

Diversity is about



Race
Ethnicity
Culture
Gender
Religion
Social Class
Immigrant Status
Sexual Orientation
Economic Status
Special Needs
Urban / Suburban
Language
Learning Styles

**individual
EXPERIENCES**

Diversity describes the spectrum of human similarities and differences. It refers to the composition of people associated with the organization

Inclusion on the other hand, describes the way an organization configures opportunity, interaction, communication, information and decision-making to utilize the potential of diversity. It refers to the organizational environment.

Achieving inclusion means creating the structures, policies and practices in organizational life that recognize the existence of multiple perspectives and signal the importance of learning from differences.

Organizations might be diverse without being inclusive.

PDAC's FOCUS

Acknowledging & Addressing Barriers to Academic Excellence

- **Students:** The ability to conduct the business of learning.
- **Families:** The ability to support their child in the education process.
- **Staff/Administration:** The ability to conduct the business of teaching.

Building a Community of Understanding

- **Build Bridges:** Provide opportunities to build a relationship with all members of the IPSD community.
- **Bridge Understanding:** Increase awareness and knowledge of all stakeholders for the benefit of all stakeholders.
- **Build Understanding:** Research specific needs and collaborate with all members of the community to implement common goals.

PTA Liaison to PDAC

ROLE - To positively impact:

- disparate academic performance at your home school
- the culture/climate at your home school by building bridges of understanding

How.....

- You are part of a network of school representatives focused and versed on issues of diversity, parental involvement and academic achievement.
- You have access to information, best practices, resources, support and collaborative outreach opportunities.
- You have access to assistance to manage school-specific challenges and opportunities.
- You are a subject-matter expert, an advocate and an ambassador for the diverse student population at your home school.