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## DIVERSITY, EQUITY AND INCLUSION

### JOIN OUR MAILING LIST

Tell us your name, email, ZIP code and PTA district, then let us know which publications you are interested in receiving!

\* indicates required

Email Address \*

First Name

Last Name

Zip

District Name

#### I am interested in:

- PTA Connects
- Creative Connection (Arts)
- Member Perks
- Membership Monday
- PTA in California
- Spanish-language publications

Subscribe



**DIVERSITY,  
EQUITY &  
INCLUSION IS  
THE WORK OF  
EVERYONE!**

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.

### DIVERSITY

Diversity is representation of, and respect for, people from different backgrounds and identities—including but not limited to race, culture, religion, socio-economic status, age, geographic area, sexual orientation and gender identification, language, learning style and physical appearance.

*To embody and live this value, PTAs must:*

- Actively recruit and elect a team of leaders who represent the school community you serve.
- Support units from less represented or resourced areas, backgrounds and perspectives.

[How to Welcome Diverse Perspectives into your PTA \(https://www.pta.org/docs/default-source/default-document-library/diversity-outreach-2-pager\\_v3.pdf\)](https://www.pta.org/docs/default-source/default-document-library/diversity-outreach-2-pager_v3.pdf)

[Cómo Acoger Perspectivas Diversas en su PTA \(https://www.pta.org/docs/default-source/default-document-library/diversity-outreach-2-pager\\_es7a9546f1aa3e63899f67ff00009b2bd9.pdf\)](https://www.pta.org/docs/default-source/default-document-library/diversity-outreach-2-pager_es7a9546f1aa3e63899f67ff00009b2bd9.pdf)



### EQUITY

Equity provides fairness in resources, opportunities and outcomes so that all communities get what they need to be engaged and successful. It moves beyond “equal” to:

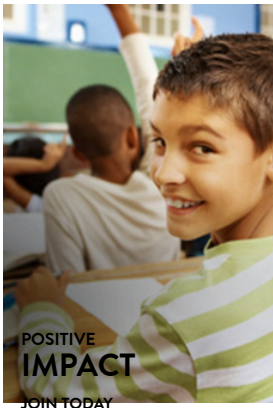
1. Recognize and address bias and privilege.
2. Understand and attend to specific individual and community needs, providing additional resources to those with greater needs.

*To embody and live this value, PTAs must:*

- Prioritize and advocate for innovative, sustainable solutions that work for a diverse range of children and families, especially those underrepresented and/or marginalized in our communities.
- Persist in the face of challenges and hold ourselves and our partners—including educators and policymakers—accountable.



Join PTA



INCLUSION

Inclusion is actions, behaviors and social norms that ensure all people feel they are safe, welcomed and that they belong. This means putting diversity into action with skill and intentionality to ensure everyone feels respected, supported and valued—and can fully participate with equal voice and right to be heard. This includes actively seeking out voices that have been traditionally underrepresented and/or marginalized.



That means tending to power dynamics where they occur and setting up a level playing field for all to engage in our work.

To embody and live this value, PTAs must:

- Engage a diverse range of voices and lived experiences from members and prospective members— and seek to meet individuals and communities where they are—especially those currently or traditionally underrepresented and/or marginalized in our association.
- Solicit stakeholder input, incorporate it in visible and meaningful ways, and share credit.
- Account for cultural, status and power dynamics in our many relationships.

Already have your electronic membership?

TOTEM LOGIN ([HTTPS://JOINTOTEM.COM/](https://jointotem.com/))

LEARNING TOOLS



Support the Cause

Your generous contribution to the California State PTA will help us continue to develop and deliver top quality programs and services in support of all children and families.

DONATE

**Diversity** is representation of, and respect for, people from different backgrounds and identities.

**Inclusion** is actions, behaviors and social norms that ensure all people feel they are safe, welcomed, and that they belong.

**Equity** provides fairness in resources, opportunities and outcomes so that all communities get what they need to be engaged and successful.

Our Commitment to Diversity, Equity and Inclusion (<https://www.pta.org/docs/default-source/default-document-library/dei-brief-final-072720.pdf>) (PDF)

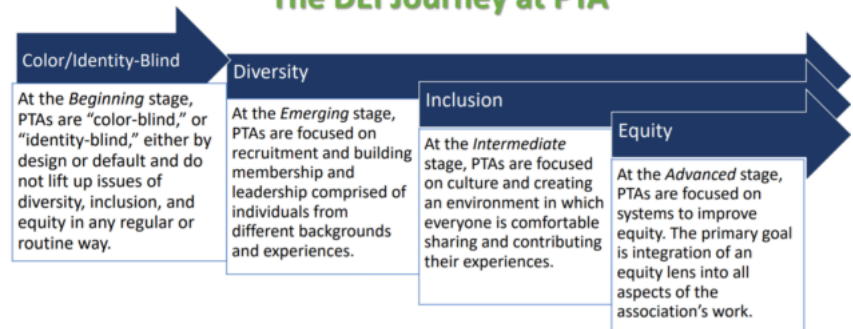
Nuestro Compromiso con la Diversidad, la Equidad y la Inclusión (<https://www.pta.org/docs/default-source/default-document-library/dei-brief---es.pdf>) (PDF)

PTA Local Leader Guidance for Diversity, Equity and Inclusion (<https://www.pta.org/docs/default-source/files/runyourpta/2020/diversity/dei-guide-for-pta-local-leaders.pdf>) – Use this guide to assess where your PTA is – and where your PTA is headed – on your DEI journey

Guía para Líderes Locales sobre Diversidad, Equidad e Inclusión ([https://www.pta.org/docs/default-source/default-document-library/dei-guide\\_es.pdf](https://www.pta.org/docs/default-source/default-document-library/dei-guide_es.pdf))

THE DEI JOURNEY AT PTA

The DEI Journey at PTA



## MULTICULTURAL CALENDAR

The rich diversity in our communities is reflected in the observances celebrated by various cultures and populations. The National PTA's Center for Family Engagement has created this Multicultural Calendar to highlight and celebrate the diversity in our PTA and school communities!

Click here (<https://www.pta.org/docs/default-source/files/runyourpta/2025/awarenesscalendar-25-26.pdf>) to view the most recent National PTA Multicultural Calendar.

## LGBTQ GLOSSARY

National PTA partnered with the Human Rights Campaign to develop a glossary to help ensure your PTA understands and uses appropriate, affirming language to create inclusive environments for LGBTQ children and families.

Click here (<https://www.pta.org/docs/default-source/files/runyourpta/2020/diversity/lgbtq-glossary.pdf>) to view the LGBTQ Glossary.

## CALIFORNIA STATE PTA POSITION STATEMENTS

- Equity for All Children and Youth (<http://toolkit.capta.org/advocacy/position-statements/equity-all-children-youth/>)
- Inclusiveness and Diversity (<http://toolkit.capta.org/advocacy/position-statements/inclusiveness-and-diversity/>)
- Interpersonal Relations (<http://toolkit.capta.org/advocacy/position-statements/interpersonal-relations/>)

## NATIONAL PTA POSITION STATEMENTS

- Addressing Institutional or Systemic Racism PS (<https://www.pta.org/docs/default-source/files/advocacy/position-statements/addressing-institutional-or-systemic-racism-ps.pdf>)
- Inclusive Curriculum in K-12 Schools Position Statement (<https://www.pta.org/docs/default-source/files/advocacy/position-statements/inclusive-curriculum-in-k-12-schools-ps.pdf>)

## RESOURCES

- Diversity and Inclusion Toolkit (<https://www.pta.org/docs/default-source/uploadedfiles/2016-diversity-toolkit.pdf>) – National PTA
- How to Talk About Race and Justice in America (<https://www.pta.org/docs/default-source/default-document-library/how-to-talk-about-race-justice-in-americaaa2a48f1aa3e63899f67ff00009b2bd9.pdf>) – National PTA
- Getting Started with Diversity, Equity & Inclusion (<https://www.pta.org/home/run-your-pta/Diversity-Equity-Inclusion/leadership-tips-and-tools/Quick-Tips-Getting-Started>) – National PTA
- Advancing Diversity, Equity and Inclusion in your PTA (<https://nyspta.org/wp-content/uploads/2020/09/Advancing-DEI-in-PTA-slides-9-14-20.pdf>) – National PTA, The Center for Family Engagement
- National PTA Initiative – The Center for Family Engagement (<https://www.pta.org/center-for-family-engagement>) – National PTA
- 12 Things Disabled People Want Their Nondisabled Friends to Know ([https://www.huffpost.com/entry/disabled-people-want-nondisabled-friends-to-know\\_L\\_604808d5c5b672fce4e8f436](https://www.huffpost.com/entry/disabled-people-want-nondisabled-friends-to-know_L_604808d5c5b672fce4e8f436)) – Huffington Post
- The Characteristics of White Supremacy Culture (<https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>) – Showing up For Racial Justice
- LBCPTA DEI Committee Guide ([https://docs.google.com/document/d/1mUoTHiOPKIQGhJ0poJilPpUb\\_RZ8Jy\\_EdCLban0-ZqA](https://docs.google.com/document/d/1mUoTHiOPKIQGhJ0poJilPpUb_RZ8Jy_EdCLban0-ZqA)) – LBCPTA
- Equality vs equity (<https://www.youtube.com/watch?v=tZd4no4gZnc>) – YouTube video





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