

LWPTSA DE&I Committee Meeting

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11/3/2024

Every Child Belongs: Creating Inclusive Playgrounds Together

Special Speaker:

Naeemah Webb: Family engagement and community outreach coordinator

WEDNESDAY, NOVEMBER 6TH, 2024

11:30 AM VIA ZOOM

DE&I Co-Chairs: Zahra Eslami & Mansi Majeed



Lake Washington Council

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Meeting Agenda

- ▶ Welcome
- ▶ Introduction
- ▶ Meeting Philosophy
- ▶ Inclusive Playground
- ▶ Open Discussion
- ▶ Summary
- ▶ Clouser

Welcome



Introduce key members (names, roles, add your name and your school in the zoom please)



Icebreaker: **What does Inclusive playground mean to you?**

Community Agreements

▶ Honor our meeting philosophy:

- ▶ **1- Inclusive Representation 2- Continues Learning & growth 3- Accountability & Transparency 4- Safe & Respected Dialogue 5- Equity as a practice 6- Collaboration & Partnership 7- Empowerment & Advocacy**
- ▶ Respect diverse perspective and opinions
- ▶ Speak from your own experience or knowledge
- ▶ Maintain confidentiality and don't name names
- ▶ Listen to others
- ▶ Learn from cultures different than yours
- ▶ **Don't use our voices out of context to move a personal agenda at your local school instead work to develop ideas learned today with your local school leadership (i.e. don't say Na'eemah told us...)**

Key Learning Objectives

- ▶ Our Objectives Today:
 - ▶ Understand the importance of inclusive play
 - ▶ Identify practices that hinder inclusivity
 - ▶ Explore actionable strategies to make playgrounds more welcoming
 - ▶ Recognize ally roles and ways to advocate for all students

What Makes Playgrounds Non-Inclusive?

Non-Inclusive Practices:

Segregated play areas (as long as conditions allow it)

Lack of diverse play equipment

Minimal adult intervention to foster inclusivity

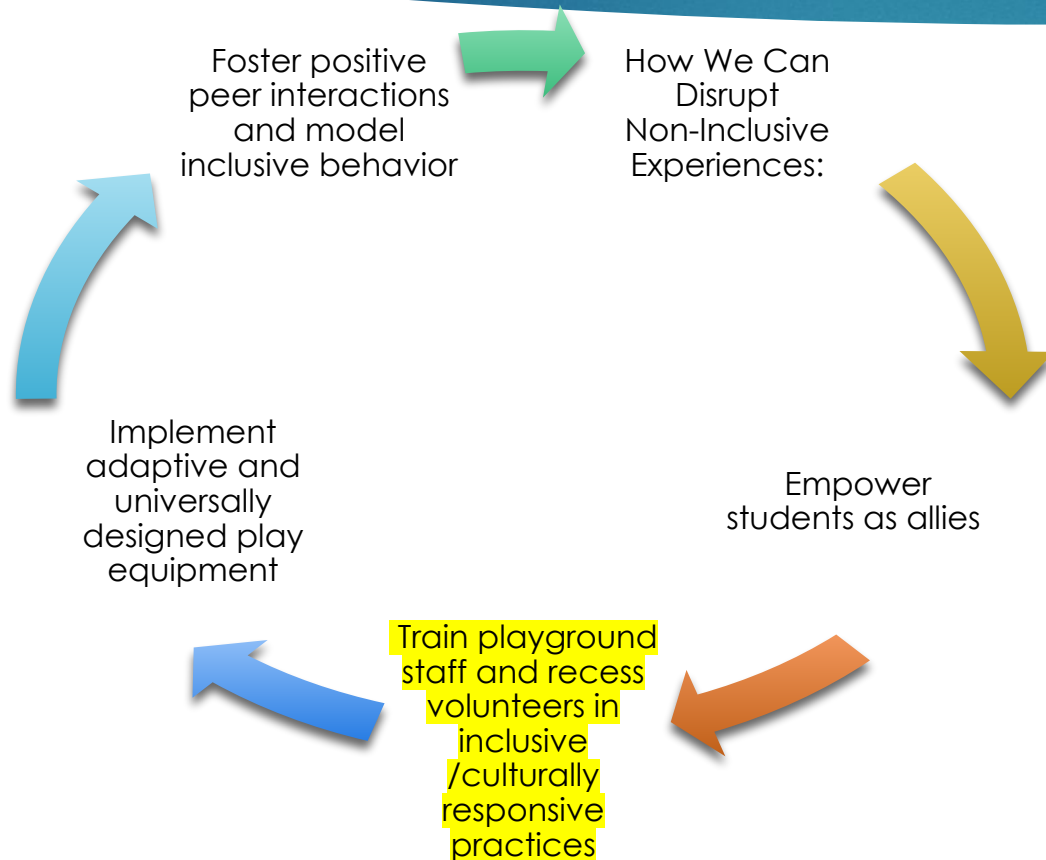
Limited accessibility for students with disabilities



Who is most Affected by a non-inclusive Playground?

- ▶ Students with disabilities; Neurodivergent students
- ▶ Students from diverse cultural backgrounds
- ▶ Students that can not make friends easily
- ▶ Newcomer or English Language Learners (ELL)
- ▶ LGBTQ+ students and students with diverse identities

Disrupting Non-Inclusive Practices



Strategies for Inclusivity

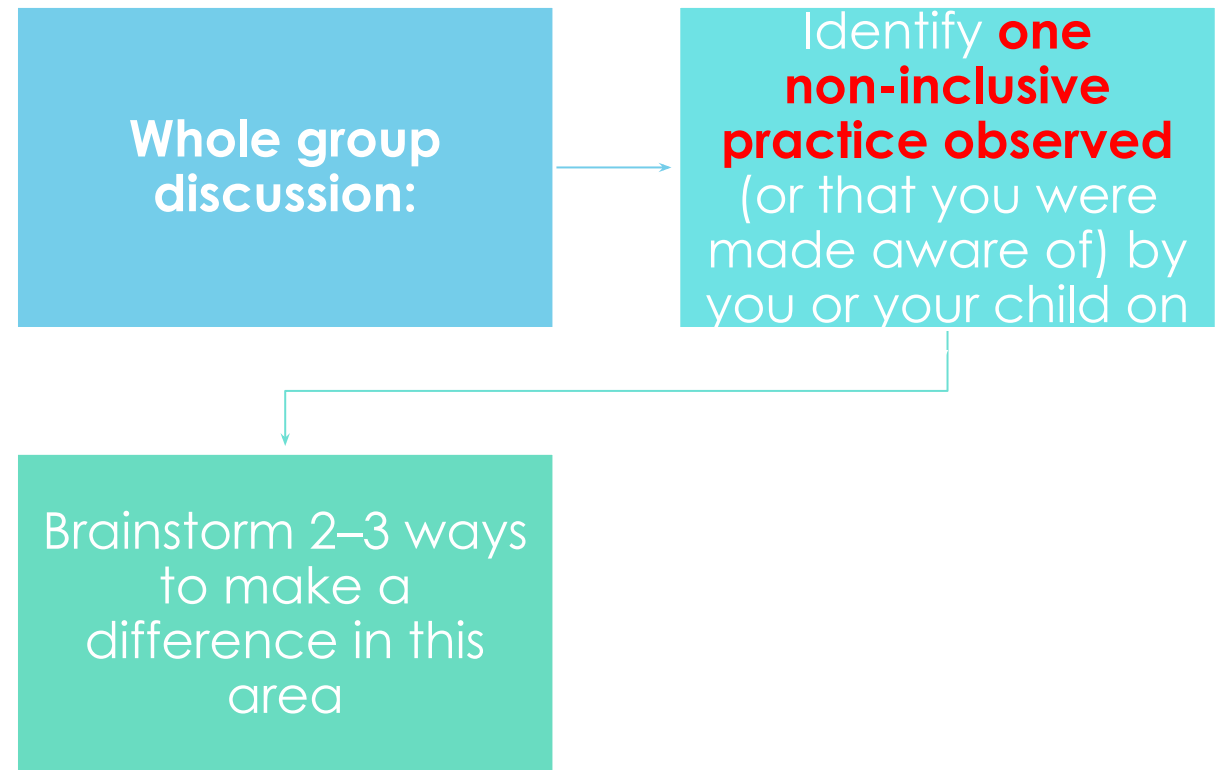
Best Practices to Foster Inclusion:

Inclusive playground design and accessibility

Engaging students in **dialogue** about inclusivity, **anti-racism** and **culture responsiveness**

Create **buddy systems** and **mentorship programs** (ensure students are equipped with the tools they need to succeed)

Action Planning Activity



Challenges Students face: Implicit Bias and Hypervisibility

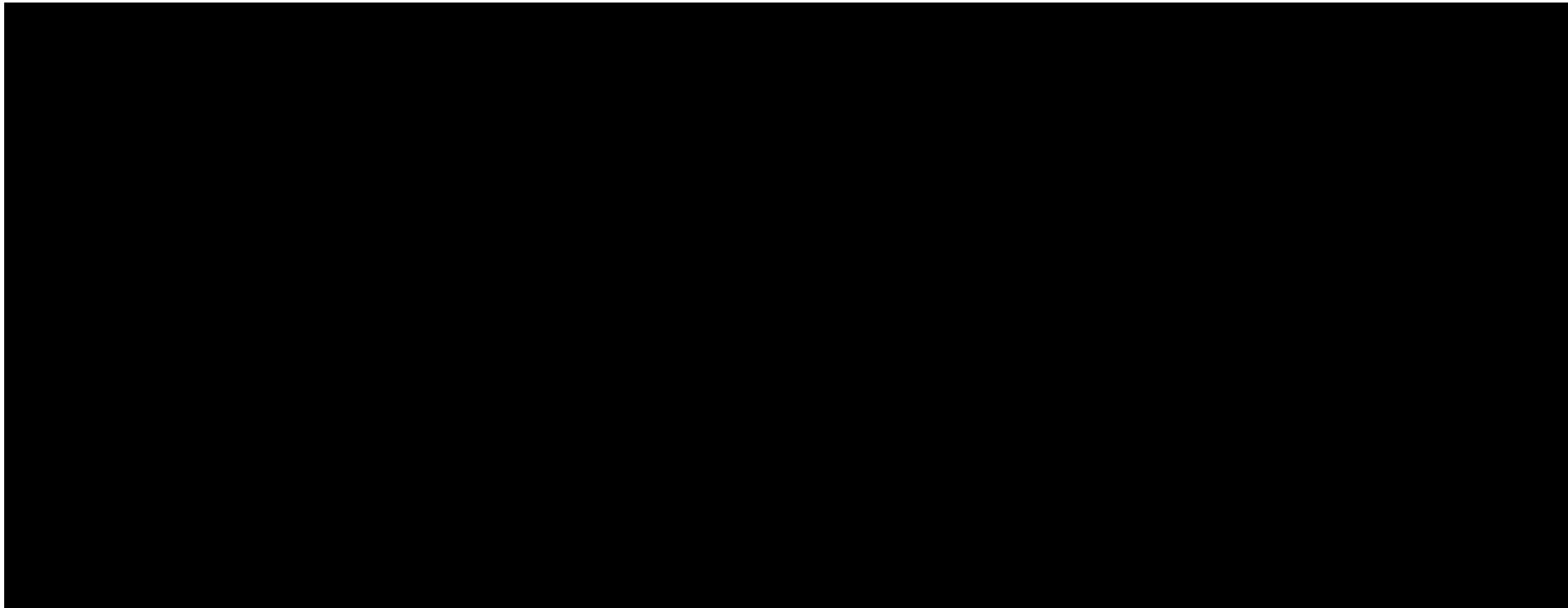
Implicit Bias:

- The subconscious **feelings, attitudes, prejudices, and stereotypes** an individual has developed due to prior influences and imprints throughout their lives
- Individuals are unaware that subconscious perceptions, instead of facts and observations, **affect their decision-making**

Hypervisibility:

- The state of **being extremely visible**, especially due to one's race or ethnicity
- Hypervisibility is one of several interrelated phenomena, including visibility and invisibility
- For **marginalized individuals**, hypervisibility and invisibility can represent different manifestations of the same oppressive forces

The Challenge: Implicit Bias and Hypervisibility



Culturally Responsive Care



- Be critically cognizant of your attitudes towards different racial, cultural and ethnic groups.
- Be an unequivocal advocate and ally for racially, neurologically and physically diverse students.
 - They appreciate knowing that you are trustworthy and “got their back.”
- Model desired and expected culturally diverse values, attitudes and behaviors.
- Learn to see, hear and listen to diverse students.
 - Especially when the “speak” without words.

Conditions for Cultural Responsiveness



REMAIN IN THE CYCLE OF CULTURAL HUMILITY
(CULTURAL “COMPETENCE”)



REGULARLY REFLECT ON IMPLICIT BIAS

Open Discussion: Courageous Conversation Compass Check-in

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- ▶ Compass check-in. What quadrant does the information have you in ?
 - ▶ Any reactions to the video that you feel comfortable sharing?
- ▶ Tapping into your funds of knowledge
 - ▶ Did we miss anything (any other essential inclusion practices that you want to put in the space?)



DEI Committee Meetings

- Wednesday, October 15, 2024 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, November 6, 2024 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, December 4, 2024 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, January 8, 2025 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday February 5, 2025 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, March 5, 2025 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, April 2, 2025 (11:30 – 1:00 pm online via Zoom — [Register for link](#))
- Wednesday, May 7, 2025 (11:30 – 1:00 pm online via Zoom — [Register for link](#))



Thank
You