

# *Imagine:* Cultural Competency

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# PTA's mission is to make every child's potential a reality by engaging and empowering families and communities to advocate for all children.

The Core Values of PTA are:

- Collaboration
- Commitment
- Diversity
- Respect
- Accountability

# Building a More Diverse, Equitable, and Inclusive PTA

PTA represents parents, caregivers, educators and communities of *all* children, which enables us to best achieve PTA's mission to make every child's potential a reality.

Our collective backgrounds, perspectives and ideas allow us to create the strongest future and direction for PTA.

**What does every child mean to you and your PTA?**

# What is culture?

Culture is defined as the symbols, language, beliefs, values, and artifacts that are part of any society.

As this definition suggests, there are two basic components of culture: ideas and symbols on the one hand and artifacts (material objects) on the other.

# The Core Characteristics of Culture

1. Culture is social
2. Culture is learned
3. Culture is shared
4. Culture is symbolic
5. Culture is dynamic

# Examples of Material and Nonmaterial Culture

## Tangible

- Clothes
- Architecture
- Tech and Tools
- Food and Eating Habits

## Intangible

- Beliefs
- Norms and Customs
- Language
- Values
- Symbols

# Improving the Diversity of Your PTA

- Look at your board- does it look like the kids in your school?
- [Use inclusive calendar to plan events](#)
- Do a diversity audit with the [National PTA's Diversity Profile](#)
- Host listening sessions to hear from families

# Transformative Family Engagement

## The 4 I's of Transformative Family Engagement

- Inclusive
- Individualized
- Integrated
- Impactful

Check out the National PTA's Center for Family Engagement for ideas!

## Ideas for your units

- Virtual Cooking Classes using the recipes that families submit
- Read Aloud Event with stories from cultures in your school
- Adding Sensory Friendly time/space to events
- Survey grown ups during waiting times at events
- Guest Speakers instead of just long meetings

# National PTA Position Statements

## Position Statements

- **Inclusive Curricula in K-12 Education**
- **Say Their Names: Addressing Systemic or Institutional Racism**
- **Rights and Services for Undocumented Children**
- **Citizenship and Equality**
- **Libraries and Educational Material**
- **The Education of Students with Disabilities**

# National PTA Resolutions

## Resolutions

- **High Expectations for Students with Disabilities**
- **Recognition of LGBTQ Individuals as a Protected Class**
- **Inclusive Schools Build Stronger Communities**

# Responding to Pushback

**Our mission requires that diversity, equity and inclusion (DEI) be central to our work and used in our day-to-day decisions and actions.**

**Sometimes members of your PTA may not agree with a DEI-focused approach.**

## Responding to pushback

Explore the talking points below to help you have some of those tough conversations.

- but that's less convenient for me
- those parents won't show up anyway...
- stop getting so political about this

# Schools Should Be A Safe Place For All Children to Learn and Thrive

## National PTA®

PTA supports policies that create a safe and supportive school environment for all families and students, including students in immigrant and mixed-status families. Every child and family deserves to attend school without fear. Yet immigration enforcement inside and around schools have created a climate of fear in communities nationwide—disrupting learning and academic achievement for all students. Research underscores what families are experiencing: this type of enforcement leads to decreased attendance, behavioral and mental health challenges for children and reduced healthcare access. Protecting school attendance and each student's learning and well-being are essential to our nation's future success. **Our mission is clear: to make every child's potential a reality.** What we've witnessed recently in Minneapolis and other communities across the country undermines this mission.

**YVONNE JOHNSON**

National PTA President

**HOWIE BERMAN**

National PTA Executive Director

**RACHEL COLEMAN**

Minnesota PTA President

Take Action

**Ohio**  
**PTA**® *everychild.*  
*one voice.*®

# Big Creek Elementary PTA - Middleburg Heights

- Received a DEI grant from Ohio PTA and National PTA
- 2024 Diversity, Equity and Inclusion Advocacy Award
- 2024 Jan Harp Domene Diversity and Inclusion Award

# Imagine Your PTA

