**MCCPTA Committee Work Plan**

**Committee: Diversity Equity and Inclusion (DEI)**

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**Vision**

The DEI committee seeks to ensure that equity is the foundation of all MCCPTA programs, activities, policies, and priorities. Furthermore, the DEI committee seeks to/ will work with MCPS to ensure accountability, transparency, and continuous improvement related to diversity, equity and inclusion policies, initiatives, procedures, and programs.

The DEI committee seeks to partner with a wide array of stakeholders within and outside of the school system to provide/facilitate programs that amplify diversity, equity and inclusion within all MCPS schools.

**Values**

* We value equity, inclusion, and dignity for all.
* We believe that the diversity of our community makes us stronger.
* We insist on a culture that promotes safety, dignity, and respect.
* We recognize that words and actions matter and that the absence of words and actions also matter.
* We believe that we all share in the responsibility to create a positive culture.

**Goals**

* Equity in the MCPS return to school for fall 2020 (online learning, transportation, technology access, inclusion for all learners)
* Annual unconscious bias and antiracist training for all MCPS staff, students, MCCPTA/ PT(S)A leaders
* African American history as a graduation requirement
* Parent Academy course with expanded diversity-related topics
* PTA-wide liaison role: DEI liaison/committee at all MCPS schools
* Membership/Diversity: A representative from each cluster on the DEI committee
* Programming: Develop joint programs, sponsor forums and trainings with MCPS action groups and other stakeholders
* LGBTQ: Actively support the work of this sub-committee
* Promote student voices/perspectives in DEI programming

**Action Steps**

* Meet with the NAACP, African-American Student Achievement Action Group (AASAAG), Black & Brown Coalition, Latino Student Achievement Action Group (LSAAG), Asian Pacific American Student Achievement Action Group (APASAAG), Chinese Parent Association (CAPA)
* Meet with the MCCPTA’s Special Education and Gifted Child Committees
* Meet with MCPS Equity team to understand MCPS’ diversity, equity and inclusion goals
* Meet with Cluster Coordinators and AVPs to understand DEI needs/concerns within each cluster.
* Seek rep/liaison from each cluster to join MCCPTA DEI committee
* Create DEI Elist to share info, encourage conversations about DEI across clusters and build community
* Connect with Montgomery County community organizations focused on DEI
* Create connections with student-led organizations, including SGAs. Shella Cherry (MCPS)
* Encourage clusters to advocate for greater transparency around MCPS’ DEI activities
* Source and share online/web based Unconscious Bias + Antiracist Training with MCCPTA/PT(S)A as required training
* Participate in Hate/Bias Working Group within the Office of Student Welfare (Greg Edmonson-Director, Student Welfare)
* Partner with Principals, Climate Survey stakeholders, students, etc to identify “hot spots” “teachable opportunities” so that we’re au courant, engaged in current issues, responding at the grassroots?

**Meeting Schedule**

Bi-weekly through January 2021and monthly thereafter with subcommittees meeting separately.

**Expenses**

Student engagement on DEI issues program target for Spring 2021 - $1,000. Includes speakers, venue and refreshments

Note: The LGBTQ sub-committee will submit a separate work plan with additional budget request as needed.