



## FLORIDA PTA DIVERSITY AND INCLUSION PLAN

### NEED

PTA advocates for every child and we speak with one voice. But each year, as our population becomes more diverse it becomes increasingly difficult to speak for each child. It is difficult to speak to the desperate needs that affect those children whose current voices are too small to be 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 challenges, national origin, parental status, employment status, experience, language, religion, ability, age, and sexual orientation.

### COMMITMENT STATEMENT

Florida PTA has a history of recognizing the diverse nature of our population and the challenges that this diversity brings to the fulfillment of our purpose. Through ongoing efforts, Florida PTA is committed to ensuring that our membership and leadership is more reflective of the diversity of the population of our state. Furthermore, Florida PTA is equally committed to helping our regions, councils, and local units recognize and reflect their own diverse populations.

### GOAL

Florida PTA has established a board level Diversity Outreach Committee. It is the goal of Florida PTA and this committee to provide the various levels of PTA within our state with the tools necessary to identify the diverse populations in their areas as well as the resources necessary to provide those populations with services and support. Through these efforts, the relevance of the PTA to all families and children can be realized and their resulting involvement (and membership) within the PTA will help to strengthen the diversity within our association.

Secondly, through the expansion of the Florida PTA Board of Directors responsibilities, potential leaders from across the state can be identified and mentored with the ultimate goal of forming a pool of qualified leaders who can fill leadership roles at local, county, regional, and state levels, thus bring more diverse members to our leadership teams and strengthening the diversity within our association.



## OUTCOME

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. We will speak with a more powerful voice since we will be speaking on the issues that any child faces.

## HOW TO ACHIEVE

1. Board Commitment – By approving this policy, Florida PTA will be renewing its commitment to diversity and inclusion. And while the Diversity Outreach Committee will have significant roles to play, all board members will have a part. Each board member recognizes that creating an environment of and opportunities for inclusion are paramount to the success of these efforts, thus we agree to complete the National PTA E-Learning Cultural Competency Course. We also agree to identify an individual who can be mentored to become a future PTA leader or further develop for advance capacities of leadership.
2. Reach out to diverse populations – Using existing census data, the Diversity Outreach Committee will determine the diversity of the population of Florida. Utilizing the available resources (from within and outside of Florida PTA), they will create programs at the State Leadership Conference and Convention to address the needs from some of the target groups.

Also utilizing the census data and demographic information, the committee can further segregate the data by county. Utilizing more local resources, the committee will communicate with region representatives or county councils to coordinate programs that are more specific to the areas.

The committee is also able to access census data on a zip code level. When requested by a local unit, the committee will research the diversity of the population specific to that area and will coordinate available local resources to help that local unit address the needs of their population.

3. Identify potential leaders – Through our connection with local units, council, regions, and outside organizations, Florida PTA Board of Directors will identify those individuals who possess the commitment to children and the drive to make a difference and will provide them with an avenue to leadership roles within the PTA. County council nominating committees will also be encouraged to seek the guidance of the Diversity Outreach 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.

4. Utilize diverse leadership - The Diversity Outreach Committee will make a report of leadership composition, mentorship/leadership development, and outreach mediums at the local, county, region, and state levels to the Florida PTA Board of Directors.
5. Assess results –Success occurs when results can be measured and members of the association are held accountable. History shows that very few plans are an instant success. Most plans require continuous effort and success is only realized after many “seemingly” unsuccessful attempts. Even so, it will be necessary to “set the association up to succeed” by evaluating existing policies, procedures, and plans of work to ensure that diversity and inclusion is a core competency.

Additionally, monitoring programs will be established to track the progress of individuals through the mentorship process, and the change in the make-up of state and county boards (assessing their movement to reflect their populations as a whole). Likewise, membership surveys will be distributed via county councils and region representatives to get feedback on inclusion of diverse populations in PTA leadership.

6. Continue previous process (steps 1-5) – Using a model of continual improvement, after assessing the results, we will determine if adjustments to procedures, duties, programs, or the like need be made. After any necessary adjustments are made, we will continue back at step1.