



INTRODUCTION TO DIVERSITY, EQUITY, AND INCLUSION

PTA is a powerful voice for all children, a relevant resource for families and communities, and a strong advocate for the education and well-being of every child. Diversity, equity, and inclusion supports every child with one voice, no matter their race, ethnicity, zip code, income, gender identity, sexual orientation, immigration status, or abilities. LAPTAs recognize that advancing diversity, equity, and inclusion is an integral part of PTA's work and its vision of making every child's potential a reality. *LAPTA Toolkit: Diversity, Equity, and Inclusion* is a resource for PTA leaders to develop and advance their own diversity, equity, and inclusion plans and programs in their school and community.

Diversity is the range of human differences such as race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Equity is the fair and impartial treatment, access, opportunity, and advancement for all individuals considering systemic inequalities and outcome disparities within society.

Inclusion is active, intentional, and ongoing engagement in diversity in which different individuals or groups who may otherwise be excluded or marginalized are accepted, engaged, and welcomed.

To best serve all students, PTA leaders should become familiar with their school and community demographics. This provides useful student and school data such as total number of students, enrollment data by gender, ethnicity, disabilities, economic disadvantage, English language learners, migrants, homeless, and foster care. To access additional specific data, request information from the school or district administration.