

SES PTA - Diversity/Equity/Inclusion - Statement of Purpose and Goals
(for consideration, Feb 2023)

Definitions:

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, gender identification, language, learning style, neurodivergence, physical appearance and (dis)ability status.

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 recognizing and addressing bias and privilege and understanding and attending to specific individual and community needs, as well as providing additional resources to those with greater needs.

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

Statement of purpose:

The SES PTA is committed to promoting an environment of inclusion and equity and fostering diversity for all the SES Community. The PTA will communicate these beliefs and definitions with other PTA members and committees and critically reflect on areas where our PTA has successes and where we have challenges when it comes to diversity, equity, and inclusion. We will work with all PTA committees and stakeholders to ensure events and activities promote an environment of inclusion and equity and foster diversity.

Goals:

1. Collaborate with our faculty, staff, guardians, and community to develop sustainable solutions that work for a diverse range of children and families, especially those underrepresented and/or marginalized in our communities.
2. Facilitate ongoing conversations in order to evaluate areas of improvement for ourselves and the greater SES community, including educators and policymakers.
3. Solicit input from diverse members of our community, especially those underrepresented and/or marginalized in our association and incorporate the input in visible and meaningful ways.
4. Account for cultural and communication differences and understand the power dynamics at place in the SES community and our PTA.
5. Provide a safe space for all members of our community to engage in conversation and learning about diversity, equity, and inclusion.
6. Work with all PTA committees to ensure events, outreach and engagement are done with

the lens of diversity, equity, and inclusion.