

Diversity, Equity, and Inclusion Position Paper

NYS PTA supports and promotes the ideals of diversity, equity, and inclusion in all facets of education, including curricula, policies, procedures, programs, standards, staffing, administration, and legislation.

NYS PTA supports DIVERSITY in education as the representation of all our varied identities and differences including, but not limited to, race, ethnicity, disability, neurodivergence, sexual orientation, gender identity, gender expression, national origin, religion, tribe, caste, socioeconomic status, or thinking and communication styles, collectively and individually.

NYS PTA advocates for EQUITY in the process of dismantling obstacles to accessing information, resources, and educational opportunities for all students and families in an environment built on respect and dignity.

NYS PTA promotes INCLUSION by encouraging a positive and affirming school culture of belonging by actively inviting the contribution and participation of all people. NYS PTA and its units should work collaboratively with all stakeholders to support and encourage inclusivity within school communities.

NYS PTA is committed to innovative curricula that accurately represent diverse cultures, ethnicities, races, abilities, religions, and identities within NY State schools. We further support a focus on, and curricula sensitive to and inclusive of historically disenfranchised populations including, but not limited to, Black, Latino(a), Hispanic, Indigenous peoples, LGBTQ+ groups, historically targeted religions, and students with disabilities. It is essential for all school personnel to complete professional development that is culturally and linguistically responsive. Furthermore, it is necessary to consider how intersectionality increases the vulnerability of our youth and design targeted programs and policies that address the nuances of these identities.

Recognizing that some of our institutions have historically perpetuated inequitable outcomes for some students, NYS PTA encourages educational institutions and legislators to eliminate any practices that discourage systemically disenfranchised populations from accessing and receiving equitable educational opportunities. Specifically, NYS PTA promotes the use of validated risk assessment tools when dealing with juveniles in the justice system, to tailor services for individual needs and combat racial and ethnic disparities. Additionally, NYS PTA advocates for compliance with the Individuals with Disabilities Act (IDEA) mandates, including the right to a free public education complete with academics, therapies, and other supports.

NYS PTA seeks to educate students, parents, guardians, families, teachers, staff, educational stakeholders, and legislators on the importance of DEI. We encourage the New York State Education Department (NYSED), Board of Regents, and local school districts to develop, support, and provide a DEI framework for all practices, including but not limited to hiring, professional development, promotion, and retention.

We advocate for the implementation of systems in local school districts to hold them accountable to their communities. We support the Board of Regents and NYSED's efforts to hold school districts accountable for implementing a Diversity, Equity and Inclusion¹ and Culturally Responsive-Sustaining Education² framework in all areas of our education systems.

¹ <http://www.nysed.gov/diversity-equity-inclusion>

² <http://www.nysed.gov/crs>