20 – 21 | KANSAS PTA DEI PLAN

• KANSAS PTA MISSION
  • TO MAKE EVERY CHILD’S POTENTIAL A REALITY BY ENGAGING AND EMPOWERING FAMILIES AND COMMUNITIES TO ADVOCATE FOR ALL CHILDREN.
KANSAS PTA DEI PLAN

- KANSAS PTA DEI PURPOSE STATEMENT
  - TO ACKNOWLEDGE THE POTENTIAL OF EVERYONE WITHOUT REGARD, INCLUDING BUT NOT LIMITED TO: AGE, CULTURE, ECONOMIC STATUS, EDUCATIONAL BACKGROUND, ETHNICITY, GENDER, GEOGRAPHIC LOCATION, LEGAL STATUS, MARITAL STATUS, MENTAL ABILITY, NATIONAL ORIGIN, ORGANIZATIONAL POSITION, PARENTAL STATUS, PHYSICAL ABILITY, POLITICAL PHILOSOPHY, RACE, RELIGION, SEXUAL ORIENTATION, AND LIFE EXPERIENCE.
• Kansas PTA Non-Discrimination Policy
  • It is the policy of Kansas PTA not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs, activities, or employment practices.
• Grievance Procedure for Processing Complaints of Discrimination Related to This Policy,
  • Please contact Brian Brown, Diversity, Equity, and Inclusion Chairman, at 816.215.6602 or at diversitychair@kansas-pta.org
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• PLAN DEVELOPMENT STAGES
  • DATA COLLECTION AND NEEDS ANALYSIS
  • CLIMATE STUDY
  • STRATEGY DESIGN TO MATCH TARGETED OBJECTIVES
  • IMPLEMENTATION OF THE PLAN
  • EVALUATION AND CONTINUING AUDIT OF THE PLAN
DATA COLLECTION

- We must first know what our local units look like.
- By capturing data on demographics, we are better able to understand the diversity of our units and identify any areas of concern or trends.
- Nontraditional differences such as personality traits or life experiences will also be measured.

NEEDS ANALYSIS

- Once data are collected, underrepresented areas and trends can be identified.
• CLIMATE STUDY

• LOCAL UNIT CULTURE
  • Attitudes on culture may or may not match the demographic survey results. If they do match, then there is a clearer path to what change is needed; if not, the unit may wish to conduct member focus groups to better understand the disconnect.

• UNCONSCIOUS BIASES STUDY
  • Identify local PTA unit leaders own biases in an effort to overcome barriers to success.
  • Identification of barriers to implementation.
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- STRATEGY DESIGN TO MATCH TARGETED OBJECTIVES
  - IDENTIFYING HOW A DIVERSE AND INCLUSIVE MEMBERSHIP CAN AID IN ACHIEVING GLOBAL OBJECTIVES ALIGNED WITH NATIONAL PTA’S DIVERSITY STRATEGY
    - KANSAS PTA MUST SET SPECIFIC GOALS RELATED TO DIVERSITY AND INCLUSION BASED ON THEIR STRATEGIC OBJECTIVES.
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• STRATEGY DESIGN TO MATCH TARGETED OBJECTIVES

• AREAS OF POTENTIAL COMPETENCY DEVELOPMENT WOULD INCLUDE, BUT ARE NOT LIMITED TO

  • REDUCING THE OPPORTUNITY GAP FOR DISADVANTAGED STUDENTS
  • REDUCING DISPROPORTIONALITY IN DISCIPLINE FOR MARGINALIZED SUB-CLASSES
  • CREATING EQUITABLE, INCLUSIVE, AND SUPPORTIVE SCHOOL ENVIRONMENTS
  • WORKING WITH DISTRICTS IN AN EFFORT TO ATTAIN DIVERSE AND CULTURALLY PROFICIENT EDUCATORS, STAFF, AND ADMINISTRATORS
  • INCREASE STAKEHOLDER ENGAGEMENT
  • CREATE CULTURALLY RESPONSIVE AND EQUITY INFORMED POLICIES AND PRACTICES
IMPLEMENTATION OF THE PLAN

- KANSAS PTA WILL DEVELOP ACTION PLANS TO IMPLEMENT INITIATIVES AND SETTING REALISTIC GOALS
  - We will start with the elements that have the greatest value or that are readily achievable to build momentum for the achievement of the plan

- METHODOLOGY TO BE UTILIZED: PLAN, DO, CHECK, ACT

- FOR THE DIVERSITY INITIATIVE TO SUCCEED, SENIOR LEADERSHIP BUY-IN AND SUPPORT ARE VITAL.
  - DIVERSITY AND INCLUSION INITIATIVES MUST LINK TO LOCAL PTA UNIT'S STRATEGIC GOALS.
  - KANSAS PTA WILL APPROACH LOCAL PTA UNITS AND EQUIP THEM WITH MESSAGES TO INFORM, EDUCATE, ENGAGE OR EMPOWER MEMBERS, WHERE APPROPRIATE
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• IMPLEMENTATION OF THE PLAN
  • PLAN DEPLOYMENT
    • CREATE A DIVERSE COMMITTEE OF INDIVIDUALS FROM ALL LEVELS WITH VISIBLE LEADERSHIP PRESENCE AND SUPPORT. THE COMMITTEE IS TASKED WITH IMPLEMENTING THE GOALS DEFINED IN THE PREVIOUS STEP AND PROMOTING DIVERSITY AND INCLUSION.
    • DIVERSITY COMMITTEE WILL MEET REGULARLY AND BE TASKED WITH THE FOLLOWING:
      • PROMOTE TRAINING AND EVENTS TO BRING AWARENESS TO DIVERSITY AND INCLUSION
      • ENGAGE MEMBERS IN DIVERSITY AND INCLUSION CONVERSATION AND TRAINING.
      • REVIEW AND DEVELOP POLICIES AND PROCEDURES THAT WILL PROMOTE DIVERSITY AND INCLUSION.
    • DEFINE HOW SENIOR LEADERS WILL BE HELD ACCOUNTABLE FOR SUPPORTING AND ENGAGING IN THE DIVERSITY AND INCLUSION INITIATIVES.
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• IMPLEMENTATION OF THE PLAN

• MESSAGES MUST BE DESIGNED FOR STAKEHOLDERS TO INFORM, EDUCATE, ENGAGE OR EMPOWER AS APPROPRIATE

• PEOPLE VARY IN HOW THEY UNDERSTAND MESSAGES, AND IT IS IMPORTANT FOR EACH PERSON TO RECEIVE AN ONGOING STREAM OF COMMUNICATIONS ABOUT THE INITIATIVES

• THE COMMUNICATION PLAN SHOULD INCORPORATE EXECUTIVE PRESENTATIONS AND ALL AVAILABLE MEDIA, INCLUDING SOCIAL MEDIA NEWSLETTERS, INTRANET AND E-MAIL CAN ALSO BE SUCCESSFUL COMMUNICATION TOOLS

• IT WILL BE NECESSARY TO SHARE METRICS AND SUCCESS STORIES TO CONNECT THE DIVERSITY AND INCLUSION EFFORTS TO THE PLAN
• **EVALUATION**

  • **GOALS WILL BE MEASURABLE TO UNDERSTAND THE RESULTS OF THE DEI INITIATIVES THAT HAVE BEEN IMPLEMENTED.**

  • **THE RESULTS OF THE INITIATIVES WILL BE COMMUNICATED TO GENERAL MEMBERSHIP**
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• PLAN AUDITING
  • KANSAS PTA MUST ESTABLISH PROCEDURES FOR PERIODIC REVIEW OF THE DIVERSITY AND INCLUSION INITIATIVES AND GOALS.
  • AFTER A DIVERSITY INITIATIVE HAS BEEN IMPLEMENTED FOR A PERIOD OF TIME, THE KANSAS PTA DIVERSITY COMMITTEE SHOULD RESURVEY MEMBERSHIP REGARDING LOCAL UNITS PERCEPTION OF KANSAS PTA’S EFFORTS.
    • INITIATIVES ARE NOT STATIC, AND AN ONGOING REVIEW OF MEMBERSHIP DEMOGRAPHICS AND A RESPONSE TO CHANGING NEEDS ARE NECESSARY
    • PERIODICALLY, AN ORGANIZATION MAY NEED TO START AT STEP 1 AGAIN AND COLLECT DATA TO REFOCUS ITS DIVERSITY AND INCLUSION PROGRAM
QUESTIONS CAN BE SUBMITTED TO:

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