

Steps to Building a Diverse & Inclusive PTA



Step 1 - *Define Diversity*

- Diversity may have different meanings for different individuals.
- Diversity can mean identifying, valuing and enlisting the unique characteristics and abilities of all families.

Step 2 - *Gather Information*

- Identify the groups in your community who should be invited and included to participate. Consider gender, race, national origin, religion, sexual orientation, and special needs.
- Ask leaders of other groups how you can cooperate with them, or ask them to serve as advisors (on your board, for a joint project, etc).

Step 3 - *Understand the Issues*

- Invite speakers to hold workshops about cultural, ethnic, or religious issues for the PTA board, your membership, parents, and students.
- Include current and emerging issues from all communities on your agenda and in your plans.

Step 4 - *Build Awareness*

- Be responsive to the language needs of others; provide assistance as needed.
- Remove physical barriers that discourage participation by those with disabilities.

Step 5 - *Make Changes*

- Plan meetings and activities that avoid conflicts with ethnic and religious holidays and observances or that make it difficult for working or single parents to attend.
- Work to understand and promote respect for the unique contributions of every family. Together they make your PTA an effective voice for all children.

Adapted in 2006 from "Respecting Differences Resource Guide", National PTA