



YOUR CHILDREN have a right to
BELONG

Brian S. Brown
20-21 Diversity & Inclusion Chair

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The Creation of a SAFE SPACE

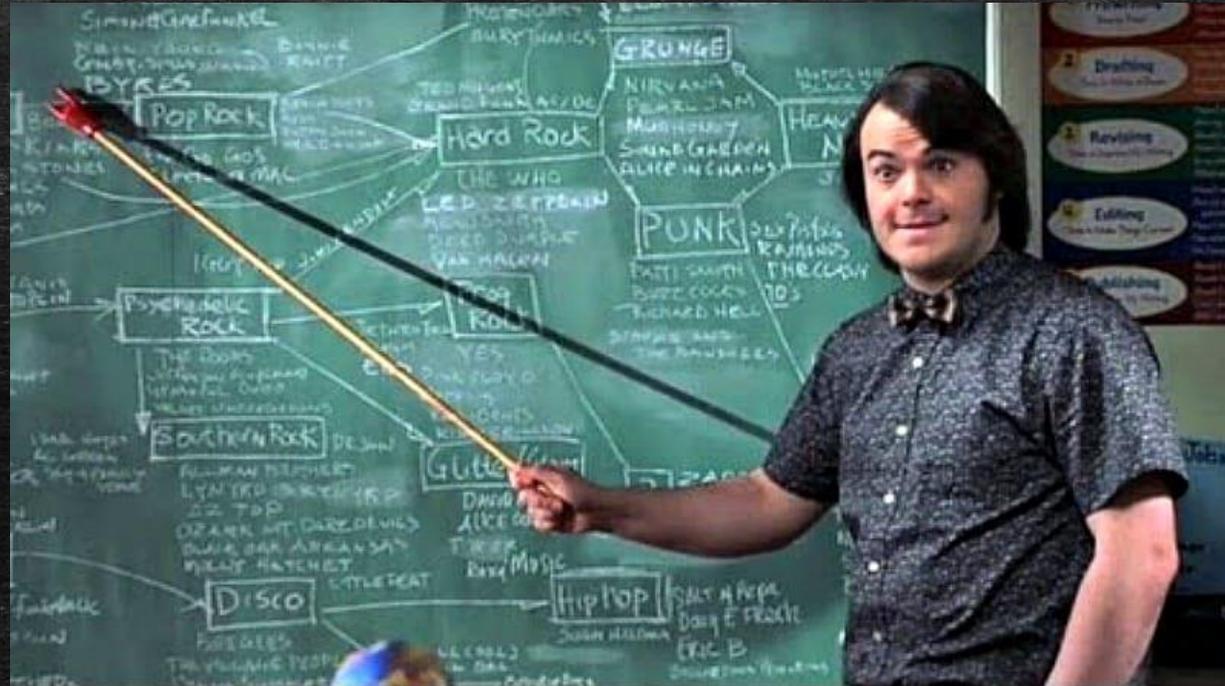
Best Practices for discussions around Diversity, Equity, and Inclusion

- Understand and create a universal language
- Speak freely
- Do not judge participants
- Ask questions to understand what you do not know
- Actively listen
- Challenge respectfully
- Maintain trust and confidentiality

EDUCATION

Change is the end result of learning.

- Leo Buscaglia -



The Journey of Diversity & Inclusion in Education

We must know where we have been....



To understand where we are attempting to arrive....



Foundational Elements

The History of Integrated Education: Race

Brown vs Board of Education [Topeka] – 17 May 1954

- Decision of the United States Supreme Court in which the Court ruled that U.S. state laws establishing racial segregation in public schools is unconstitutional, even if the segregated schools are otherwise equal in quality.

The Civil Rights Act of 1964 – 2 July 1964

- Ended segregation in public places and banned discrimination on the basis of race, color, religion, sex or national origin
 - Northern States elected to voluntarily integrate schools
 - Freedom Day – 3 February 1964
 - Southern States were mandated to integrate schools
 - Barrier – Jim Crow Laws
 - Final Action – President Nixon's intervention

The History of Integrated Education: Special Needs

The Rehabilitation Act of 1973 [Section 504] – 26 September 1973

- Prohibits discrimination of people with disabilities in programs that receive federal finance assistance.

Individuals with Disabilities and Education Act – 29 November 1975

- Guarantees a free, appropriate, public education for all children with disabilities in the least restrictive environment.

Americans with Disabilities Act – 26 July 1990

- Ensures that individuals with disabilities have the same rights and opportunities as everyone else.

The History of Integrated Education: Sexual Orientation

For students that identify with this marginalized subgroup, this is an area of evolving national advocacy efforts. Examples include, but are not limited to:

- Policies restricting teachers and staff from talking about LGBTQ issues at school,
- Creation of policies that prohibit the bullying of students on the basis of sexual orientation or gender identity,
- Policies that provide a comprehensive sexual education program, inclusive of LGBTQ youth,
- Freedom for LGBTQ student organizations to form and operate under the same rules as other student organizations.

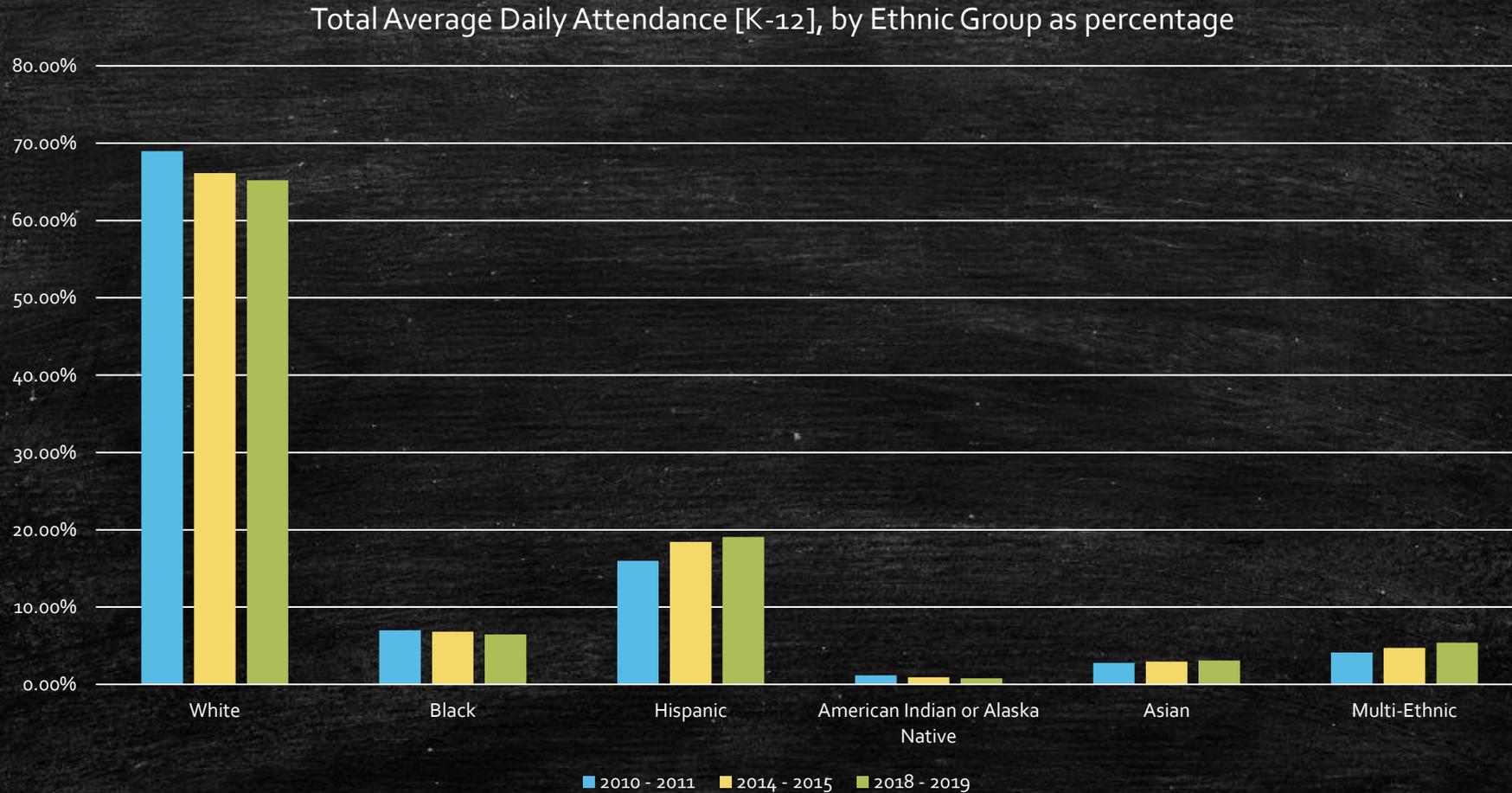
How is this affecting **YOUR CHILDREN?**



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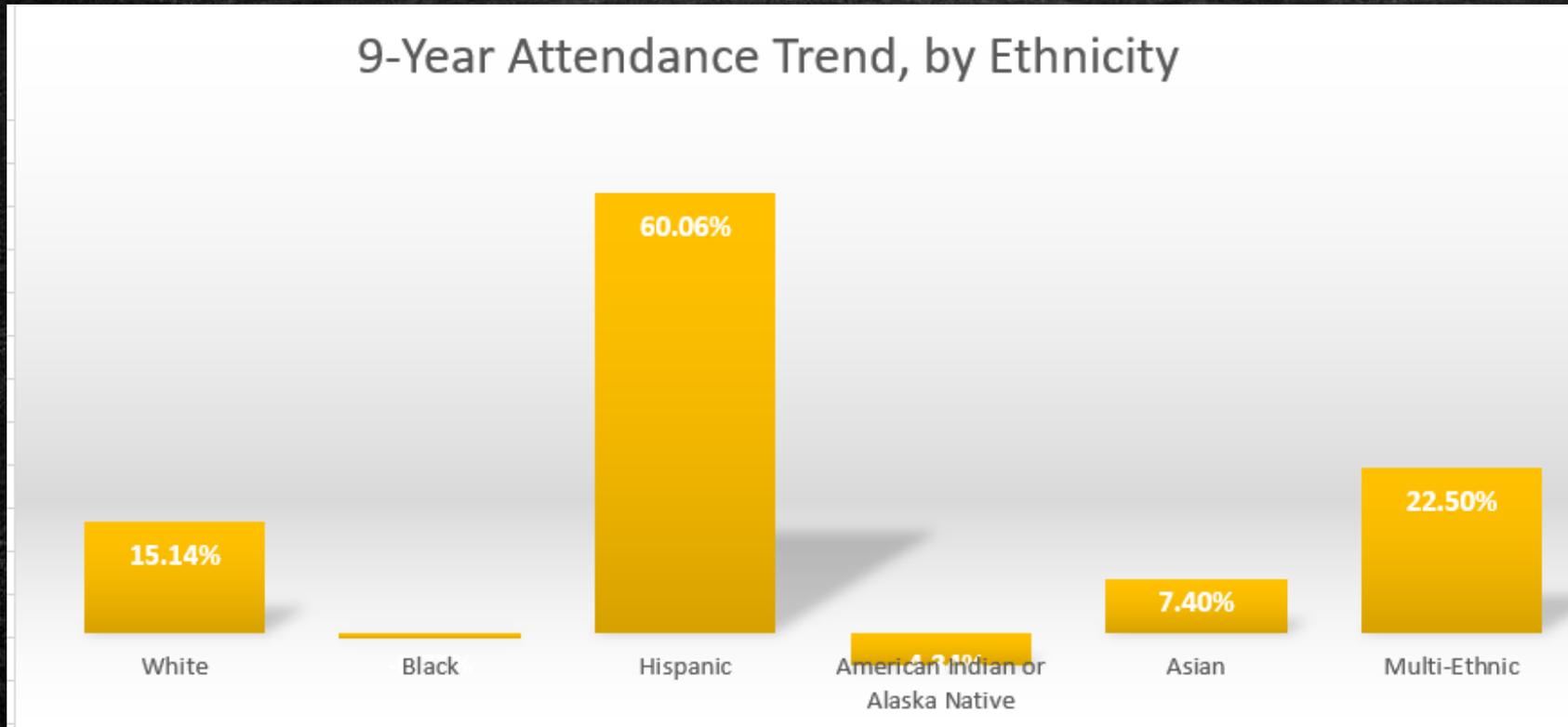
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Demographic Trends in Kansas K-12 Education



Source:
https://datacentral.ksde.org/report_gen.aspx

Demographic Trends in Kansas K-12 Education



Growth in the Kansas K-12 Population from 2010 to 2019

- New Students – 33,500
- Of the new student growth, 1 out of 3 is identified needing Special Education

Source:
https://datacentral.ksde.org/report_gen.aspx

Kansas High School Graduation Rates, 2018-2019

	White		Black		Hispanic		American Indian or Alaska Native		Asian		Multi-Ethnic	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2018 -2019	87.8	91.2	76.5	83.9	79.1	88.2	75.3	76.9	93.7	95.5	81.7	84.4

Achievement gap - the differences between the outcomes of minority and/or low-income students and of their White and Asian peers.

- The achievement gap matters because it grows over time, having a lasting impact on students, schools, and communities.

Source:
https://datacentral.ksde.org/report_gen.aspx

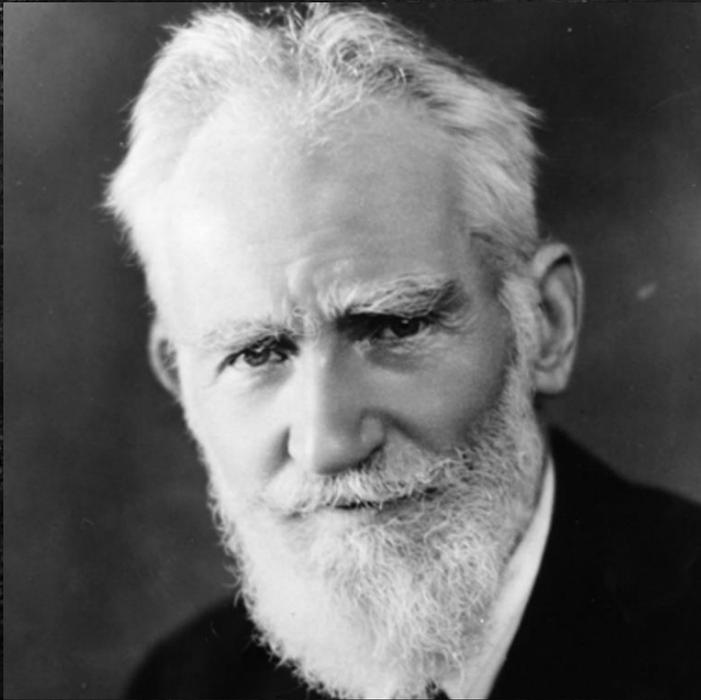
How many more of yOUR Children must fail
before we advocate for change?



ENGAGEMENT

“The single biggest problem with communication is the illusion that it has taken place.”

– George Bernard Shaw –



The Importance of Power and Privilege

- **Power** — Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.

The Importance of Power and Privilege

- **Privilege** – Unearned social power (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., white/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, adults with respect to children, and rich people with respect to poor people). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it. In other words, men are less likely to notice/acknowledge a difference in advantage because they do not live the life of a woman; white people are less likely to notice/acknowledge racism because they do not live the life of a person of color; straight people are less likely to notice/acknowledge heterosexism because they do not live the life of a gay/lesbian/bisexual person.

Power and Privilege and Its Role in Institutional Racism

y**OUR** efforts are **NECESSARY** if we are to positively impact systemic racism and other non-inclusive policies.



Click picture to link to video

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What Does Institutional Racism Look Like in Education

y**OUR** efforts are NECESSARY if we are to positively impact how we perceive people that are different than us or have a different lived experience

WHAT DOES THIS LOOK LIKE IN EDUCATION?



Segregation

Whites engaging in "White Flight" from neighborhoods that become more than 15% black.



Separate and Not Equal

Segregated communities lead to unequal distribution of resources for schools.



Click picture to link to video

Intention vs. Unintended Consequences

EDUCATION

How Marginalized Families Are Pushed Out of PTAs

Parents with socioeconomic resources are more likely to exert influence on school officials.

CASEY QUINLAN JULY 13, 2016

“...When white, affluent parents come into a school that has a high percentage of less-affluent students of color, the more advantaged group tends to take over parent organizations and unintentionally marginalize the parent community that was already there...”

The New York Times

July 23, 2020

Introducing: Nice White Parents

A new five-part series about building a better school system, and what gets in the way. New episodes of “Nice White Parents” are available here, brought to you by Serial, a New York Times Company.

Reported by Chana Joffe-Walt; produced by Julie Snyder; edited by Sarah Koenig, Neil Drumming and Ira Glass; editorial consulting by Eve L. Ewing and Rachel Lissy; sound mix by Stowe Nelson

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The Role of Agency

- **Agency** — The capacity for human beings to make choices and to impose those choices on the world.

Agency invests a moral component into a given situation. If a situation is the consequence of human decision making, persons may be under a duty to apply value judgements to the consequences of their decisions, and held to be responsible for those decisions.

Agency entitles the observer to ask *should this have occurred?*

ENCOURAGEMENT



Act as if what you do
makes a difference.
IT DOES!

- William James -

Diversity & Inclusion is in y**OUR** PTA's DNA!

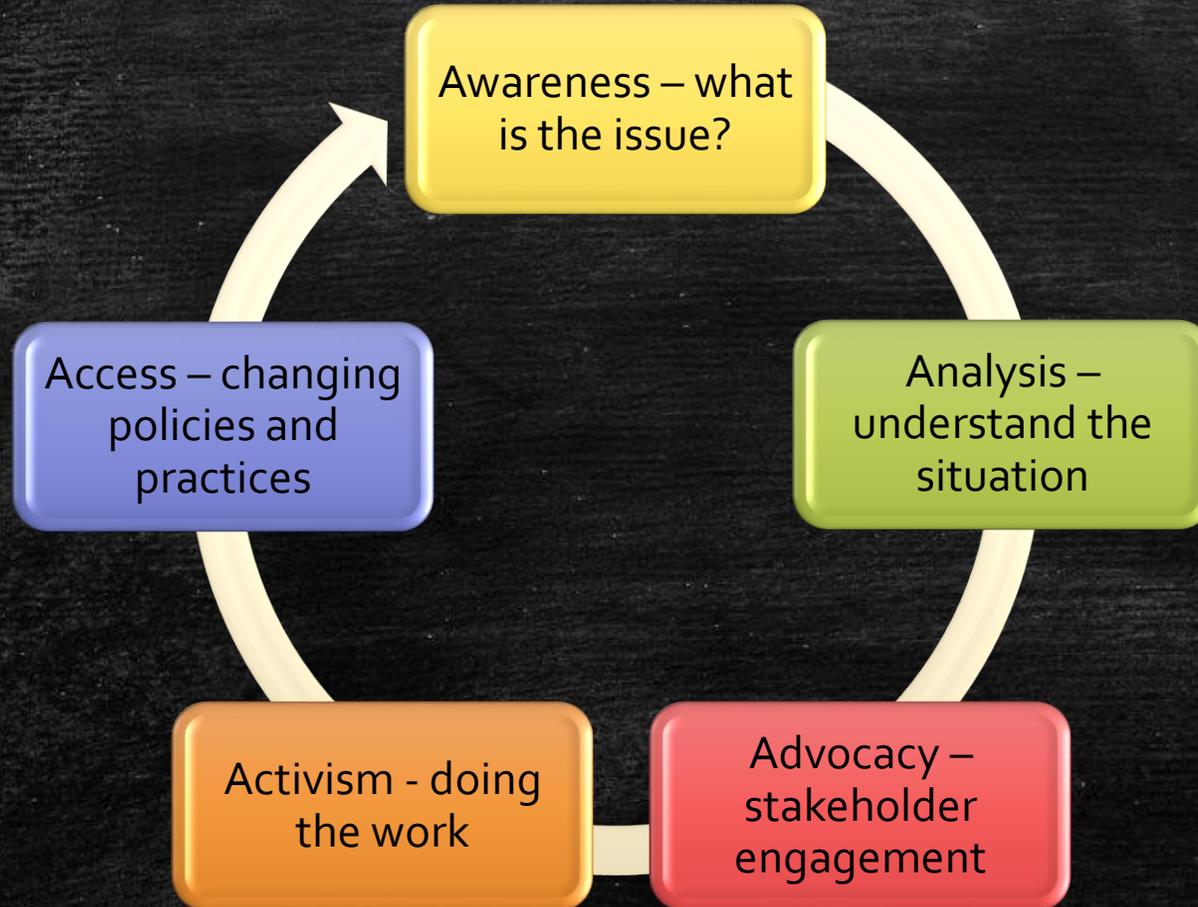
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50 Celebrating
Years of Unity



Click picture to link to video

EMPOWERMENT



#BETTERTOGETHER

PTA versus Institutional Racism

National PTA

- "...National PTA believes that it is our duty to disrupt the systems that propagate institutional racism. We call upon our PTA members to listen, educate and advocate to demand meaningful change to end institutional racism..."
- "...Local advocacy should focus on issues such as disparate discipline; equitable education for immigrant children; recruitment and retention of Black and Brown teachers; housing development policies; access to healthcare; juvenile and criminal justice; and other such issues which are relevant to local schools..."

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- "The challenges of our current environment will leave a lasting and painful impression on our children, families, and educators unless we all decide to move forward...together...."
- "...we will provide education and support efforts in areas of diversity, belonging, equity and inclusion - addressing issues of social injustice and institutional racism along the way."

National PTA Resources

www.pta.org

This screenshot shows the 'Diversity & Inclusion Toolkit' page on the National PTA website. The page features a blue header with the PTA logo and navigation links. The main content area is titled 'Diversity & Inclusion Toolkit' and includes a sidebar with various resource links such as 'State Resource Bank', 'Local Leader Kit', and 'Membership Campaign'. The main text discusses 'Genuine Community Representation' and provides a video player for 'The NEW 2016 Diversity & Inclusion Toolkit'.

This screenshot shows the 'The Center for Family Engagement' page on the National PTA website. The page features a green header with the PTA logo and navigation links. The main content area is titled 'The Center for Family Engagement' and includes a sidebar with various resource links such as 'About', 'Podcast', 'Research', 'In the Field', 'Listening Sessions', and 'Partnerships'. The main text includes a 'Latest News' section with a link to a webinar titled 'WEBINAR: Family Engagement in a Virtual World' and a 'Subscribe for Updates' form.

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Kansas PTA D&I Resource Cabinet COMING SOON

Blogs

Reading Lists

Articles

www.kansas-pta.org

Student Resources

Archived Presentations

Instructional Videos

Websites

Podcasts



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Future Education Opportunities

SAVE THE DATE

yOUR beLONGING

September Diversity & Inclusion Education Series

- Week 1 – yOUR beLONGING: Understanding how to have discussions about and around diverse populations. September 10th @ 7pm
- Week 2 – Diversity & Inclusion: Resisting self-segregation. September 17th @ 7pm
- Week 3 – yOUR PTA Environment: The evolution of a Diverse and Inclusive Space. September 24th @ 7pm

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Facilitated
By
Brian S. Brown
Kansas PTA | Diversity & Inclusion, Chair



LET'S GO CHANGE THE WORLD TOGETHER!

'A'ohe hana
nui ke alu 'ia.

No task is too big when done
together by all.

Contact Me

Brian S. Brown

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References

Glossary -

https://epi.washington.edu/sites/default/files/website_documents/DEI%20Glossary_Formatted_20190711.pdf

Brown vs. Board of Education - <https://www.ourdocuments.gov/doc.php?flash=false&doc=87>

Civil Rights Act of 1964 - <https://www.ourdocuments.gov/doc.php?flash=false&doc=97>

Freedom Day - <https://www.zinnedproject.org/news/tdih/nyc-school-children-boycott-school/>

Jim Crow Laws - <https://www.history.com/topics/early-20th-century-us/jim-crow-laws>

Nixon's Intervention - <https://www.nixonfoundation.org/2017/02/nixon-desegregation-george-shultz/>

LGBTQ Advocacy Efforts - <https://www.hrw.org/report/2016/12/08/walking-through-hailstorm/discrimination-against-lgbt-youth-us-schools>

Data – https://datacentral.ksde.org/report_gen.aspx

How Marginalized Families Are Pushed Out of PTA - <https://www.theatlantic.com/education/archive/2016/07/how-marginalized-families-are-pushed-out-of-ptas/491036/?fbclid=IwAR2kx83gX21y00gc3m55gBQlvryRtmbY2Zw9YWFxa347XHjdNUtBe8EijBl>

Nice White Parents - https://www.nytimes.com/2020/07/23/podcasts/nice-white-parents-serial.html?gclid=aw.ds&&gclid=CjoKCOjw4f35BRDBARIsAPePBHxQ6vlb2D88D_oUboAXAYpHjKFD0VJILok2fVPx-voceAeNrWyMD_YaAvmwEALw_wcB

Systemic Racism - https://www.youtube.com/watch?feature=share&v=YrHIQIO_bdQ

Institutional Racism and Education - <https://www.youtube.com/watch?v=Rhb1fXWTkQ>

Implicit Bias - <https://www.youtube.com/watch?v=OoBvzI-YZf4>



Questions?

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