

# Diversity & Inclusion Committee

Proposal for vote at XXX Public School P&C - May 2021

# Background

- Some parents of children with disability at XXX PS linked together and explored the idea of a school support network
- Others have suggested the P&C could better engage with culturally and linguistically diverse families
- This led us to think about how the P&C reflects and includes these and other families, such as:
  - Aboriginal and Torres Strait Islander families
  - LGBTQI+ families
  - Sole parent families
  - Foster families

# Proposal

- Establish a dedicated Diversity & Inclusion Committee as part of the XXX Public School P&C.

# What would it do?

- **Raise awareness** about the value of diversity and inclusion in our school community, and the work that the P&C and school are already doing
- **Demonstrate** that the P&C and school community leaders **embrace and value diversity**, and model inclusion in their work
- **Increase opportunities and remove barriers** for families from diverse backgrounds to participate in the P&C and the school community, and ensure all families are included and valued in shared decision making
- **Assist P&C and school communication and engagement** with minority groups as well as the majority of the school community
- **Facilitate a support network/s** to parents/carers from diverse families (on an opt-in basis)
- **Promote relevant policies, initiatives and resources**
- **Organise relevant events and projects** that complement what's happening in the school

## What would it not do?

- Seek to direct what is taught in the classrooms
- Create work for teachers
- Impose on the Principal's discretionary decisions

# Committee project suggestions

## Short-term

- Develop a **statement of principles or values** on diversity and inclusion, to guide P&C action
- **Survey parents/carers at the school** (including in community languages) about the committee's priorities, the preferred mode/s of communication, and interest in involvement
- **Profile aspects of a different culture each month** through P&C communication (e.g. Facebook page, articles in the school newsletter) with related student activities
- Consider options to **enhance the inclusion of existing P&C events** and communications in their themes and promotion
- Use P&C communications to **recognise and celebrate some of the key inclusion and diversity dates** in the community calendar

## Medium or longer term

- Develop **mechanisms to converse** with families about their experiences of inclusive education/ inclusive community
- **Identify diversity and inclusion champions** from different groups within the school community to help the P&C reach, engage and reflect diverse families
- **Run events** that highlight diverse practices shared by parents/carers (e.g. food stalls at the markets, showcasing inclusion in the classroom)
- **Establish ways for parents/carers/extended families to meet and support each other** (e.g. quarterly catch ups), and complement relevant school events
- Explore whether **community or other language lessons** could be offered before or after school.

## Why a committee of the P&C?

- Reflect and represent the diversity in our school and local community
- P&C Associations are a connection between home life and school
- Enable the committee to be aided by P&C by-laws, expertise, budget and other efforts
- Align with NSW Department of Education policy frameworks

## Next steps

- **P&C meeting vote on the concept – tonight!**
- If supported, interested parents/carers will hold a first meeting, then put a call out for committee members
- Open EOI process to select Committee Chair and Vice Chair
- Consult with the P&C Executive and Principal
- Commence planning and implementing actions
- Report at P&C meetings
- Monitor and evaluate our efforts