and ensuring their equal access to education; and be it further
- Resolved, That National PTA seek and support legislation that specifically recognizes LGBTQ as a protected group and addresses discrimination based upon sexual orientation, gender identity and gender expression; and be it further
- Resolved, That National PTA encourage state, local units, and councils to review school policies in regard to bullying and support revisions and amendments to those policies that specifically address the topics of sexual orientation and gender identification/expression as they relate to harassment and bullying; and be it further
- Resolved, That National PTA and its constituent associations seek and support legislation that creates a safe, supportive and accepting environment in schools, specifically with training for educators and other school related professionals to support all students, updated health education standards that deal with the issues of sexual orientation, gender identity, and gender expression; and be it further
- Resolved, That National PTA work with the Department of Education to encourage states to incorporate standards regarding age-appropriate, medically accurate and culturally sensitive information on LGBTQ issues into existing health and other appropriate curricula.

# NPTA Board Diversity & Inclusion Policy:

“Valuing differences and similarities in people through *actions* and *accountability*.”



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in Focus

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## For Families

Parents' Guides to Student Success

State Assessment Guides

Health

Safety

Allergies & Anaphylaxis

## Special Education Toolkit

- Getting Started
- Special Education
- Understanding Federal Disability
- Parent's Dictionary
- Helpful Acronyms
- Resources

STEM + Families

## Special Education Toolkit

This toolkit helps make sense of an often confusing system and educates families of newly diagnosed children with special needs on how to get the best special education, services and resources available to them.

**Getting Started:** An introduction to the Special Education process and how to advocate for your child.

**From Pre-K to Graduation:** Transitioning your student throughout his or her school career and preparing them for college or the workforce after graduation.

**Understanding Federal Policy:** An overview of federal disability and special needs policies, including the Individuals with Disabilities Education Act (IDEA), the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.

**A Parent's Dictionary:** Key terms to know when getting started in special education.

**Acronyms:** An overview of acronyms used in special education and

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## Advocacy

PTA Takes Action Network

Federal Policy Agenda

Key Legislation

Letters to Policymakers

Every Student Succeeds Act

College and Career Readiness Initiative (CCR)

## Resolutions & Position Statements

- Individual Resolutions
- Individual Position Statements
- Approved Convention Resolutions
- PTA Resolutions Toolkit

Private School Vouchers Stance

## Resolution on the Recognition of Lesbian, Gay, Bisexual, Transgender and Queer/Questioning (LGBTQ) Individuals as a Protected Class

PTA Guidance on Recognition of LGBTQ Individuals as a Protected Class Resolution

**Whereas,** All children and youth should be able to attend school in a safe and inclusive environment free from discrimination, and that history has shown that civil rights laws are effective in contributing to such environments; and

**Whereas,** Explicit federal statutory protections currently address discrimination on the basis of race, color, national origin, sex, disability, but not sexual orientation or gender identity; and

**Whereas,** The lack of awareness and understanding of issues facing LGBTQ children and youth has contributed to a higher rate of isolation, depression, and suicidal ideations or attempts; and

**Whereas,** Education regarding LGBTQ issues increases understanding

## Related Content & Resources

STEM = Science, Technology, Engineering & Math

Reflections – State Programs

National PTA School of Excellence

Kindle Giveaway

# These Are Important Facts – But Only Tip of Diversity Iceberg!

## Inclusion Means:

- ✓ Asking
- ✓ Surveying
- ✓ Listening
- ✓ Understanding
- ✓ Valuing Others
- ✓ Sharing Power

## Diversity, Inclusion & Membership Growth Plan



IMPORTANT FACTS	
Visit GreatSchools.org or get info from school/district.	
Students	
# Teachers/Staff	
<b>Student Race/Ethnicity</b>	<b>%</b>
White	
Hispanic	
Black	
Asian	
Hawaiian Native/ Pacific Islander	
American Indian/ Alaska Native	
Other	
<b>Other Data</b>	<b>%</b>
% Students	

**PTA MEMBERSHIP GOAL:**  
Set goal on desired increase from prior year OR  
Desired % student enrollment + # school staff

**FAMILY & SCHOOL PERSPECTIVES:**  
How can PTA better understand family/staff perspectives for stronger relationships & PTA growth?

**LEADERSHIP DEVELOPMENT STRATEGIES:**  
How will PTA build a leadership (Board, Committee, Volunteers) that reflects our student diversity?

# What Can You As PTA Leaders Do to Promote Diversity?

1. Current: What activities do you currently engage in that promote a diverse and inclusive environment?
2. Would like to do: What activities can you think of to promote diversity, which you may not be doing?
3. Resources needed: For question 2, what resources would you need to make these activities happen?
4. Barriers: For question 2, what are the constraints?

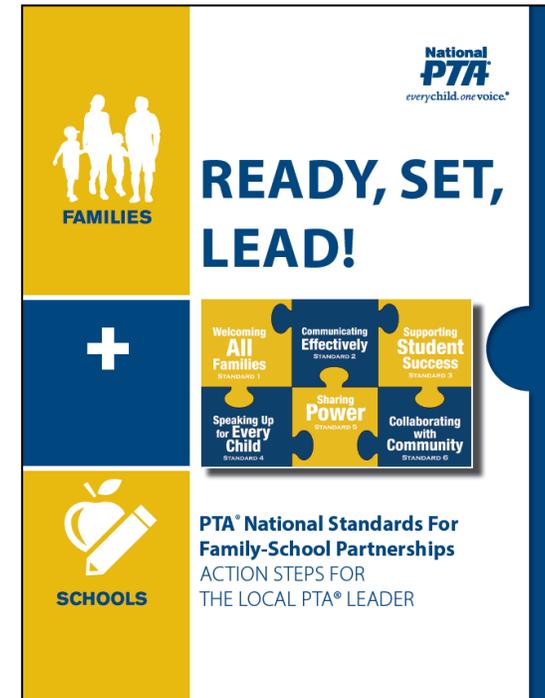
# Ways to Achieve Diversity & Be More Inclusive

- Reflect on whether your membership and board leadership represents the many perspectives of families you serve and recruit accordingly
- Distribute a survey or host listening sessions and share what you've heard
- Study basic needs of school and community
- Examine what you do to see if your PTA is focused on what families and educators care about most:
  - ✓ Communications tactics — given the current virtual reality
  - ✓ Events and programs
  - ✓ Advocacy efforts to support student success or improve the school

# Other Helpful Tools for Diversity & Inclusion Ideas



[PTA.org/Diversity](https://www.pta.org/Diversity)



[PTAKit.org](https://www.ptakit.org)

# Let's Play:

## Diversity & Inclusion BINGO

- ★ Review form and think about what's true for you
- ★ Start 5-minute timer
- ★ Ask others to initial their truths on your Bingo card and vice versa
- ★ Person with most signatures wins

DIVERSITY & INCLUSION							BINGO!	
Middle Child	Grandparent Played Key Role in Raising Me	Speak 2 or More Languages	Tattooed	Live in Rural Area	Gen Y or Gen Z	Have Been Stopped by Police Based on Appearance	Raised by Single Parent	Financially Support Parents or Extended Family
Went to Segregated School	Youngest Child	Grew Up in a Military Family	Told by a Teacher I'd Never Go Anywhere in Life	Identify as an Ethnic or Racial Minority	Have a Twin	Divorced	Adopted a Child	Know Someone Killed by Gun Violence
Have Grandkids	Was Adopted	Have >2 Children	Learned to "Code-Switch" or Alternate Btw 2 Languages	Cancer Survivor	Have Strong Connections to Policymakers	Received Welfare or Food Stamps as Child or Adult	Widow/Widower	Have an Advanced Degree (MS, Ph.D., etc.)
English is Not My Preferred Language	First Born	Held a Minimum Wage Job as Adult	Live in a City	Have a Child Who Was Bullied	Advocate for LGBTQ Issues	Didn't Complete College	Identify as Multi-Racial	PTA Member 10+ Years
Former or Active US Military	Educator	Attended a Historically Black College or University	Not a Christian	PTA Member <5 Years	Testified at a Public Hearing	Parent of Child with Special Needs/Chronic Illness	Work Fulltime	Born in a Foreign Country
Fear Public Speaking	Care for an Aging/Sick Parent or Elderly Relative	Foster Parent	Related to Someone with a Drug Addiction	Ride a Motorcycle	Serve(d) as a School Board Member	Former PTA President (Any Level)	Live(d) Overseas	Own a Business

# Takeaway Challenge

What is one thing your PTA could implement at the beginning of the school year to promote diversity?

# RECAP: Workshop Learning Objectives

- ✓ Introduce bias and its impact
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# Q & A

