

DEI Committee Goals & Actions Plan

Revised March 30, 2022

GOAL 1:

Increase representation of a wide variety of cultures, increase understanding and interaction, and elevate voices through community events and a diversity calendar, and through support of DEI-related curriculum and activities.

Action 1: Create district-wide planned cultural events calendar, for entire community participation.

- Plan appropriate school sites to host each event, but promote attendance at events district-wide.
- Create calendar far in advance of start of school year and invite entire community to participate in planning, volunteering and attending.
- Calendar may include: cultural show and tell sessions e.g. Ramadan, Yom Kippur, International Day, Black history activities, Dia de los Muertes

Action 2: Support school-wide and classroom DEI events and DEI-related curriculum through funding, providing volunteer time and promoting the activities.

- Include DEI event and activity funding in PTA budgets
- Fund and organize DEI-related assemblies and parent education events
- Support teacher in-class activities with funding and providing volunteer hours, e.g. field trips
- Recognition of teachers for DEI activities and promote DEI events and activities

GOAL 2:

Educate our school community. Increase exposure and awareness of equity and inclusion issues, including anti-racism. Work toward embedding a DEI framework into all planning and decision-making, and model using a DEI lens to evaluate all school-related activities.

Action 1: Provide DEI training to PTA Executive Boards

- Training to be provided to PTA Executive Board in late spring or before the beginning of the year.
- Plan training to ensure maximum participation by Executive Board members, e.g. holding trainings at Executive Board meetings

Action 2: Increase participation in DEI Committees and attendance at DEI educational sessions and DEI-related community events

- Outreach to parents to increase attendance at community sessions/parent ed activities & membership in DEI committees through PTA newsletters and personal connections
- Highlight DEI-related events happening in the community at DEI Committee meetings and events and in DEI sections of PTA newsletters
- Back to School night: highlight activities of DEI Committee and recruit participants

Action 3: Seek out opportunities to embed exposure and awareness of DEI issues throughout school activities

- Create regular DEI Committee-generated PTA newsletter items dedicated to DEI to highlight educational items, issues or events, i.e. videos from community sessions, volunteer opportunities to support classroom activities
- Other school events: Find opportunities to discuss the issues and promote DEI activities happening inside and outside the classroom.

GOAL 3:

Increase the number and diversity of voices in DEI Committees and PTA in general to ensure we are moving in the right direction and tackling the highest priority issues.

Action 1: Create district-wide opportunities to discuss DEI issues and have events to reach out to a wider audience for involvement. These events could include:

- Parent Ed events
- Cultural events from Goal 1 as opportunities to connect and reach out to wider group
- Explore possibility of school-wide or district-wide survey of families or students for needs assessment.

Action 2: Find opportunities to gather feedback from existing sources throughout the district to prioritize needs and gather ideas:

- Participate in groups with potential cross-over goals, e.g. DELAC (English Language Learners), Dedication to Special Education
- Reach out to counselors, and leaders of underrepresented groups

GOAL 4:

Tackle areas of inequity and lack of inclusion - formulate list of areas based on actions in Goals 1-3. Involve stakeholders for each area to formulate and implement actions.

Actions 1: Support efforts by staff and administration to increase DEI-related and DEI-centered curriculum, content and activities through financial and volunteer support.

- Create PTA budget line items for DEI-related classroom activities and recruit volunteer support
- Create PTA budget line item for school-wide and community DEI activities
- Learn about and discuss DEI-centered curriculum initiatives, and educate the parent community about those initiatives

Actions 2: Ensure PTA activities, planning and events are viewed with a DEI lens to maximize inclusivity, increase participation of underrepresented groups and ensure opportunities are available to all.

- Reduce financial requirements for community/PTA events
- Reach out to underrepresented groups, e.g. working parents
- Create checklist of questions to evaluate PTA activities and events to ensure planned with DEI in mind

Actions 3: Increase ease of registration and access to district communications

- Adding materials in other languages or ensuring translation is available, ensuring offline registration is available and simple
- Increase ease of communication - ensuring access to ParentSquare clear and that all can receive