

Taking a Closer Look Into DEI

April Cobb

HCC PTA DEI Chair

Ami Marie Granger Welch

HCC PTA VP of Leadership



One of the most significant ways to empower an individual with a sense of 'why' is to acknowledge, celebrate, and encourage their unique perspective and recognize how this authenticity directly contributes to the 'why' of the organization.

LET'S 
UNPACK
THAT!

Here is the REALITY!



Diversity, Equity and Inclusion is a crucial ingredient for creating a safe place that fosters a culture of inclusivity and healthy relationships through positive engagement.



What is DEI?

- Diversity Equity and Inclusion, a phrase welcomed by some and misunderstood by many, uses data to create change. **It's a people-centered strategy that builds bridges within and among communities to foster a culture of respect, trust and understanding.**
- Diversity, equity and inclusion should not just be buzzwords

Get Comfortable With Being Uncomfortable!

<https://youtu.be/QijH4UAqGD8>

What You Need to Know First!

DEI strategies
require the
ongoing
support of the
entire
organization.

It is not the
responsibility of
excluded groups
to organize their
own
recognition.





The DEI FIVE



Create a DEI Committee with a clear purpose and specific DEI initiatives to be embedded in the school/site culture.



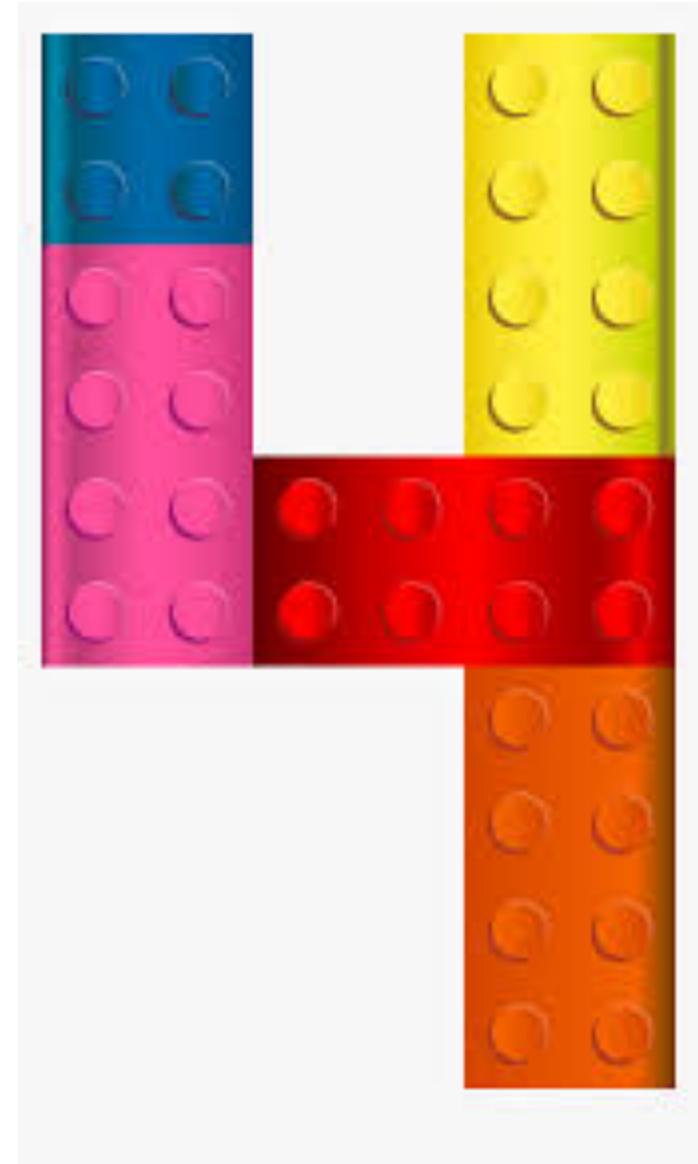
Assess your current DEI efforts at your school and uncover gaps and challenges.



Identify goals and fidelity checks that will indicate progress.



Develop DEI specific programs and workshops.



Be intentional about implementing DEI across your entire school/site with initiatives to support all students and their families.



THANK YOU FOR JOINING OUR SESSION!

