PTA Leadership Training
Diversity & Inclusion Workshop

Hosted by Louisiana PTA
LouisianaPTA.org
Dia Young, National PTA DEI Committee Member

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

Why are we here? Why do you PTA?
To make every child’s potential a reality by engaging and empowering families and communities to advocate for all children.

Think. Pair. Share.
What does diversity mean to you?
What Is Diversity?

Diversity is differences in racial and ethnic, socioeconomic, geographic, and academic/professional backgrounds. People with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience.

What Is Inclusion?

Inclusion involves bringing together and harnessing diverse forces and resources in a way that is beneficial. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value and overall success.

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
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
- 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

What/who should your DEI Chair advocate for?

- To be one voice for every child, our PTAs must see the needs of *every child* in our schools.
- Complete National PTA Diversity Profile Template to learn your local:
  ✓ Racial demographics
  ✓ Socioeconomic status
  ✓ Physical or learning differences
  ✓ Religion
  ✓ Family structures
  ✓ LGBTQ+ Community
  ✓ Age ranges, Gender, Geography

Additional National PTA DEI Committee Resources

National PTA Quick Tips & Tools
Facebook Group – discussion and networking

Questions

Contact Information

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National PTA DEI Committee Member
985-318-9503
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<table>
<thead>
<tr>
<th><strong>Middle Child</strong></th>
<th>Grandparent Played Key Role in Raising Me</th>
<th><strong>Speak 2 or More Languages</strong></th>
<th><strong>Tattooed</strong></th>
<th><strong>Live in Rural Area</strong></th>
<th><strong>Gen Y or Gen Z</strong></th>
<th><strong>Have Been Stopped by Police Based on Appearance</strong></th>
<th><strong>Raised by Single Parent</strong></th>
<th><strong>Financially Support Parents or Extended Family</strong></th>
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<tbody>
<tr>
<td><strong>Went to Segregated School</strong></td>
<td><strong>Youngest Child</strong></td>
<td><strong>Grew Up in a Military Family</strong></td>
<td><strong>Told by a Teacher I'd Never Go Anywhere in Life</strong></td>
<td><strong>Identify as an Ethnic or Racial Minority</strong></td>
<td><strong>Have a Twin</strong></td>
<td><strong>Divorced</strong></td>
<td><strong>Adopted a Child</strong></td>
<td><strong>Know Someone Killed by Gun Violence</strong></td>
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<tr>
<td><strong>Have Grandkids</strong></td>
<td><strong>Was Adopted</strong></td>
<td><strong>Have &gt;2 Children</strong></td>
<td><strong>Learned to &quot;Code-Switch&quot; or Alternate Btw 2 Languages</strong></td>
<td><strong>Cancer Survivor</strong></td>
<td><strong>Have Strong Connections to Policymakers</strong></td>
<td><strong>Received Welfare or Food Stamps as Child or Adult</strong></td>
<td><strong>Widow/Widower</strong></td>
<td><strong>Have an Advanced Degree (MS, Ph.D., etc.)</strong></td>
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<tr>
<td><strong>English is Not My Preferred Language</strong></td>
<td><strong>First Born</strong></td>
<td><strong>Held a Minimum Wage Job as Adult</strong></td>
<td><strong>Live in a City</strong></td>
<td><strong>Have a Child Who Was Bullied</strong></td>
<td><strong>Advocate for LGBTQ Issues</strong></td>
<td><strong>Didn't Complete College</strong></td>
<td><strong>Identify as Multi-Racial</strong></td>
<td><strong>PTA Member 10+ Years</strong></td>
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<tr>
<td><strong>Former or Active US Military</strong></td>
<td><strong>Educator</strong></td>
<td><strong>Attended a Historically Black College or University</strong></td>
<td><strong>Not a Christian</strong></td>
<td><strong>PTA Member &lt;5 Years</strong></td>
<td><strong>Testified at a Public Hearing</strong></td>
<td><strong>Parent of Child with Special Needs/Chronic Illness</strong></td>
<td><strong>Work Fulltime</strong></td>
<td><strong>Born in a Foreign Country</strong></td>
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<td><strong>Fear Public Speaking</strong></td>
<td><strong>Care for an Aging/Sick Parent or Elderly Relative</strong></td>
<td><strong>Foster Parent</strong></td>
<td><strong>Related to Someone with a Drug Addiction</strong></td>
<td><strong>Ride a Motorcycle</strong></td>
<td><strong>Serve(d) as a School Board Member</strong></td>
<td><strong>Former PTA President (Any Level)</strong></td>
<td><strong>Live(d) Overseas</strong></td>
<td><strong>Own a Business</strong></td>
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