**MCCPTA Committee Work Plan 2021-2022**

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

**Chair: Yvonne VanLowe**

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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**

* Facilitate DEI and restorative justice practices training for MCCPTA community
* PTA-wide liaison role: DEI liaison/committee at all MCPS schools
* Encourage each cluster to assign a representative to MCCPTA DEI committee
* LGBTQ: Actively support the work of this sub-committee
* Restorative Justice Practices: 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 and amplify MCPS’ diversity, equity and inclusion goals
* Meet with Cluster Coordinators and AVPs to understand and amplify DEI needs/concerns within each cluster
* Seek rep/liaison from each cluster to join MCCPTA DEI committee
* Share DEI resources via DEI listserv and webpage within MCCPTA website
* Create connections with student-led organizations, including SGAs
* Engage in DEI related activities that affect the MCPS community

**Meeting Schedule**

Weekly or bi-weekly meetings as warranted by the committee’s work.

**Expenses**

$1,000 for speakers to support DEI training events