



Diversity, Equity and Inclusion Plan

WHAT ARE WE CALLED TO DO?

PTA advocates for every child and we speak with one voice. It is our responsibility to acknowledge and address the needs of our ever-increasing and ever-changing diverse population. As our communities become increasingly diverse, we must embrace the challenges and renew our pledge of advocacy to ensure that each child's voice is heard.

Diversity is defined as including and realizing the potential of everyone regardless of race, ethnicity, culture, gender, marital status, socio-economic status, education, mental/physical/emotional challenges, national origin, parental status, employment status, experience, language, religion, ability, age, learning styles, sexual orientation, gender identity, gender expression, geographic/residence, and more.

Equity strives to ensure that everyone (while honoring identities and backgrounds) has what they need to succeed. It is a process through which systems must consistently be engaged to ensure everyone has the opportunity to grow, contribute, and develop. It means those with fewer barriers and more advantages may, on paper, 'get less' while those with greater barriers and fewer advantages will 'get more' so that both can end up in the same final spot. Florida PTA must recognize community needs, and provide additional resources where needed.

Inclusion requires action. It is in creating a space where all individuals feel a sense of belonging. Community members with different identities must feel valued, welcomed, empowered, and leveraged. Florida PTA must collaborate respectfully and cooperatively to engage a mixture of voices and lived experiences.

WHAT WILL WE ACCOMPLISH?

One of the goals of Florida PTA, through the Diversity, Equity and Inclusion (DEI) committee, is to educate the various levels of PTA within our state regarding the importance of:

- ❖ identifying/recognizing the diverse populations in their areas,
- ❖ providing resources to support advocating for equity & inclusion among the diverse populations,
- ❖ countering hate speech, and
- ❖ encouraging the incorporation of DEI in the daily functions at all PTA levels.

Through embracing these efforts, the relevance of PTA to all families and children can be realized. Florida PTA's DEI efforts are the foundation that nourishes our association.

Secondly, potential leaders from across the state can be identified and mentored to expand the knowledge base of Florida PTA. The goal is to form a pool of qualified leaders who can fill leadership roles at local, county, regional, and state levels, thus bringing more diverse members and perspectives to our leadership teams and strengthening DEI efforts within our association.

It is through the understanding and addressing of the unique needs of our diverse populations that we expect to increase our parent involvement at the local, county, and state levels. Florida PTA will also constantly evaluate how we are meeting the needs of diverse populations through these DEI efforts. We will speak in a powerful voice on behalf of all children and the issues they face.

ROADMAP TO ACHIEVEMENT

Board Commitment

Florida PTA will renew its commitment to diversity, equity and inclusion. While the Diversity, Equity and Inclusion Committee will have significant roles to play, all board members have a significant role in the realization of this plan. Each board member recognizes that creating an environment of opportunities for inclusion is paramount to the success of these efforts. Thus, we agree to review and share the resources found in National PTA's Diversity, Equity & Inclusion resource materials. We also agree to self-reflect on issues surrounding DEI and incorporate this into our respective areas within Florida PTA.

Self-Reflection

FL PTA Board will be provided with Implicit Bias training to help identify biases and seek and seize growth opportunities to reduce those biases.

Survey

In order to empower our members to better serve our communities, Florida PTA will gather data on our members, via a confidential demographic survey which will be distributed to all members every 2 years. The DEI Committee will analyze this data and help determine the types of resources and/or services needed for our local units, councils and state leadership.

Engagement – 1) Through our connection with local units, council, regions, and outside organizations, Florida PTA Board of Directors will identify diverse individuals committed to children and the driven to make a difference. Florida PTA will provide members with leadership and growth opportunities through encouragement, cultivation of skills and understanding, and professional development. County council nominating committees will also be encouraged to seek the guidance of the Diversity, Equity and Inclusion Committee for any individuals who can fit a leadership need at the county level. Essential characteristics of potential leaders are willingness to commit and collaborate, as well as being conscientious to learn and execute the mission of PTA.

2) We will develop programs/events throughout the year and at the state leadership convention to address the needs of our diverse population and educate our membership.

Evaluation of Our Efforts

Through the careful analysis of our collected data and feedback from members, we commit to consistently reevaluating our existing policies, procedures, and plans of work. This is to pledge that our statewide policies will support and inspire positive cultural change resulting in greater diversity, equity and inclusion for all of our children and families.

COMMITMENT STATEMENT

Florida PTA has a history of recognizing the diverse nature of our population, acknowledging the contributions and advocating for a variety of needs.

Through ongoing efforts, Florida PTA is committed to ensuring that our membership and leadership represents the diverse population in our state. Furthermore, Florida PTA is equally committed to assisting our regions, councils, and local units in recognizing and supporting their diverse populations. Florida PTA encourages unity among our PTA families and will not stand for racism, bigotry, discrimination, negativism, toward our children. We will hold open conversations to allow us to listen, discuss, and learn from each other. We have and will continue to speak with one voice for every child!



**Diversity, Equity & Inclusion
Committee**