

PTA Diversity Definition

The recognition of diversity within associations is valuing differences and similarities in people through actions and accountability. These differences and similarities include age, ethnicity, language and culture, economic status, educational background, gender, geographic location, marital status, mental ability, national origin, organizational position and tenure, parental status, physical ability, political philosophy, race, religion, sexual orientation, and work experience.

PTA Diversity and Inclusion Vision Statement

A commitment to diversity means a commitment to the inclusion, welcome, and support of ALL individuals regardless of their differences and similarities. NCPTA will be recognized as the leading liaison for connecting individuals, families, and communities to local, state and national diversity and inclusion resources to help ensure that every child's potential becomes a reality.

PTA Diversity and Inclusion Mission Statement

NCPTA will work to be a high-performing, productive association through an inclusive community environment in which each individual is valued for his/her unique skills, talents and contributions in order to capitalize on the innovation inherent in diverse populations.

From Murphy to Manteo, North Carolina is a land of variety and diversity. Like our land, the people of North Carolina have historical and cultural diversity. NCPTA recognizes the growth and changes of the families and students of North Carolina and realizes when PTAs truly represent their communities, they gain tremendous strength and effectiveness through increased volunteer and resource support.

NCPTA Diversity and Inclusion Plan and Accountability

NCPTA and its affiliate associations must:

- Openly assess beliefs and practices to assure inclusiveness and guard against discrimination
- Make every effort to create a PTA board and membership that is inclusive and reflective of its community

- Encourage that all PTA activities at the school be planned by committees which are inclusive and representative of the population
- Foster programs and practices that eliminate bias, prejudice and misunderstanding with their communities
- Become acquainted with the leaders of the many diverse groups in the community and collaborate with them to increase parent, family and community involvement
- Educate its leaders and members to the needs, cultural beliefs, traditions and family structures of the populations they serve
- Propose change wherever discriminatory practices are perceived or practiced
- Treat ALL individuals and groups with respect and dignity
- Make decisions based on equity and fairness to ALL

Value the diversity of communities and families

NCPTA has an extraordinary and essential responsibility to create and maintain a climate that affirms diversity of people as well as diversity of views.

NCPTA has an obligation to serve as a leading liaison to connect affiliate associations to help ensure that every child's potential becomes a reality.

Resources

NCPTA will work to provide resources for its affiliate associations to reach the goal of inclusion for North Carolina's diverse population. These resources may include but are not limited to workshops, conferences, literature, and website resources at www.ncpta.org.

Adopted February 5, 2010 by the NCPTA Board of Directors