

LWPTSA DE&I Committee Meeting

TUESDAY, OCTOBER 15, 2024

11:30 AM VIA ZOOM

Zahra Eslami & Mansi Majeed



Welcome



Introduce key members
(names, roles)



Icebreaker: What does
DE&I mean to you?

What is Diversity, Equity & Inclusion (DE&I)?

- **Diversity:** Embracing a range of human differences (race, gender, abilities, age, etc.).



- **Equity:** Fair access to resources and opportunities by addressing imbalances.



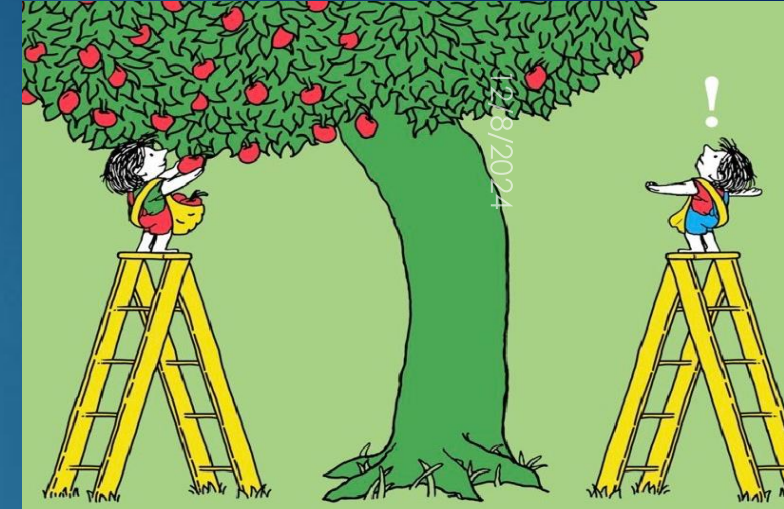
- **Inclusion:** Ensuring that everyone feels valued, respected, and able to fully participate.

Equality vs. Equity

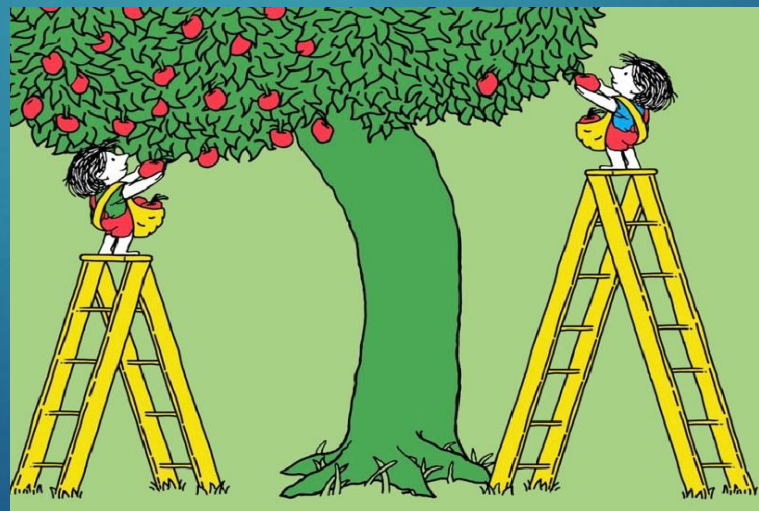
- **Equality:** Everyone gets the same resources
- **Equity:** Resources are distributed based on the unique needs of individuals to ensure fair outcomes
- PTA's mission requires an equity-focused approach to meet every child's potential



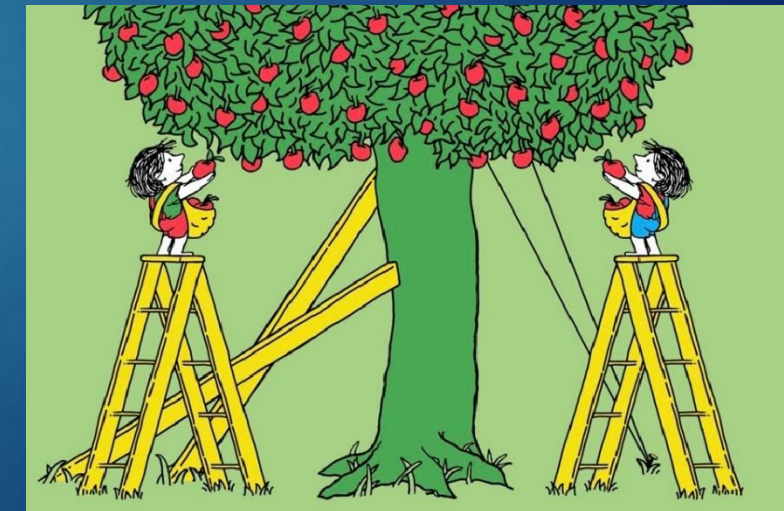
INEQUALITY



EQUALITY



EQUITY



JUSTICE

Equality vs. Equity

- ▶ PTA's mission is to help every child reach their potential
- ▶ Some children need **more support** because they don't have the same access to resources. National PTA is committed to diversity, equity, and inclusion for all children
- ▶ By meeting the needs of marginalized families, we create a stronger community for everyone. While PTA serves all children, not every activity must serve all directly
- ▶ [dei-brief-final-072720.pdf \(pta.org\)](#)

Importance for schools and communities

Promoting DE&I in schools helps foster a learning environment where every student feels valued and respected

It encourages a **culture of acceptance** and **understanding**, which prepares students for a diverse world

Communities that embrace DE&I are **stronger, more cohesive**, and better equipped to **address social inequities**

In schools, DE&I **promotes academic success** and **fosters a sense of belonging** among students, which can improve **overall well-being**

Speaker Series

WE WILL HAVE REGULAR
GUEST SPEAKERS

WHAT **TOPICS** WOULD YOU
LIKE TO BE COVERED?



Our Goals

- Increase awareness and understanding of DE&I

- Support equitable practices in education and engagement

- Promote inclusion through events and policy advocacy

Why DE&I is Critical in Schools and Communities

Fosters an inclusive school culture where all students feel they belong



Promotes academic success and emotional well-being



Prepares students for a diverse, global world

How to Promote DE&I in Your PTA

- ▶ • Host multicultural celebrations to honor diverse cultures.
- ▶ • Establish financial equity programs to share resources among PTAs.
- ▶ • Advocate for policies that ensure equity in school practices.



Open Discussion

- ▶ Prompt for feedback and ideas
- ▶ What can we do to ensure inclusion at all levels?'
- ▶ Brainstorming for new initiatives

Action Steps for PTAs

1

1. Encourage inclusive membership and leadership within your PTA.

2

2. Provide training on DE&I for all members.

3

3. Utilize DE&I toolkits to create an inclusive PTA environment.

DEI Resources

Council

- Multi-cultural calendar
- Sample plans and goals
- Links to National training/learning series

WA State PTA

- State Resolutions

National PTA

- Local leader guidance
- Action Plans & Community Engagement Templates
- Multi-cultural calendar
- Training & learning

The screenshot shows a web browser window with the URL lwptsa.net/diversity-equity-and-inclusion/. The page content is as follows:

Diversity, Equity & Inclusion Updates

- What I Wish Authors Knew and Readers Gained – Disability Representation in Children's Literature
May 2, 2021
- The Journey to Becoming an Anti-Racist Family
April 26, 2021
- LWPTSA Council Anti-Racism Statement
April 2, 2021
- Family Resources for Talking about Race & Social Justice
March 27, 2021
- LWPTSA Special Education Group April 2021 Meeting
March 27, 2021
- Diversity, Equity and Inclusion Tip: Nominating Committee
February 24, 2021
- Unconscious Bias Resources
February 19, 2021

Local PTA Resources

- Sample PTA DEI Plans: Example 1 | Example 2 (PDF)
- DEI Book List (PDF)
- Cultural Calendar With Related Book Recommendations (PDF)

National PTA Resources

- Building a More Diverse, Equitable and Inclusive PTA
- 2022-2023 Multicultural Calendar | Calendario Multicultural
- LGBTQ Community Inclusivity in PTA
- LGBTQ Glossary, 2020 (PDF)
- PTA Local Leader Guidance for Diversity, Equity and Inclusion, 2020 (PDF)
- How to Engage Underrepresented Groups
- Training: Turn Your Commitment to DEI into Action (YouTube video)
- Learning Series: 10 Minutes to PTA the Transformative Way (YouTube videos)
 - Let's Talk About Bias
 - Let's Talk About Language Inclusivity
 - Let's Talk About Microaggressions
 - Let's Talk About Racial Equity Programming
 - Let's Talk About Inclusive Meetings
 - Let's Talk About Allyship
 - Let's Talk About Ableism
 - Let's Talk About Community Partnerships

National PTA Statements

National PTA Position Statements are official documents outlining the opinion, will or intent of the association and require national action to seek resolution on the issue.

- Say Their Names: Addressing Institutional or Systemic Racism (PDF)
- Inclusive Curricula in K-12 Education (PDF)

At the bottom of the browser window, there is a "Translate" button and a Windows taskbar showing the date and time as 8:52 AM on 10/12/2022.

LWPTSA Council

The screenshot shows the National PTA website's DEI resources page. The page is titled "Run Your PTA" and features a navigation menu with "Advocacy", "Family Resources", "Events", "Programs", and "About PTA". The main content area is divided into several sections:

- Marketplace:** Includes links for Thrive Learning Community, Spanish Resources, National Standards for Family-School Partnerships, One Voice Blog, Subscribe to eNewsletters, and PTA Brand Guidelines.
- Advocacy:** Contains a link for "Our Commitment to Diversity, Equity & Inclusion".
- Family Resources:** Contains a link for "PTA Local Leader Guidance for Diversity, Equity and Inclusion".
- Events:** Contains a link for "PTA Local Leader Guidance for Diversity, Equity and Inclusion".
- Programs:** Contains a link for "PTA Local Leader Guidance for Diversity, Equity and Inclusion".
- About PTA:** Contains a link for "PTA Local Leader Guidance for Diversity, Equity and Inclusion".

The main content area also includes several articles and guides:

- Read Our Commitment to Diversity, Equity & Inclusion** to explore how we define and embody diversity, equity and inclusion in our work.
- Our Commitment to Diversity, Equity & Inclusion** and **Nuestro Compromiso con la Diversidad, la Equidad y la Inclusión**.
- Use the **PTA Local Leader Guidance for Diversity, Equity & Inclusion** to assess where your PTA is—and where your PTA is headed—on your DEI journey.
- PTA Local Leader Guidance for Diversity, Equity and Inclusion** and **Guía para Líderes Locales sobre Diversidad, Equidad e Inclusión**.
- How to Welcome Diverse Perspectives into your PTA**: This short guide shares the Do's and Don'ts of diversity outreach. Discover best practices from PTAs around the country and learn what your PTA can do to become more inclusive!
 - How to Welcome Diverse Perspectives into Your PTA**
 - Cómo Acoger Perspectivas Diversas en su PTA**
- Enhancing Diversity, Equity & Inclusion in your PTA**: Ready to take your diversity, equity and inclusion efforts to the next level? Discover best practices from one of our Jan Harp Domene award winners in the One Voice article, **Enhancing Diversity, Equity & Inclusion in your PTA**.
- New! Tools to Turn Your Commitment to Diversity, Equity & Inclusion into Action**: Start your DEI journey in three steps! First, complete the **diversity profile** which asks you to reflect on who in your community is represented in the PTA and who is missing. Second, reach out and start talking with your community. The **facilitator's guide** empowers leaders to start conversations with people who they have struggled to engage. Third, use the **DEI action plan template** to develop steps to become more inclusive.
 - Looking for more guidance on using these tools? **Watch our latest webinar.**
 - DEI Community Profile Template** and **La Plantilla para Perfilar la Diversidad**
 - Enhancing DEI Facilitator's Guide** and **La Guía para los Coordinadores del Aumento de DEI**
 - DEI Action Plan Template** and **La Plantilla para el Plan de Acción de DEI**
- Multicultural Calendar**: The rich diversity in our communities is reflected in the observances celebrated by various cultures and populations. National PTA's Center for Family Engagement has created this Multicultural Calendar to highlight and celebrate the diversity in our PTA and school communities!
 - Multicultural Calendar 2022-2023**
 - Calendario Multicultural 2022-2023**

The page also features a sidebar with "ShopPTA.com" and a footer with "479 Sunny" and "8:56 AM 10/10/2022".

National PTA

The screenshot shows a web browser displaying the Washington State PTA website. The page is titled "Diversity, Equity and Inclusion" and is located at wastatepta.org/focus-areas/diversity-equity-and-inclusion/. The main content area is divided into three columns. The left column contains a "DEI AUDIT" section, a "DEI RESOURCES" section, and a footer with the Washington State PTA logo and navigation links. The middle column contains a "DEI AUDIT" section with a list of elements, a "DEI RESOURCES" section with a list of resolutions, and a "National PTA DEI resources" section. The right column contains three event listings: "WSPTA LEGISLATIVE ASSEMBLY", "PTA AND THE LAW", and "REFLECTIONS LOCAL LEADER TRAINING".

DEI AUDIT
 In 2021, WSPTA performed a search for a professional partner to work with us to conduct a comprehensive audit of our organizational policies, programs, and practices. WSPTA selected AV Consulting and the audit is underway. The work we are doing with our new partner includes the following elements:

- Listening Sessions among BIPOC communities and among Special Education Parents
- Review of WSPTA Uniform Bylaws to identify areas for positive DEI-focused change
- Review of WSPTA policies to identify potential barriers to success and participation
- Analysis of election processes to identify ways to increase diversity among candidates
- Production of a framework to use when creating training and guidance resources for local PTAs and councils

If you are interested in learning more about the DEI Audit, please contact WSPTA Executive Director Andrew Estep.

DEI RESOURCES
 WSPTA offers training on DEI, FACE, and many more topics throughout the year. Be sure to check the [Events Calendar](#) to see upcoming opportunities for training.

WSPTA has a number of resolutions and advocacy resources related to DEI work.

WSPTA Resolutions:

- 2.19 LGBTQ+ Inclusion
- 2.25 Restorative Justice and Improving Student Outcomes
- 2.26 Dismantling Institutional and Systemic Racism
- 2.27 Improving Outcomes for Children and Youth in Highly Mobile Populations
- 4.12 Family and Community Engagement in Education

National PTA DEI resources:

- National PTA DEI Resources
- Commitment statement
- Local Leader Guidance
- How to welcome diverse perspectives

WSPTA LEGISLATIVE ASSEMBLY
 Details available here, including registration form.
[View Event Details](#)

PTA AND THE LAW
 Register here:
<https://www.eventbrite.com/e/pta-and-the-law-tickets-413442622>
 This is the most important and useful class of them all, as it will prepare you and your fellow...
[View Event Details](#)

REFLECTIONS LOCAL LEADER TRAINING
 Register here:
<https://www.eventbrite.com/e/local-leader-training-tickets-41563519867>
 This is the Reflections' annual training class for PTA leaders. Included in this class is an overview of the...
[View Event Details](#)

Washington State
PTA
 everychild.onevoice[®]

ABOUT
 PTA LEADERS
 EVENTS
 PROGRAMS

QUICK LINKS
 Shop the PTA Store
 Volunteer

STAY CONNECTED
 Facebook, Twitter, YouTube, Instagram

WA State PTA

National PTA - Training

► Tools to Turn Your Commitment to Diversity, Equity & Inclusion into Action Webinar:
https://www.youtube.com/watch?v=Ck_yoPUftP8

Navigation tabs: Run Your PTA, Advocacy, Family Resources, Events, Programs, At

- 37. How to Help LGBTQ Youth Thrive
- 33. Raising Kids Who Embrace Race

New National PTA Learning Series

The first season of *10 Minutes to PTA the Transformative Way* is dedicated to equity and inclusion! Tune in to learn from PTA leaders and experts in the field as they share their insights and experiences to help your PTA efforts more equitable.

- Let's Talk About Bias
- Let's Talk About Language Inclusivity
- Let's Talk About Microaggressions
- Let's Talk About Racial Equity Programming
- Let's Talk About Inclusive Meetings
- Let's Talk About Allyship
- Let's Talk About Ableism
- Let's Talk About Community Partnerships

After watching each week's video of *10 Minutes to PTA the Transformative Way*, complete the reflection questions and related resources attached to each episode.

[Subscribe Now](#)

National PTA's Equity Fellows

National PTA's **Center for Family Engagement** is excited to announce the five fellows taking part of National PTA Equity Fellowship. These fellows have been expanding their knowledge of diversity, equity, and inclusion in PTA. They have offered their insight and recommendations for developing new Diversity, Equity and Inclusion trainings and resources for local PTAs. They have prioritized topics for resources to help guide local PTAs to become more equitable, and have shared their knowledge and experience with local stakeholders to champion equity in PTA.

- [Caridad \(Mini\) Martinez](#) ▶ →
- [Katrina Long](#) ▶ →
- [Heather Zirke](#) ▶ →



Thank
You