

Inclusion, Diversity, Equity, Action... What's Your IDEA?



What does Diversity mean to you?

Type answers from participants here....





“

“The National Congress of Mothers,
irrespective of creed, color or condition,
stands for all parenthood, childhood,
homehood.”

– Alice McLellan Birney, Cofounder of National PTA, **1898**

National PTA Diversity and 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.”



Deeper Dive into Definitions

DIVERSITY

is representation of, and respect for, people from different backgrounds and identities.

D

E

EQUITY
provides fairness in resources, opportunities, and outcomes so all communities get what they need to be engaged and successful.

INCLUSION

is actions, behaviors and social norms to ensure all people feel safe, welcomed and they belong.

I

A

ACTION
is the process of doing something, typically to achieve an aim.



What does Equity look like?

EQUALITY

VS.

EQUITY

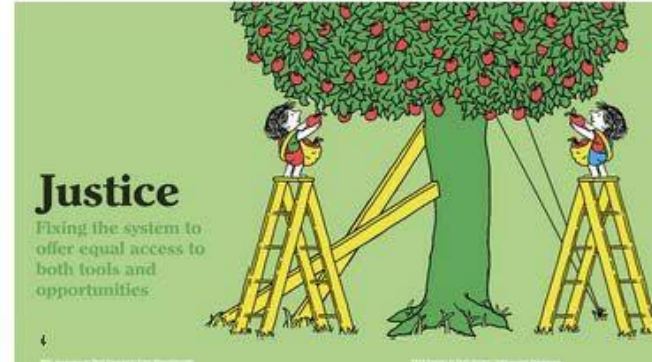
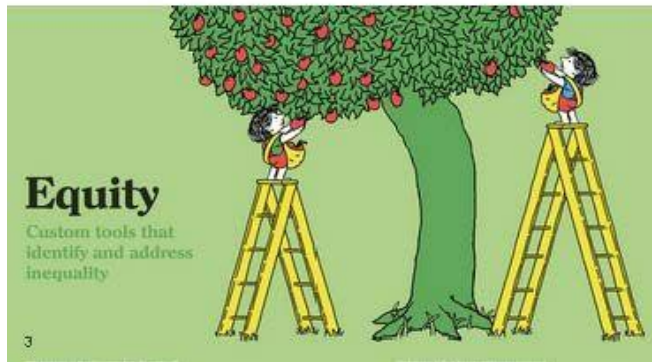
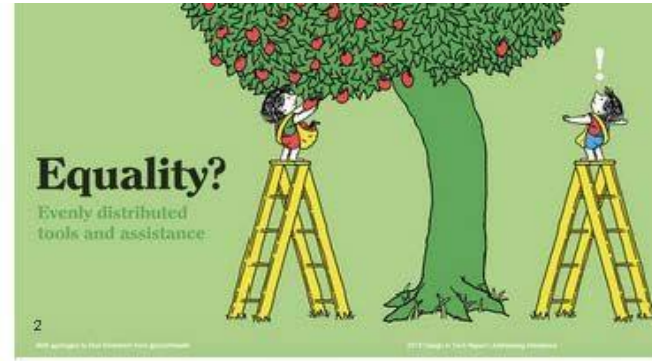
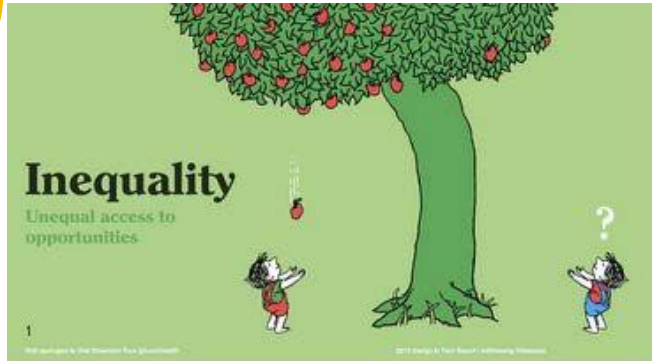


EQUALITY = SAMENESS
GIVING EVERYONE THE SAME THING
It only works if everyone starts from the same place



EQUITY = FAIRNESS
ACCESS TO SAME OPPORTUNITIES
We must ensure equity before we can enjoy equality

What's after Equity?





PTA volunteers can bring these beliefs into ACTION around DIVERSITY by:

- ◎ Acknowledging and appreciating individual ideas, knowledge, and values that are different from our own.
- ◎ Seeking out and learning from a diverse set of perspectives, skills, and experiences, staying open to the unfamiliar and possibly uncomfortable.
- ◎ Actively recruiting and electing a team of leaders who represent the school community you serve.
- ◎ Supporting units from less represented or resourced areas, backgrounds, and perspectives.



Diversity



PTA volunteers can bring these beliefs into ACTION around INCLUSION by:

- ⦿ Working cooperatively with colleagues of different roles, goals and approaches.
- ⦿ Sharing information, tools, resources and leadership opportunities among members, partners and communities to increase the impact of our collective work.
- ⦿ Engaging a diverse range of voices from members (and prospective members), especially those currently or traditionally underrepresented in our association.
- ⦿ Soliciting stakeholder input, incorporating it in visible and meaningful ways, and sharing credit.
- ⦿ Accounting for cultural, status and power dynamics in our many relationships.

PTA volunteers can bring these beliefs into ACTION around EQUITY by:

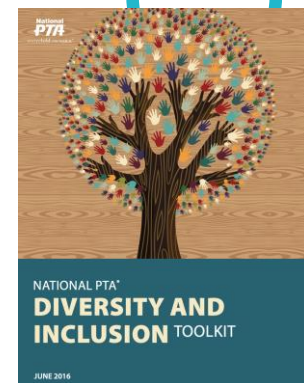


Equity

- ◎ Championing fair, just and data-informed approaches to children's educational success, health and well-being.
- ◎ Prioritizing and advocating for innovative, sustainable solutions that work for a diverse range of children and families, especially those underrepresented and/or marginalized in our communities.
- ◎ Persisting in the face of challenges and holding ourselves and our partners—including educators and policymakers—accountable.
- ◎ Recognizing and addressing bias and privilege.
- ◎ Understanding and attending to specific individual and community needs, providing additional resources to those with greater needs.

Tools

- © **National PTA website**, a great place to start:
<https://www.pta.org/home/run-your-pta/Diversity-Equity-Inclusion>
- © **National PTA Diversity and Inclusion Toolkit** (2016, electronic),
<https://www.pta.org/docs/default-source/uploadedfiles/2016-diversity-toolkit.pdf>
- © **Diversity Profile Template** which asks you to reflect on who in your community is represented in the PTA and who is missing:
<https://www.pta.org/docs/default-source/default-document-library/dei-community-profile-template-final.pdf>
- © **The Facilitator's Guide** empowers leaders to start conversations with people who they have struggled to engage in your community:
<https://www.pta.org/docs/default-source/default-document-library/enhancing-dei-facilitator's-guide-final.pdf>
- © **DEI Action Plan Template** helps you develop steps to become more inclusive: <https://www.pta.org/docs/default-source/default-document-library/dei-action-plan-template-final.pdf>



National PTA Diversity Profile Template

WHO ARE THE FAMILIES IN YOUR COMMUNITY?

Social Demographics

% American Indian or Alaska Native

% Asian

% Black or African American

% Native Hawaiian or Other Pacific Islander

% Hispanic or Latino

% White

Socioeconomic Status

% receiving free or reduced lunch

\$ _____ median household income in your community

Physical or Learning Differences

% with an IEP or 504

Religion

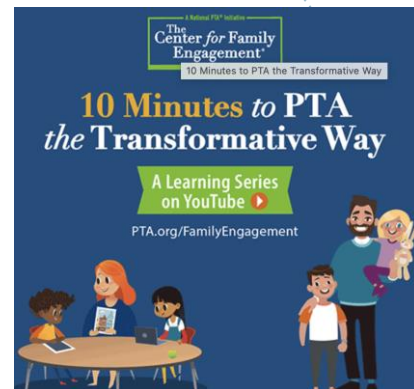
While Christianity is the largest religion in the United States, you likely have families who practice other religions including Judaism, Islam, Buddhism and Hinduism. Find out which religions are represented at your school community. Take note of any details you know about how members of your community observe religious practices.

Family Structures

Who makes up the families in your community? You may have single parents, same gender couples, foster parents, grandparent-headed households. Write about the families in your community.

Resources

- ① **10 Minutes to PTA the Transformative Way** - a web series on YouTube: https://www.youtube.com/playlist?list=PLQ5seUGdPQBUIJKVsw809A09QdbSpZrP_N
- ② **The Center for Family Engagement** - a National PTA initiative dedicated to helping all PTA units connect most with the families in their communities. <https://www.pta.org/center-for-family-engagement>
- ③ **How to Talk about Race and Injustice in America** - a compilation of resources for starting these conversations with your child: <https://www.pta.org/docs/default-source/default-document-library/how-to-talk-about-race-justice-in-americaaa2a48f1aa3e63899f67ff00009b2bd9.pdf>
- ④ **How to Welcome Diverse Perspectives into Your PTA** - great tips on how to start https://www.pta.org/docs/default-source/default-document-library/diversity-outreach-2-pager_v3.pdf
- ⑤ **LGBTQ Glossary** - to understand and use appropriate, affirming language to create inclusive environments. <https://www.pta.org/docs/default-source/files/runyourpta/2020/diversity/lgbtq-glossary.pdf>
- ⑥ **Glossary of Key Terms** from Allies for Justice and Equity (Trumbull), to help define key terms around DEI work: <https://www.facebook.com/106813801724531/posts/115517387520839/?d=n>



The Center for Family Engagement

How to Welcome Diverse Perspectives into your PTA

PTAs are stronger when their leaders and members reflect the diversity of their own communities. Multiple perspectives help to solve tough problems by bringing a variety of solutions to the table. Try these five strategies to help build a more inclusive PTA.

1. Learn more about the community your PTA is serving.

- Don't assume you know what is happening in the community or that you understand the different cultures represented.
- Do ask questions to understand:
 - What are the different cultural values of families in the community?
 - What languages other than English do families in our community speak?
 - Are the PTA and school mindful of the diverse needs of students?

Sacajawes PTA in Washington State created a parent-led equity team, and organizes inclusive scholastic PTA events and helps ensure that PTA activities are being reviewed through an anti-bias lens.

Equity Initiatives include:

- + Bringing culturally diverse speakers and performers to school events and assemblies
- + Creating a cross-cultural events calendar for the weekly school newsletter
- + Translating school and PTA communications into multiple languages
- + Collecting immigration resources and information
- + Securing technology grants to give students increased computer access at school
- + Providing anti-bias teaching resources
- + Organizing workshops and trainings for staff, parents and students

GLOSSARY OF KEY DIVERSITY, EQUITY & INCLUSION TERMS

@allies for justice & equity ct

Connecticut PTA
everychild.one voice.®

Tips and Tricks

- ◎ Be Flexible! (just because it's "always" been done like that doesn't mean it has to keep happening that way!)
- ◎ Find out when parents are available to meet and what is the primary languages spoken in homes of your students. Include as many languages as possible in all communication, like minutes from your meetings.
- ◎ Try changing the day of week and time of your meetings to encourage more participation.
- ◎ Try to make meetings as short as possible, one hour or less! Hold your Executive Board meetings at a separate time.
- ◎ Invite grandparents and other family members to join the PTA! The PTA is open to parents, caregivers, and anyone in the community willing to help our school.
- ◎ Practice using inclusive language, like "Bring this home to your grown ups or adults" and "Good Evening, friends!" (instead of "Good Evening, ladies and gentlemen".)
- ◎ As much as possible, offer meetings virtually (or hybrid). And go ahead and record those meetings for others to watch when they have time.
- ◎ Offer other options for communications (some parents and families don't have an email and/or phone)

GLOW

- What are some of the things you already do in your unit that help you do this work of making sure all voices are present and can be heard?



GROW



Connecticut
PTA
everychild.onevoice®

What's your IDEA?

How can you put your IDEA into ACTION?

GROW WITH US

Join our team!

Heather Shea
heathrrn98@aol.com

Connecticut
PTA
everychild.onevoice.®

Credits:



Special thanks to all the people who made and released these awesome resources for free:

- © Presentation template by [SlidesCarnival](#)
- © Photographs by [Unsplash](#)