

## **Idaho PTA Diversity and Inclusion Policy**

*Submitted January 2012*

The Idaho PTA Diversity and Inclusion Policy has been developed by the Idaho PTA Diversity and Inclusion Committee and adopted by the Idaho PTA Board of Directors. Its intention is to be consistent with the National PTA's Diversity and Inclusion Policy. This Policy is also written in order to further the Mission of Idaho PTA, which is: To continually be a voice for all children by representing diversity in our, leadership, programs, membership, advocacy, training, partnerships and communications.

We are committed to involve the entire school and community in planning, contributing and enjoying, various programs and activities. As members, we bring our own views, experiences, skills, abilities, values, preferences, culture and traditions. Idaho public schools are full of diverse people; therefore, PTAs must be as well. Involvement of diverse people enriches activities and enhances the well being of all children and youth.

Discrimination or prejudice cannot be tolerated. This Policy demonstrates that we respect the fact that each individual is unique and we support individual differences in a safe and positive environment. When all aspects of the community are represented, all voices will be heard, and Idaho PTA will be an effective Voice for ALL Children.

This Policy is effective as of November 11, 2011, and shall be reviewed by the Board of Directors every two years. It shall remain in effect until amended or replaced in its entirety as a result of action by the Board.

This Policy shall apply as guidance to all members of the Idaho PTA, including its Staff, Board, Region, and Local Unit with their respective members.

Therefore Idaho PTAs at every level 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 a committee which is representative of the population
- Foster programs and practices that eliminate bias, prejudice and misunderstanding within 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 population they serve; and
- Propose change wherever discriminatory practices are perceived.

PTA values and appreciates diversity, which enriches and strengthens the structure of our society within our state and nation.