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

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.

ACTION
is the process of doing something, typically to achieve an aim.
What does Equity look like?

**EQUALITY**

**EQUALITY = SAMENESS**

Giving everyone the same thing

It only works if everyone starts from the same place

**EQUITY**

**EQUITY = FAIRNESS**

Access to same opportunities

We must ensure equity before we can enjoy equality
What’s after Equity?

1. **Inequality**
   Unequal access to opportunities

2. **Equality?**
   Evenly distributed tools and assistance

3. **Equity**
   Custom tools that identify and address inequality

4. **Justice**
   Fixing the system to offer equal access to both tools and opportunities
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.
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:

◎ 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


◎ 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


**Resources**

- **10 Minutes to PTA the Transformative Way** - a web series on YouTube: https://www.youtube.com/playlist?list=PLQ5seUGdPQBUIKVs809A09QdbSpZrP_N
- **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
- **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
- **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
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)
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?
What’s your IDEA?

How can you put your IDEA into ACTION?
GROW WITH US

Join our team!

Heather Shea
heathrrn98@aol.com
Credits:

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