

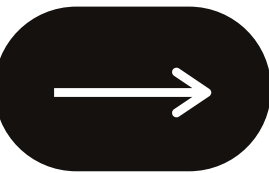


**FREE STATE PTA  
CON LIVE  
AUGUST 12-14, 2021**

# Creating Diverse & Inclusive PTA Boards and Memberships

With Yvonne VanLowe, Chair; Idara Umoh, Vice Chair; &  
Carla Morris, Vice Chair

MCCPTA Diversity, Equity & Inclusion Committee



# Creating Diverse & Inclusive PTA Boards and Memberships

- History of PTA and Diversity, Equity & Inclusion (DEI) connection
- PTA Local Leader Guidance for Diversity, Equity & Inclusion
- Outreach, Programming, Advocating, Governing & Leading
- Advocacy Case Study Example: School Resource Officer Resolution in Montgomery County schools
- Q&A
- Resources

# Participation Guidelines

- One person speak at a time
- When we brainstorm or generate ideas, please willingly withhold immediate judgment
- Listen for understanding before responding
- Treat each other with respect and objectivity, remain flexible, and be willing to tolerate some ambiguity
- Be prepared to learn something new
- Keep a sense of humor and have fun!

# The History of PTA & Its Diversity & Equity Connection



# PTA Roots in DEI Efforts



**1897**

Alice McLellan Birney and Phoebe Apperson Hearst founded the organization to support their mission to eliminate threats that endangered children.



**1926**

National Congress of Colored Parents and Teachers (NCCPT) founded by Selena Sloan Butler in Atlanta, Ga. in 1926 so that African-American children might have PTA service

# Guidance to PTA Leaders in Supporting DEI Efforts

Diversity \* Equity \* Inclusion

What do these terms mean?

# Diversity \* Equity \* Inclusion

## What do these terms mean?



**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.



# PTA Local Leader Guidance for Diversity, Equity & Inclusion

## Beginning

PTAs are “color-blind” or “identity-blind,” either by design or default, and do not lift up issues of diversity, equity and inclusion in any regular or routine way.

## Emerging

PTAs are focused on building membership and leadership comprised of individuals from different backgrounds and experiences

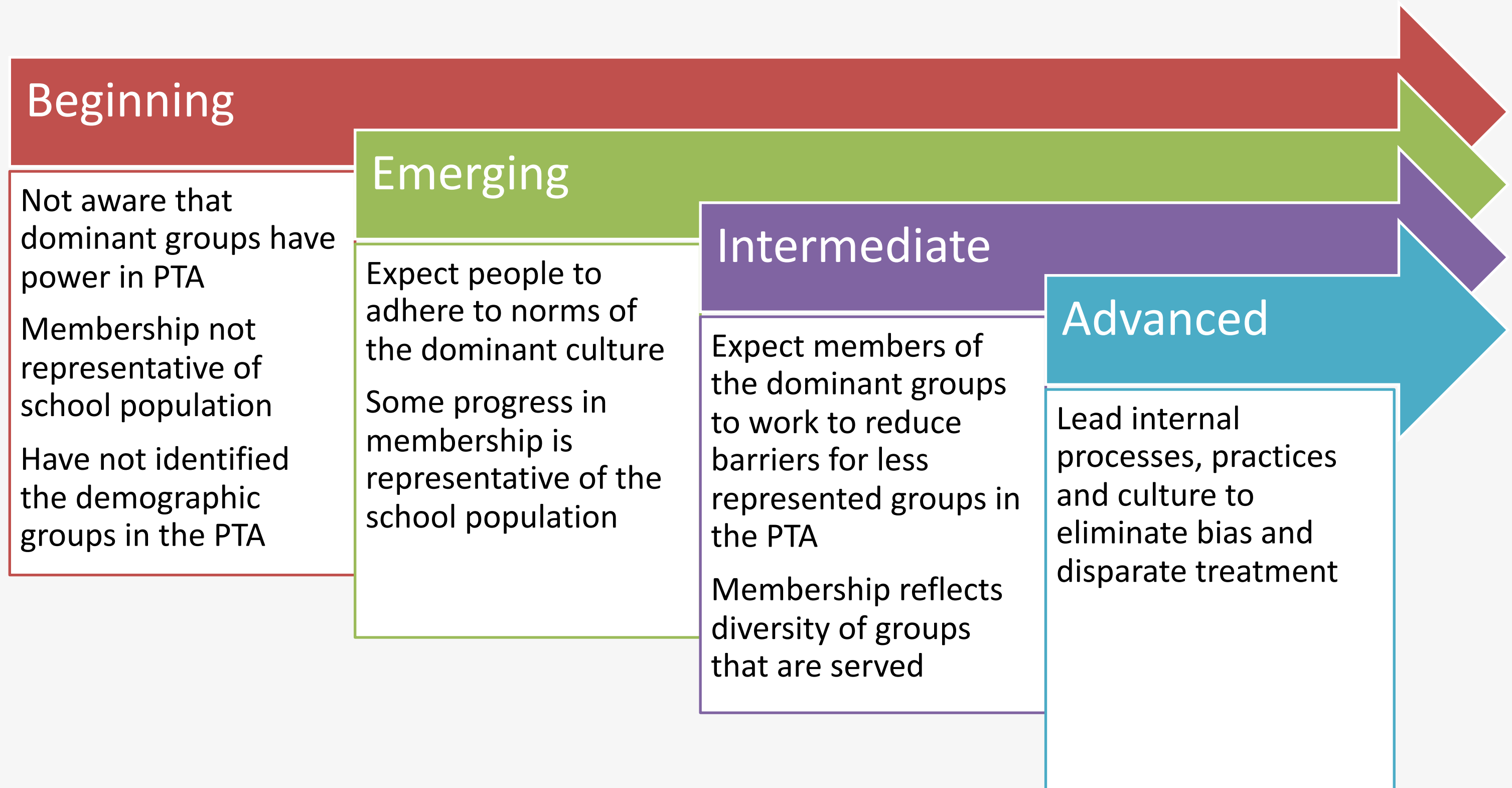
## Intermediate

PTAs are focused on culture and creating an environment in which everyone is comfortable sharing and contributing their experiences.

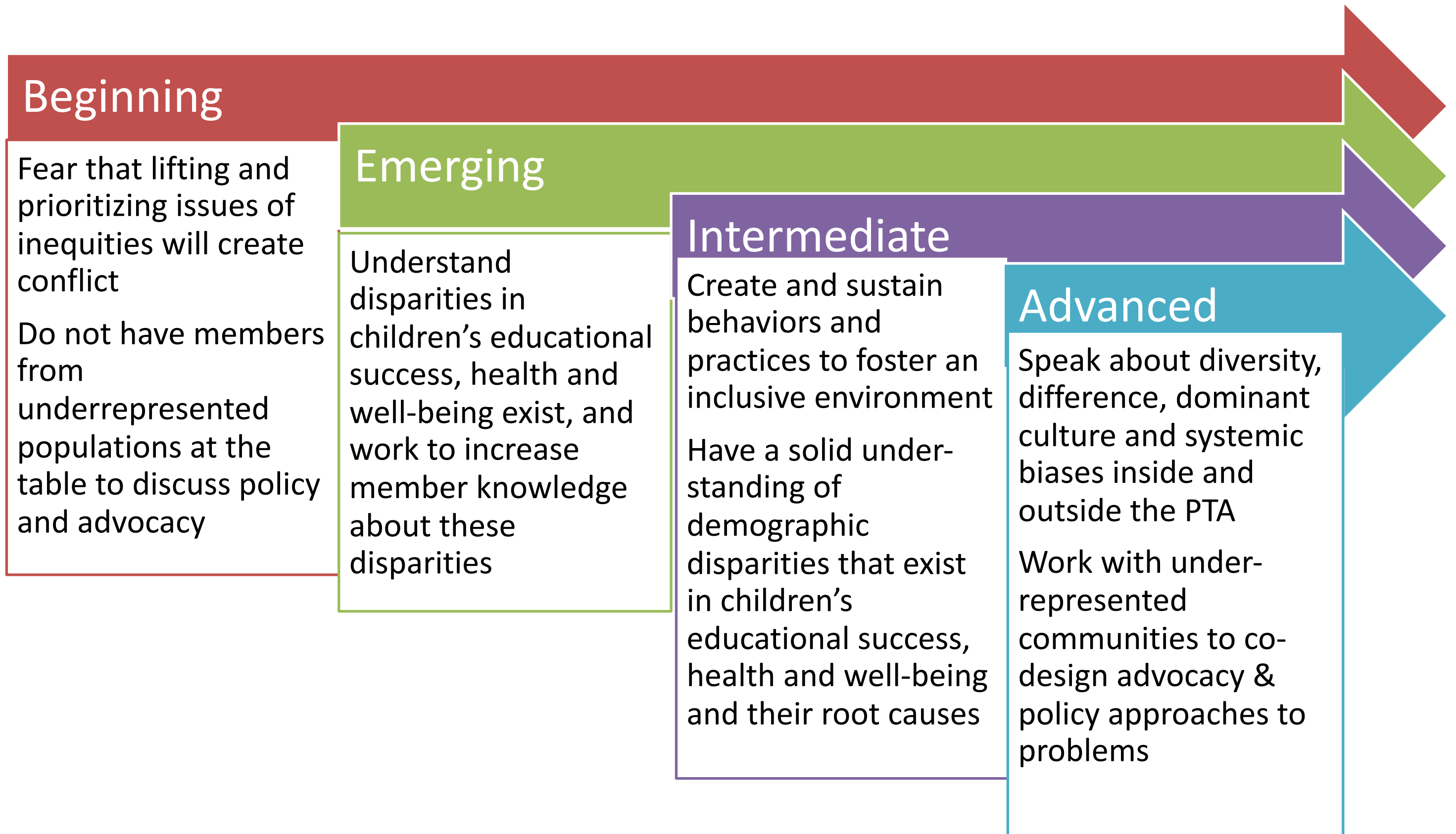
## Advanced

PTAs are focused on systems to improve equity.  
The primary goal is integration of an equity lens into all aspects of the association’s work.

# DEI in Membership



# DEI in Advocacy



# DEI in Governance & Leadership

## Beginning

Have not determined which demographic group(s) are not represented in PTA governance and leadership

Have determined that including under-represented groups requires too much effort and/or change to recruit into leadership

## Emerging

Leadership has made a conscious decision to increase knowledge about DEI by seeking and requiring training

## Intermediate

Shift the PTA's norms and practices so that diverse lived experiences are welcomed and can meaningfully contribute

Provide training and coaching/mentoring to members to improve their skills to work across differences and inspire better thinking and solutions

## Advanced

Assess and remove the structural barriers that keep under-represented groups from seeking or attaining leadership in PTA

**Montgomery County DEI**

**Case Study: MCCPTA School Officer**

**Resolution Advocacy**

# Q&A

# Questions to Think About

- What will you do differently to bring about your own individual transformation and structural change in your local PTA ?
- What are you considering doing differently in recruiting and including new board members that reflect the diversity of your school community?

# Resources

## National PTA

National Diversity & Inclusion Committee, Dr. Sylvia Reyna, Chairman

*Diversity & Inclusion Toolkit* - [www.pta.org/home/run-your-pta/Diversity-Inclusion-Toolkit](http://www.pta.org/home/run-your-pta/Diversity-Inclusion-Toolkit)

Center for Family Engagement

[www.pta.org/center-for-family-engagement](http://www.pta.org/center-for-family-engagement)

[How to Welcome Diverse Perspectives into your PTA](#)

IDRA – Transforming Education by Putting Children First - <https://www.idra.org>

Teaching Tolerance - Southern Poverty Law Center, *Learning for Justice*:

<https://www.learningforjustice.org/>



# Presentation Team



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The background features a large, semi-transparent circular logo for the Free State PTA. The logo contains various icons representing different aspects of the state: a ship's wheel, a sailboat, a fish, a crab, a deer, a bird, a canoe, a lighthouse, a building, and a flag. The text 'FREE STATE PTA' is arched across the top, and 'AUGUST 12-14, 2021' is arched across the bottom.

**Thank you for  
joining us!**