

The logo features the acronym 'PTA' in a bold, blue, sans-serif font with a registered trademark symbol. Below it is the tagline 'everychild. one voice.' in a blue, italicized serif font, also with a registered trademark symbol. The text is centered within a white circle that is partially framed by dark blue corners at the top and bottom.

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# Diversity and Multiculturalism

Presenter:

***"Everyone in the world smiles in the same language."***

-Mexican-American proverb

# Workshop Objectives

- Build an understanding of various aspects of diversity, inclusion and multiculturalism.
- Understand the value of input from a wide range of backgrounds and viewpoints.
- Learn how to engage diverse populations and help your PTA to grow.

# What does **Diversity** mean to you?



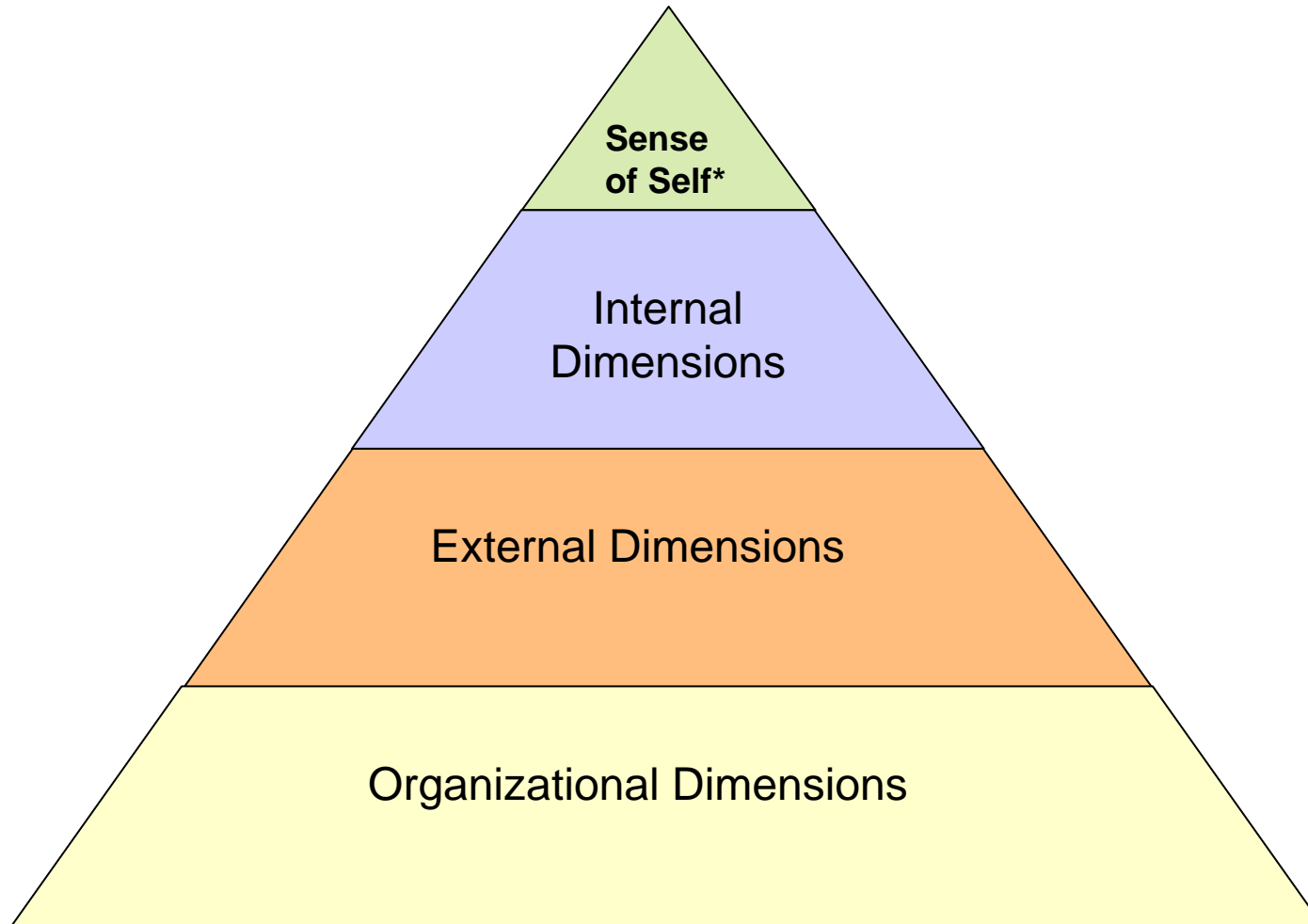
# What does **diversity** mean?

- Is it about ethnicity?
- Is it about gender?
- Is it about age?
- Is it about abilities?
- Is it about religion?
- Is it about wealth?
- Is it about geography?
- Is it about language?

**“We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.”**

- Jimmy Carter,  
former President of the United States

# The Diversity Pyramid



- **Sense of Self-Personality:**
  - Who you are.. Results from other three Dimensions.
- **Internal Dimensions:**
  - You have no control over these.
- **External Dimensions:**
  - These can be controlled, to some extent.
- **Organizational Dimensions:**
  - Dependent on others, but you have control here.

# Is Your PTA Inclusive? Is Your PTA Culturally Sensitive?

- Flexible meetings vs. meetings held at same time and place?
- Include everyone in events & activities vs. certain population?
- Various cultural groups in community represented vs. majority view?
- Communications in various languages vs. English only?

# Diversity/Multiculturalism Checklist

- Do you have clear policy statements about your PTA's commitment to diversity?
- Does your membership and leadership reflect the diversity of your community and the children you serve?
- Are your meetings accessible and appealing to a broad range of potential members?
- Do you collect and maintain demographic data to help in planning and evaluating your efforts?

**“No one is born hating another person because of the color of his skin, or his background, or his religion. If [people] can learn to hate they can be taught to love, for love comes more naturally to the human heart than its opposite.”**

- Nelson Mandela,  
President, Republic of South Africa

# Why Build a Diverse PTA?



# What Does the Data Tell Us?

- Our country is truly a “nation of immigrants.”
  - Most of us can trace our families roots to places outside of the United States.
  - There is great pride felt by US citizens for their ancestral homelands.
  - We celebrate this diversity in communities across the country.

# What Does the Data Tell Us?

- PTA is not currently a diverse organization:
  - not ethnically: PTA is 85% Caucasian\*
  - not by gender: PTA is 91% female\*
  - Not by geography: PTA is 75% suburban\*
  - not by other factors: 80% of PTA households have incomes over \$50,000\*

\* data from the 2006-2007 Member/Leader Survey

# What Does the Data Tell Us?

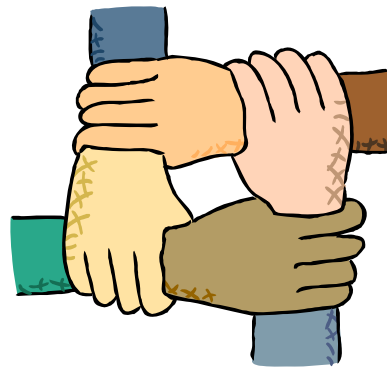
- Within the next 10 years, almost 50% of the students in our public schools will be students of color.
  - In 2005, 34% of children in public schools were of color.\*
  - Data trends indicate that by 2020, at least 46% of public school students will be of color\*

\*Pew Charitable Trust & US Census data projections

If PTA is to truly represent  
*every child with one voice*  
diversity and multiculturalism  
are key.

**How do we get there?**

**Our current membership  
and leadership are key in  
moving PTA toward greater  
diversity and  
multiculturalism.**



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# PTA Resources

- National Standards for Family-School Partnerships
- Community Connections
- Outreach to Fathers/Male Involvement
- Key PTA materials are available in multiple languages
- More to come...

# What are **YOUR** next steps?

## You can...

- Learn more about the diversity of your community:
  - Use data sources to understand the demographics in your area.
- Build your own “diversity” goals:
  - Pick some areas that you know you can easily change (perhaps gender diversity) and some that might be a stretch for your PTA.

# What are **YOUR** next steps? You can...

- Use the handout “Diversity, Inclusion and Multiculturalism: Is there a Difference?” to guide some changes for your PTA.
  - Pick some areas that you can easily change to make your PTA a welcoming place for all.
- Pick some areas that you can easily change to make your PTA a welcoming place for all.
  - Look for alternate times or places for your meetings... Ask parents and others who don't come to PTA what would bring them in...be creative and be responsive!

Tell us what works for you!

Use the Great Idea Bank  
at [www.PTA.org](http://www.PTA.org) to share  
and get ideas.

**“Diversity is the one  
true thing we all have  
in common.  
Celebrate it every  
day.”**

- Author Unknown

**Thank you for your  
participation.**

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