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Missouri
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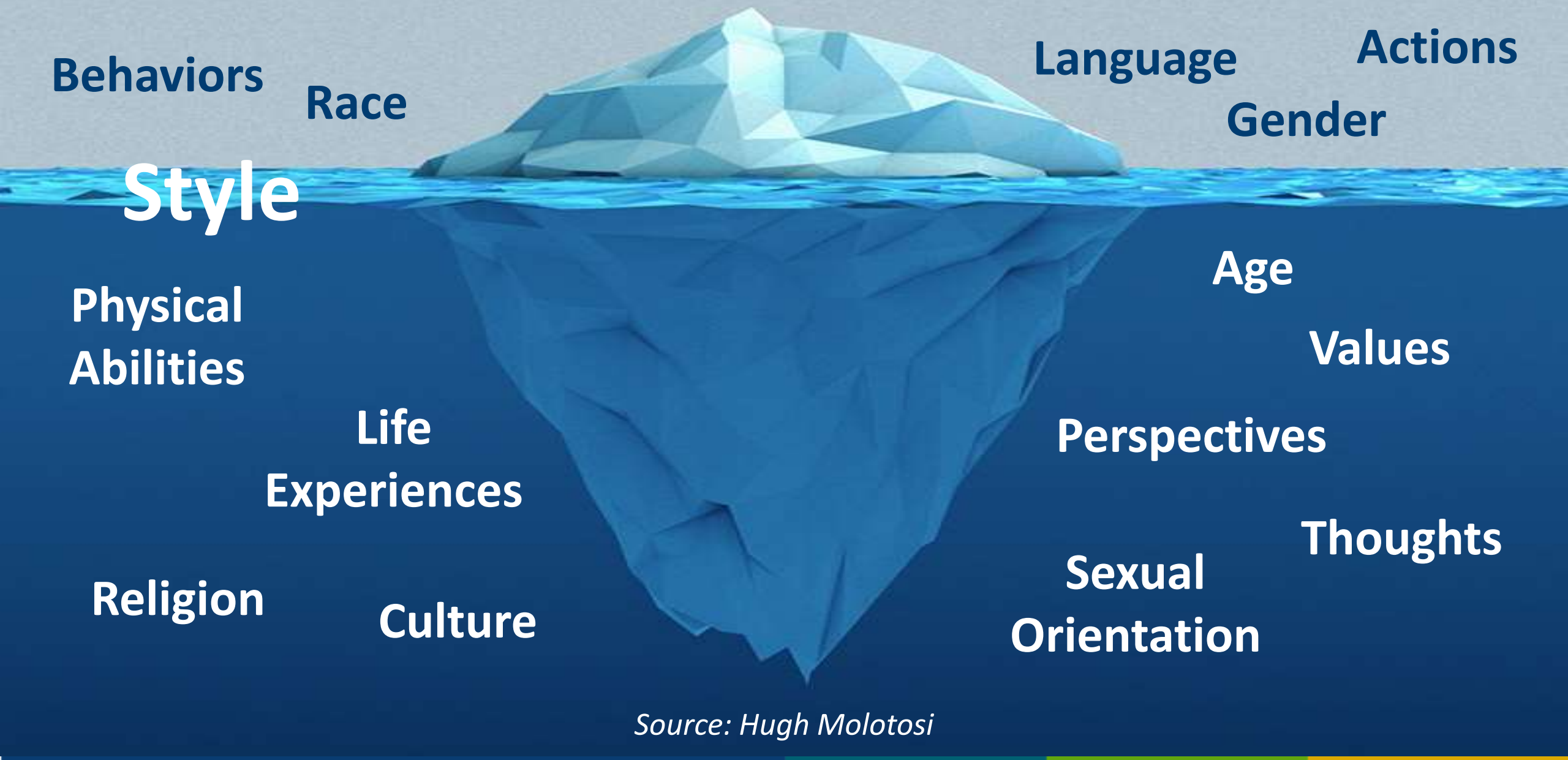
Diversity & Inclusion Workshop

Workshop Learning Objectives:

- Explore the meanings of diversity and inclusion
- Understand why building a diverse and inclusive PTA is important
- Assess your PTA's diversity and identify ways to be more inclusive

Think. Pair. Share.

What does diversity mean to you?


Behaviors
Race
Language
Actions
Gender
Style
Age
Physical Abilities
Values
Life Experiences
Perspectives
Thoughts
Religion
Sexual Orientation
Culture
Source: Hugh Molotosi

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

National PTA Mission

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

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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 Board Diversity & Inclusion Policy:

*"Valuing differences and similarities in people through **actions** and **accountability**."*

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For Families

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- Health
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- 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 (CCRI)
- 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

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Related Content & Resources

- STEM – Science, Technology, Engineering & Math
- Reflections – State Programs
- National PTA School of Excellence
- Kindle Giveaway

Every Child in Focus

Diversity, Inclusion & Membership Growth Plan

National PTA
everychild.onevoice.

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

Inclusion Means:
Asking
Surveying
Listening
Understanding
Valuing Others
Sharing Power

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

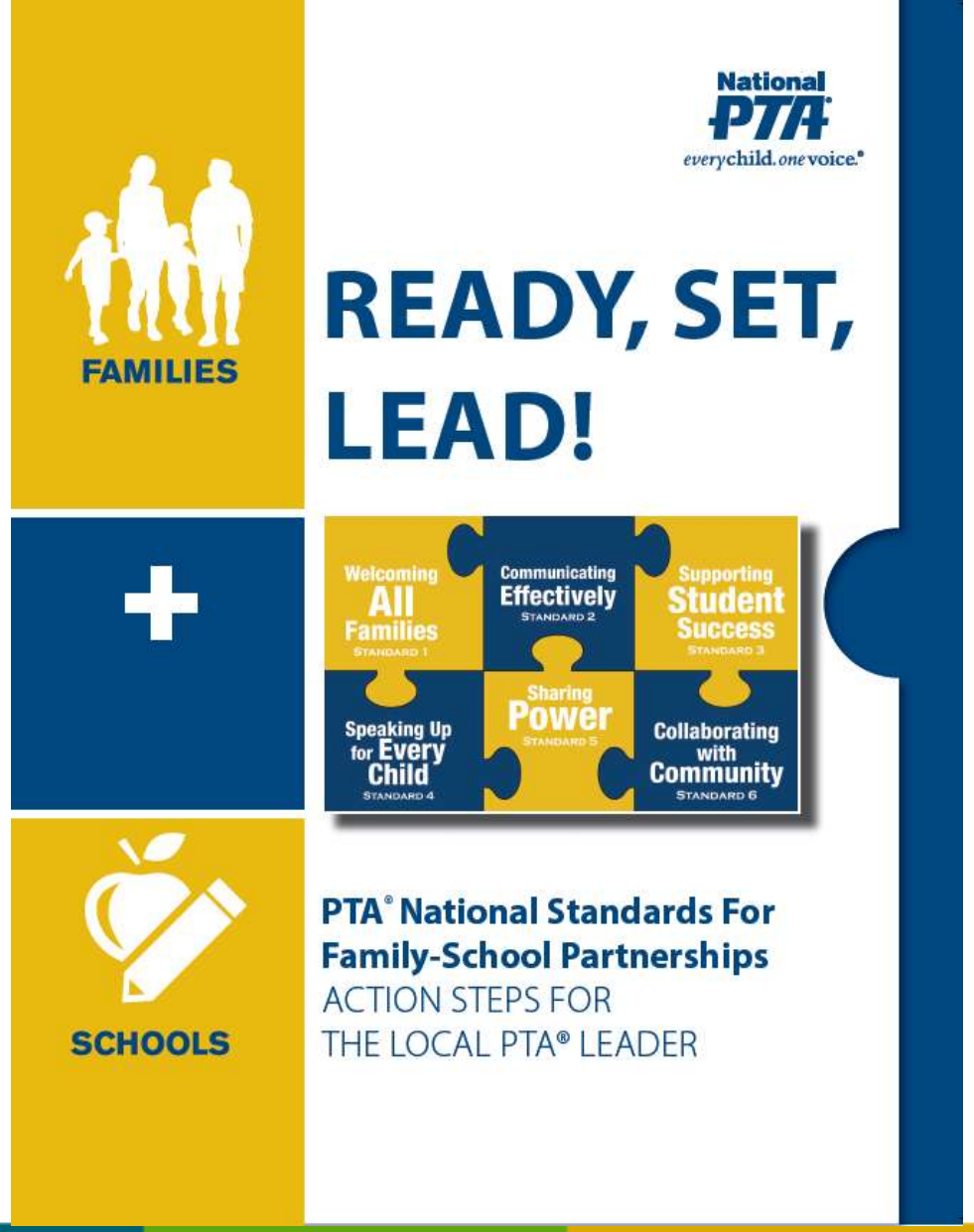
Ways to Achieve Diversity & Be More Inclusive

- 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 heard
- Ensure fundraising expectations do not put an unintentional barrier on PTA involvement and be transparent about how funds are used
- Examine what you do to see if your PTA is focused on what families and educators care about most:
  - ✓ Communications tactics
  - ✓ Events and programs
  - ✓ Advocacy efforts to support student success or improve the school

Other Helpful Tools for Diversity & Inclusion Ideas

PTA.org/Diversity

PTAKit.org



7 Ways to Be a Good Villager

- Everyone is your kid
- No gossiping and labeling
- Don’t have to be BFFs
- Don’t compare – no one has a perfect life
- Check yourself for sanity
- Stop talking about your children – be more interesting

2017 National PTA Convention & Expo: Keynote Speaker Rosalind Wiseman

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Diversity
Everyone means
EVERYONE!!!

What is Diversity?

- Please type in the website: www.menti.com.
- Type in the code: 44 14 54
- Answer the question.

Wanna watch some videos?

https://bit.ly/2NvsjF1

https://bit.ly/1uE4ThK

https://bit.ly/1k5CCzN

What did you think?

THANK
YOU

My Info - hit me up anytime!

Steven Cook
Walker Elementary PTA - President
Hazelwood PTA Council - Secretary
Missouri Board of Managers - Diversity Outreach Chair
teachsc315@gmail.com
stevenc@mopta.org

PTA is the key
Brave Advocates • Big Voice • Bold Purpose
#MOPTA2019