

# Steps to Building a Diverse PTA



## Step 1 - Define Diversity

- Diversity may have different meanings for different individuals.
- Diversity can mean identifying, valuing and enlisting the unique characteristics and abilities of all families.

## Step 2 - Gather Information

- Identify the groups in your community who should be invited and included to participate. Consider gender, race, national origin, religion, sexual orientation, and special needs.
- Ask leaders of other groups how you can cooperate with them, or ask them to serve as advisors (on your board, for a joint project, etc).

## Step 3 - Understand the Issues

- Invite speakers to hold workshops about cultural, ethnic, or religious issues for the PTA board, your membership, parents, and students.
- Include current and emerging issues from all communities on your agenda and in your plans.

## Step 4 - Build Awareness

- Be responsive to the language needs of others; provide assistance as needed.
- Remove physical barriers that discourage participation by those with disabilities.

## Step 5 - Make Changes

- Plan meetings and activities that avoid conflicts with ethnic and religious holidays and observances or that make it difficult for working or single parents to attend.
- Work to understand and promote respect for the unique contributions of every family. Together they make your PTA an effective voice for all children.

*Adapted from National's "Respecting Differences Resource Guide"*