

New York State  
**PTA**<sup>®</sup>  
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# DIVERSITY, EQUITY AND INCLUSION

SUFFOLK REGION PTA  
MENTAL HEALTH SUMMIT  
MAY 2022

# WHAT IS DIVERSITY?

- Diversity is representation of and the respect for people from different backgrounds and identities.
- These include but are not limited to race, culture, gender, sexual orientation age, soci-economic status, geographic area, language, ethnicity, nationality, abilities, disability, religious commitment , political perspective, learning style and physical appearance.
- It involves bringing different ideas, perspectives, life experiences, talents, values and worldviews to the table to represent the broad variety of children, caregivers, educators and communities within the PTA family.

# WHAT IS EQUITY?

- Equity is promoting justice, impartiality and fairness in resources, opportunities and outcomes, so that all communities get what they need to be engaged and successful.
- This moves beyond an “ equal across the board” approach.
- We must first :
  - a)Recognize and address bias and privilege
  - b)Understand and attend to specific individual and community needs, providing additional resources to those with greater needs.

# WHAT IS INCLUSION?

- Inclusion is actions, behaviors and social norms that ensure all people feel they are safe, welcome and that they belong.
- This means putting diversity into action with skill and intentionality to ensure everyone feels respected, supported and valued.
- Parents, students, school members and community members can participate with equal voice and the right to be heard.

# HOW TO WELCOME DIVERSITY INTO YOUR PTA

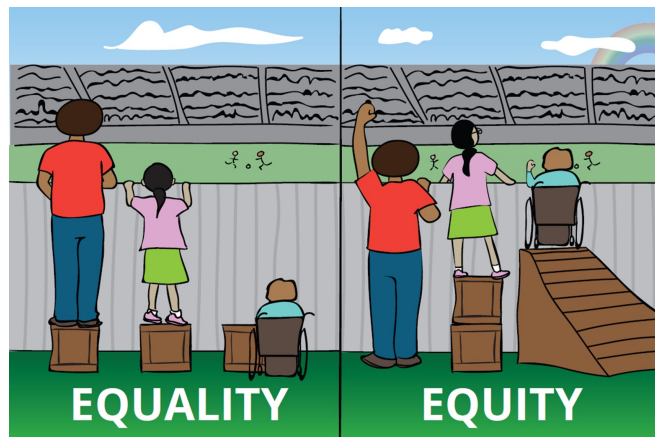
- Learn more about the community your PTA is serving; don't assume that you know what's happening in the community or that you understand the different cultures represented. Ask questions to understand.
- Avoid tokenism: the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of equity /equality.
- Build trust; don't assume you are in a position of trust because you are a PTA leader; work on building a meaningful relationship with families

## HOW TO WELCOME DIVERSITY INTO YOUR PTA(con't)

- Cater to the needs of the community: ask questions to understand the needs, (i.e. 1) families with special needs may need additional information about navigating the sometimes complicated school system.)
- Find and utilize alternative meeting locations: the school premises is an “ ideal” meeting place, but it is encouraged to use alternative options, such as community centers, or even a doing a virtual meeting.
- Find a happy medium with meeting times; having a meeting right afterschool, during school hours may not work for many parents.

# EQUITY VS EQUALITY WHAT'S THE DIFFERENCE

- Equality in layman's terms means dividing resources in matching amounts and..
- Equity focuses more dividing resources proportionally to achieve a fair outcome.



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## EQUITY IN THE PTA

- Prioritize and advocate for innovative, sustainable solutions that work for a diverse range of children and families, especially those underrepresented in our communities.
- Champions fair, just and data-informed approaches to children's educational success, health and well-being.
- Persist in the face of challenges and hold ourselves and our partners including educators and policy makers- accountable.
- **Equality is the end result that we all seek to achieve. To get there, we must first ensure equity !**



## INCLUSION IN THE PTA

- Work cooperatively and respectfully with colleagues with different roles, goals and approaches
- Share information, tools, resources and leadership opportunities among association membership, partners and communities to increase the impact of our collective work
- Engage a diverse range of voices and life experience from members, prospective members, educators and communities.
- Seek to meet individuals and communities where they are- especially those often underrepresented in our association.

## LET'S TALK ABOUT BIAS

- What is bias? A particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned.
- Are you biased? /Am I biased? Yes, you are biased, we are all biased. Simply because we all come from a different place, our upbringing, our opportunism and our life experiences.
- It is not necessarily a negative thing, it can be a challenge and it depends on how we look at things.
- It is just those things that we tend to lean towards or against a certain situation group or person.

## LET'S TALK ABOUT BIAS (con't)

- What is implicit bias? Implicit bias means that we are not aware that we are doing it, it is consciously or subconsciously holding something against someone or some group.
- As a leader you are always growing. Others are watching you. It is important that as a PTA leader , wanting to help grow future PTA leaders, you have to exude these qualities in these traits.
- Embrace your bias, acknowledge that you have it , and grow from it.
- When you recognize your bias, research why you have, work on yourself and your growth will be evident to your members.

## BIAS IN THE PTA

- Bias shows up a lot in the PTA. It shows up in our meeting, our meeting times, the make up of our board( i.e. by recycling the same 5 people for the past 8 years, that shows a bias towards the rest of the membership or any parent of family member who wants to be involved)
- Cognitive dissonance is the introduction of something different from the way we have believed or felt. Once given new information about a situation , person or group; how do you handle it, and what do you do with it.
- When we talk about advocating for “every child” we need to do just that advocate for all children. Check your biases at the door.
- Embrace your biases long enough to change it.

## WHAT CAN WE DO?

- Improve and be more aware of your thinking, reasoning and decision making
- Working on ourselves, exuding our growth, thereby making your thinking and reasoning more visible to others
- Inquire and encourage others' thinking, reasoning and embracing the different point of views
- Educate yourself, your board your administrators and your membership; by doing so your PTA will become more successful.

## REMEMBER ....

- To be inviting, welcoming and respectful of all.
- Be mindful of non-verbal communication cues ( facial and body language.
- Know that the way you carry yourself, your tone of voice, the way you engage your membership is all a reflection of your leadership
- Attitude reflects Leadership!
- We are all here pursuing the same goal, ***everychild.onevoice.***

# RESOURCES

- National PTA: [www.pta.org](http://www.pta.org)
- 10 Minutes to PTA the Transformative Way: A Learning Series on YouTube
- New York State PTA: [www.nyspta.org](http://www.nyspta.org)

# ANY QUESTIONS?



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# THANK YOU

- IF you have any more questions or would like more information on Diversity, Equity and Inclusion you can always go to :

[www.nyspta.org](http://www.nyspta.org)

[www.pta.org](http://www.pta.org)