

# Lake Washington School District PTSA Standing Strong for Diversity, Equity, Inclusion, and Belonging

LWPTSA Council is committed to advocating for institutional and systemic changes that ensure equity, justice, respect and inclusion of all children.



# Objectives



Share  
Understanding  
of DEIB

Practice  
Advocating



# Diversity

Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, values, and needs.



# Equity

The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of marginalized groups in school systems. The principle of equity acknowledges that there are historically and currently underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.



# Inclusion

The act of creating an environment in which any individual or group will be invited, welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces participation and respects cultural differences.



# Belonging

**Belonging** is both a feeling and a practice—something we experience personally and something we create collectively.

It happens in structures when all social groups are included in the critical institutions and communities that shape their lives, recognized and made visible within these spaces, empowered to have a real voice in shaping these spaces, and able to report a sense of emotional, physical, and psychological safety. Many people feel pressure to assimilate and hide a part of themselves to *fit in* at school. This is not belonging.

At its heart, belonging can be seen as an ever-expanding circle of connection, one that keeps growing to share power and recognize the dignity and humanity of all people.



# Bring it Home



Show how DEIB connects to what someone already cares about and or their values.

- Family, their role at work, their vision for themselves, fairness, leadership, teamwork, community, respect, safety, growth, etc.



# Convey Benefits Over Risks

## Instead of Risks:

*“If we leave racism out of the curriculum, students won’t be as equipped to lead in an increasingly diverse world.”*

## Try Benefits:

*“Schools that integrate racial equity into their teaching help students develop empathy, critical thinking, and leadership skills that prepare them for the future.”*



Why do you care about  
DEIB?



# Pairs Practice

1. Share why you believe DEIB is important (5 min)
2. Ask "Why?"





**Amplify Voices for  
Social Justice**

# When You Witness an Adult Committing a Microaggression

- Ask questions w/genuine curiosity
- Connection before redirection
- Educate
- Thank them





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