



Building and Sustaining an Effective  
Parent Diversity Group

# Introduction

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- Jonelle Harris, Diversity/Inclusivity Coordinator, Junior Kindergarten teacher
- Bob Cooke, Head of School
- Community School
  - History and makeup of the school
  - Board of Trustees
- Why have a Parent Diversity Group?
- Ask questions any time!

# Community School Parent Diversity Group (PDG)

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- Assessment of Inclusivity and Multiculturalism
- Committee Structure
- Committee makeup
- Goals and Philosophy

# Parent Diversity Group Mission

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*The PDG is a group of parents seeking to promote an inclusive environment and celebrate the diversity within our school community.*

*The PDG hosts events and social activities throughout the school year. These events are open to the entire school community and are designed to provide the opportunity for parents and families of all backgrounds and cultures to make connections, build relationships, engage diversity and inclusivity, and foster community.*


# Three Types of Events

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- Fall and Winter Workshops
- MLK, Jr. Day of Service
- Bowling Night

# Workshops (Fall and Winter)

- Description of event
- Fall and winter workshops
- Ground Rules
- Dinner and childcare
- 90 minute workshop
- Variety of workshops




**ACTING  
WITH  
AWARENESS**

**February 6, 2019**

**Dinner: 5:15-5:45 PM**  
*Program immediately following.*

**Childcare provided. Please RSVP here**  
(<https://goo.gl/forms/Mg6xgPSHxL8gPCTu2>),  
indicating dietary restrictions and number of  
children needing care.

**COCABiz**

 Community  
SCHOOL

Join us as we partner with COCABiz to engage in a night of interactive exploration and conversation on the value of collaboration and inclusion. We will examine communication styles, non-verbal behaviors and team interactions as we learn to appreciate diverse experiences and foster a stronger Community.

RSVP by clicking on the link provided above. If you have any questions, please email [jharris@communityschool.com](mailto:jharris@communityschool.com)

*All families are invited to attend this event. The goal of the Parent Diversity Group is to build relationships, make connections, and promote an inclusive environment.*

# Martin Luther King, Jr. Day of Service

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- Description of event
- Structure of the event
- Organization of the event



# All Family Bowling Night

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- Description of event
- Structure
- Organization





# Ground Rules

Be fully present

Speak from the “I” perspective

Be self-responsible and self-challenging

Listen to understand, not to respond

*Lean* into discomfort

Take risks, be raggedy, make some mistakes, then let go

Accept conflict and its resolution as a necessary catalyst for learning

Be comfortable with silence

Allow space for everyone to share before you speak again

Be crisp; say what’s core

Assume positive intent

Treat the candidness of others as a gift; honor confidentiality

Suspend judgment of yourself and of others

Stay on topic

Respect

“Proud to Be”



# Group Discussion Questions

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1. What are your initial reactions?
2. How does this video impact how you view Native Americans?
3. What are your takeaways, and how might you share those with others?

# Finding Resources

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- School librarian
- Local public/county library
- Videos - TedTalks, MTV's Look Different, *What Would You Do?*
- Other local resources specific to your city
- Keep cost low!
- Parents, alumni, past parents, to help with events and workshops

# Keys to Success

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- Administrative support and coordination
- Invite allies, trustees and other parent leaders
- Financial support--but you don't need much!
- Ground Rules for all events
- Develop a clear and strong mission
- Post-event analysis

# Problems and Challenges

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- Uneven participation in events
- Finances
- “Read the room”
- Be both a partner and a guide to your PDG

# Questions and Contact Information

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