



Diversity, Equity, and Inclusion

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What is Diversity, Equity, and Inclusion? (DEI)

From the National PTA

- “Diversity and inclusion are about more than gender and race/ethnicity. While those remain key, we now define diversity to include the many differences that distinguish people, including mental, emotional, psychological and physical disabilities; learning styles; geographic residence; languages used; cultural heritage; educational level and more. However, recognizing the value of differences is just one part of a PTA initiative. Inclusion is equally critical. This means reaching out to people, engaging them in ways that address their needs and perspectives, and encouraging all families to become actively involved in PTA activities and membership.”
- “Diversity, equity and inclusion cannot be the stand-alone work of one committee or even a small group of individuals. It is the work of every PTA member who decides to serve the families and children in their community.”

Think about our community's children and their education. They need all of us to teach them to...



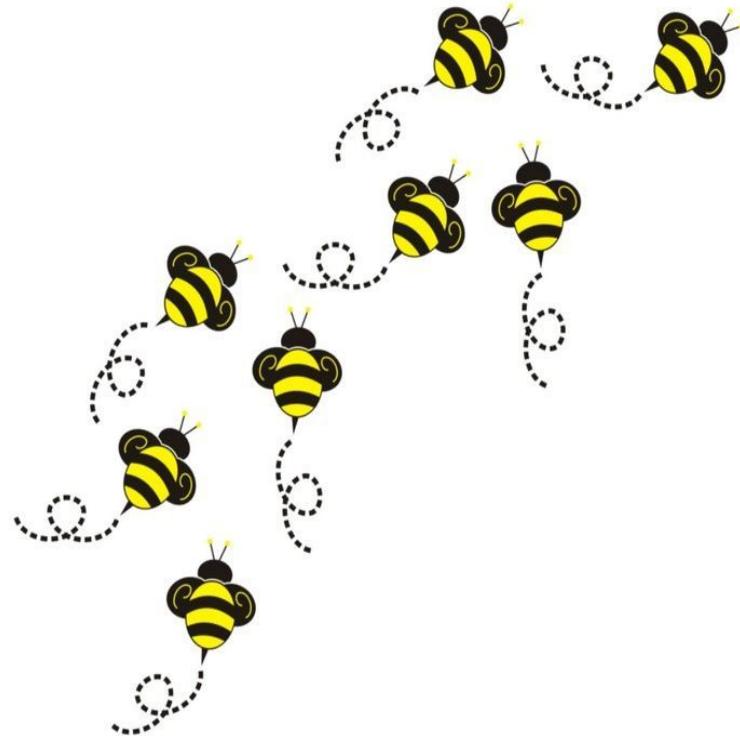
- Acknowledge and appreciate individual ideas, knowledge, and values that are different from their own.
- Seek out and learn from a diverse set of perspectives, skills, and experiences.
- Stay open to the unfamiliar and possibly uncomfortable.

To do this, we all
must willingly
acknowledge...

- That there are students, families, caregivers, staff, and teachers who do not feel a sense of belonging to the Daniel Bagley community.
- That people do not always feel safe and comfortable openly sharing their opinions or concerns.
- That there continues to be marginalized and underrepresented voices in the DB community.
- That all children deserve an equal chance for educational success, and that may mean providing additional resources to those with greater needs.

Daniel Bagley PTA's Mission

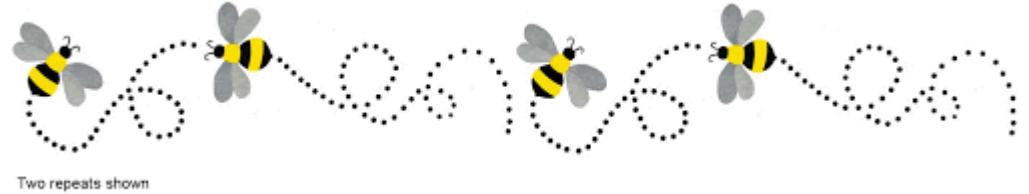
1. Raise funds to support our school.
2. Allocate these funds in accordance with the Bagley PTA membership's priorities.
3. Develop fun events that build community.
4. Support forums that facilitate communication (Buzz newsletter, PTA meetings, Parent Education Forums).
5. Offer ways for our community to be involved and engaged in our school.



Draft Mission Statement:

The mission of the Daniel Bagley PTA's Diversity, Equity, and Inclusion (DEI) Committee is to support inclusion, engagement, and belonging for all in the Daniel Bagley community.

DEI committee goals



- Recruit a committee representative of the DB community
- Work with families, educators, and our community to engage a diverse range of voices and lived experiences
- Continue to recognize and address bias and privilege
- Connect with other SPS DEI groups to share ideas, tools, and resources
- Work cooperatively and respectfully with colleagues with different roles, goals, and approaches

What could DEI do for our PTA? (some ideas)

- Examine PTA programming through a DEI lens
- Provide a forum for safe discussion about DEI DB concerns
- “The Buzz” newsletter and other communication forums – multiple languages, sensitive content, accessibility (print vs. online)
- Help brainstorm creative events that could build community by connecting teachers, students, staff, and families
- Help design and implement DEI programming
- Continue to facilitate family outreach and connection
 - Cross cultural events calendar
 - Culturally diverse speakers and performers for school events
 - Organize workshops/trainings
 - Collaborate with DB Race and Equity Instructional Design Committee

What is great about PTA at our level?

- National, state, and local PTAs review all the data, make recommendations and policy, and advocate for our children.
- The DB PTA (in coordination with DB educators and staff) can help to make changes that directly affect our children's educational success, health, and well-being.
- Diversity, equity, and inclusion changes can start here.

Thank you!

Come join the conversation!

Email me if you are interested in learning more. We can set up a time in the next few weeks for a group discussion.

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