



Diversity, Equity & Inclusion

Tips for Your PTA Unit

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Inclusion Matters

How a Bucket of Halloween Candy
Launched My PTA Career



Have You Ever Felt Excluded from a Group?



How did it feel?

Did it inspire you to join the group? Or did it make you want to walk away?

Has the PTA ever made you feel excluded?

Have you heard people complain that the PTA is a clique?

Have you ever thought about who your PTA was excluding?

Everyone should feel like they are welcome in the PTA and represented by the PTA.

Every Child. One Voice.

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





DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could be:

Black, White, Latinx, East Asian American, South Asian American,
Native American/Indigenous, European descent



How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could be:

Christian, Jewish, Muslim, Hindu, Sikh, Mormon, Atheist



How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could be:

Straight, gay, lesbian, cisgender, transgender, gender expansive, intersexual



How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could be:

Refugees, immigrants, foster children, adopted children



How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could have:

Physical disabilities, food allergies, restrictive diets, chronic illness, mental health issues,
learning differences, eating disorders, weight issues



How Can We Better Recognize Diversity?

Think about all the types of students and families at your school and what their circumstances might be.

Your students and families could have:

Married parents, single parents, divorced parents, stepparents,
multigenerational households, both parents working,
unemployed parents, parents in the military,
financial hardships, experienced death of a family member



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Every student has their own set of circumstances and needs. We serve them all.



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

- Take holidays and observances into consideration when you plan your events.
- Don't schedule events on days that are religious holidays.
- Don't plan events with food during Ramadan.



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

- When planning an event that includes food, provide alternatives for students with dietary restrictions.
- Enjoy Life & Yum Earth are two good brands.
- Consider non-food treats instead.



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

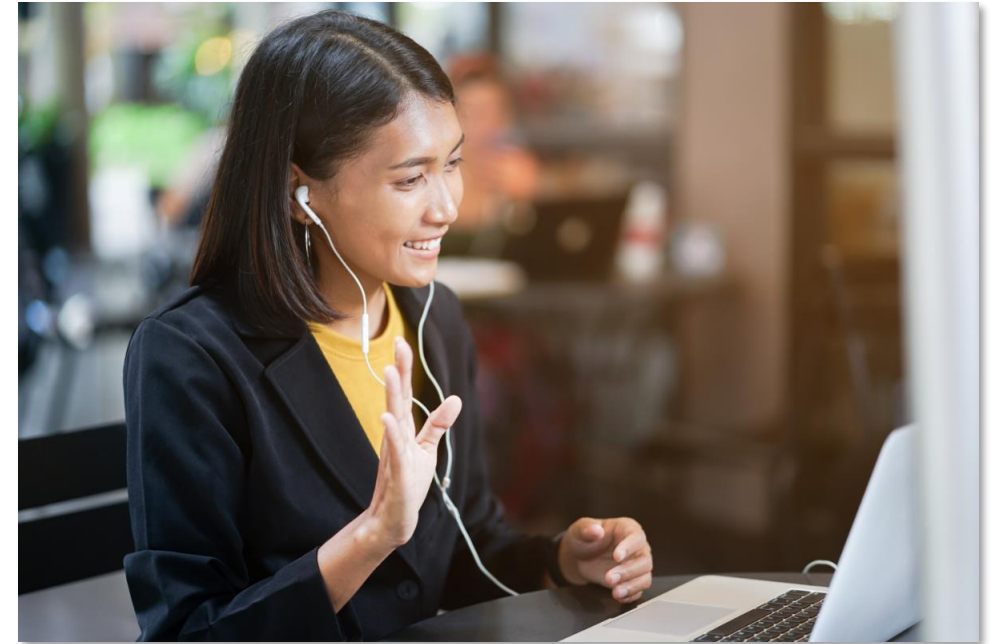
- Create a welcoming environment at your meetings.
- Welcome your guests when they arrive and include them in discussions before, during, and after the meeting.
- Don't create an image of "Us vs. Them" by having all the board members sit in a row.
- When you're chatting afterwards or at school pick-up/drop-off, stand in a U, not a circle



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

- Consider livestreaming in-person meetings and events for parents who can't attend in person or who have hearing issues or other physical limitations.
- Consider providing closed captioning for virtual meetings
- Consider providing ASL interpreters



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

- Consider removing gender from events.
 - Turn a daddy/daughter dance into a VIP dance.
 - Turn a “Muffins with Mom” event into a “Donuts with Grown-ups” event.
- If you don’t have enough space to host the entire school at one time, don’t use gender as the way to stagger attendance.
- Avoid “boys vs. girls” competitions.



How Can We Promote Inclusion?

Here are some ideas for making your unit more inclusive:

- Provide low-stimulus spaces and activities at your events.
- Offer a quiet room for students who get overstimulated.
- Consider alternatives to activities that have loud noise or bright/flashing lights.



How Can We Promote Inclusion?

Any other suggestions?



How Can We Strive Toward Equity?

Here are some ideas for making your unit more equitable:

- Find ways to make events free or affordable for all.
- Use funds you've raised to host multiple free events each year.
- Look for corporate sponsors to offset the cost of your event.
- Use PTA membership as "golden ticket" for certain events.



How Can We Strive Toward Equity?

Here are some ideas for making your unit more equitable:

- Find ways to make your events and resources accessible to all.
 - Livestream meetings, even if they are held in-person.
 - Provide captions for videos you share.
 - If you hold outdoor events, make sure any games or play equipment you provide accommodate all students.



How Can We Strive Toward Equity?

Here are some ideas for making your unit more equitable:

- When you spend money on supplies or projects for the school, make sure you take into consideration the needs of the typically marginalized or forgotten groups of students.
- Buying books for classroom libraries? Make sure the representation provides windows and mirrors for all students.
- Buying playground equipment? Make sure there are options for students with physical disabilities.



How Can We Strive Toward Equity?

Here are some ideas for making your unit more equitable:

- Ask people about their needs and then listen.
- Put people from diverse backgrounds in leadership positions. (But avoid tokenism!)

What's tokenism?

The practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups in order to give the appearance of racial or gender equality within a workplace or educational context



How Can We Strive Toward Equity?

Any other suggestions?



Council's DEI Work

Looking for some plug-and-play solutions? Leverage the work that council has already been doing.

Diversity-Related Facebook Posts

Since February 2021, Council has been making regular posts on its Facebook page to acknowledge and provide learning resources about holidays, observances, and months/weeks/days of recognition. Over 40 posts so far! Share them with your families!

<https://www.facebook.com/LivoniaPTSACouncil>

This year for
Women's History Month

Livonia PTSA Council
invites you to join us as we learn about

**Groundbreaking
Women**

This week's theme:

Women in STEM

Council's DEI Work

Looking for some plug-and-play solutions? Leverage the work that council has already been doing.

Windows, Mirrors, and Sliding Glass Doors Book Lists

Since May 2021, Council has been curating a monthly list of books that include a broad representation of characters and life experiences, so that all students can see themselves reflected in books and learn about others. Share these book lists with your families!

Livonia PTSA Council
invites you to introduce your
students to these diverse
books that act as

**Windows,
Mirrors, and
Sliding Glass Doors**



Council's DEI Work

Looking for some plug-and-play solutions? Leverage the work that council has already been doing.

Safe Treats Kids

When Council hosts events that include food, we offer alternatives that are free of the top 8 allergens. Follow our lead and borrow our graphics. Talk to us about lessons learned over the years.



Council's DEI Work

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Summer Book Club

We are in early planning stages of a summer book club for students and their grown-ups with books that promote inclusion. Stay tuned for more details!



Appointing a DEI Chair for Your Unit

This year we encourage you to appoint a DEI chairperson for your unit.

- Earn 100 PEP points for appointing a DEI chair!

What can your DEI chair focus on?

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What can your DEI chair focus on?

Talking to your school community to find out who has been feeling excluded so far and how they think the PTA could better serve them

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What can your DEI chair focus on?

Sharing the DEI content that council provides

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What can your DEI chair focus on?

Planning events that celebrate diversity and promote understanding and inclusion

- Culture night
- World music night
- Event with food from around the world

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What can your DEI chair focus on?

Being involved in unit discussions to ensure all students' needs are considered when planning events or projects

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What can your DEI chair focus on?

Learning more about DEI through PTA conventions, workshops, PTA resources, Facebook groups, podcasts, books, documentaries, etc.

Facebook groups/pages to look for:

- National PTA Diversity and Inclusion Outreach
- Michigan PTA Diversity, Equity and Inclusion Group
- Michigan PTA Diversity, Equity & Inclusion Forum

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What can your DEI chair focus on?

Encouraging people from diverse backgrounds to join your board or chair committees or have a seat at the table

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What can your DEI chair focus on?

Finding diverse partners in the community to support the needs of your families and to reflect a commitment to DEI

- Hire minority-owned businesses for your events
- Provide gift cards to minority-owned businesses as prizes

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What can your DEI chair focus on?

Sharing a weekly/monthly DEI message in school newsletters

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What can your DEI chair focus on?

Creating clubs that are related to DEI topics

- Clubs that celebrate heritage
- Book club that focuses on diverse books
- Book reviewers club where students provide reviews of diverse books
- Anime club
- Life skills club that teaches kids about financial literacy, household management, entrepreneurship, etc.

**Diversity is having a seat at the table.
Inclusion is having a voice.
And belonging is having that voice be
heard.**

- Liz Fosslien

