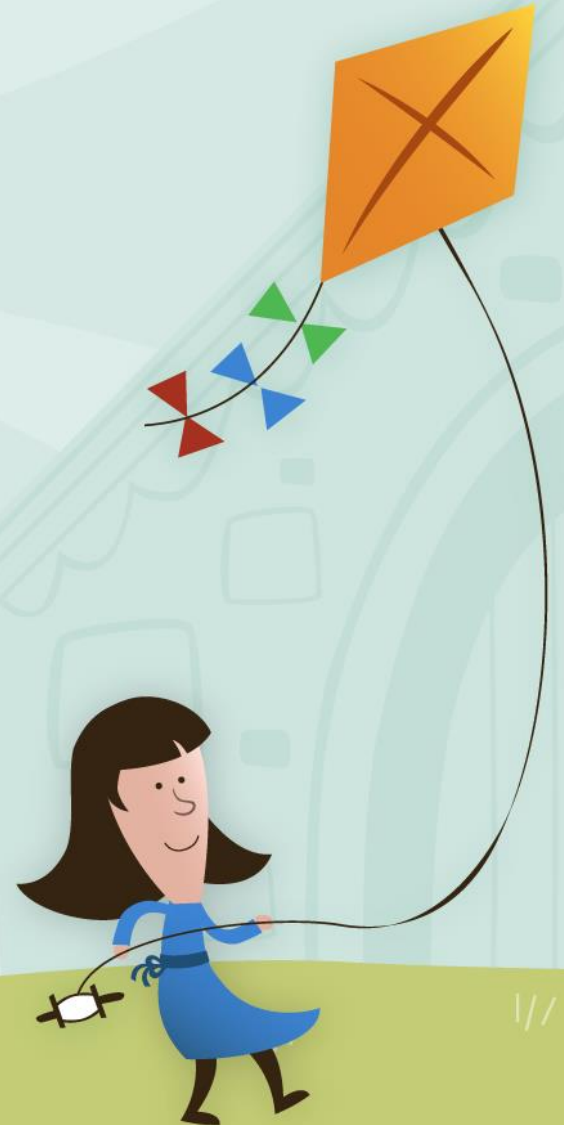


Lake Washington School District PTSA

Defining and Advocating for DEIB

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



Objectives



Define DEIB

Practice
Advocating



What do students have to leave behind in order to belong?



their opinions?
their background?
their native language?
their real hairstyle?
their gender?
their ethnicity?
their sexual orientation?
their ideas?
their personality
their religion?
their uniqueness?
themselves?



A workplace can only be diverse if the people who work there can be themselves. PricewaterhouseCoopers



What does belonging mean
to you?



Belonging

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

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

Othering and Belonging Institute



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 and values.



Equity

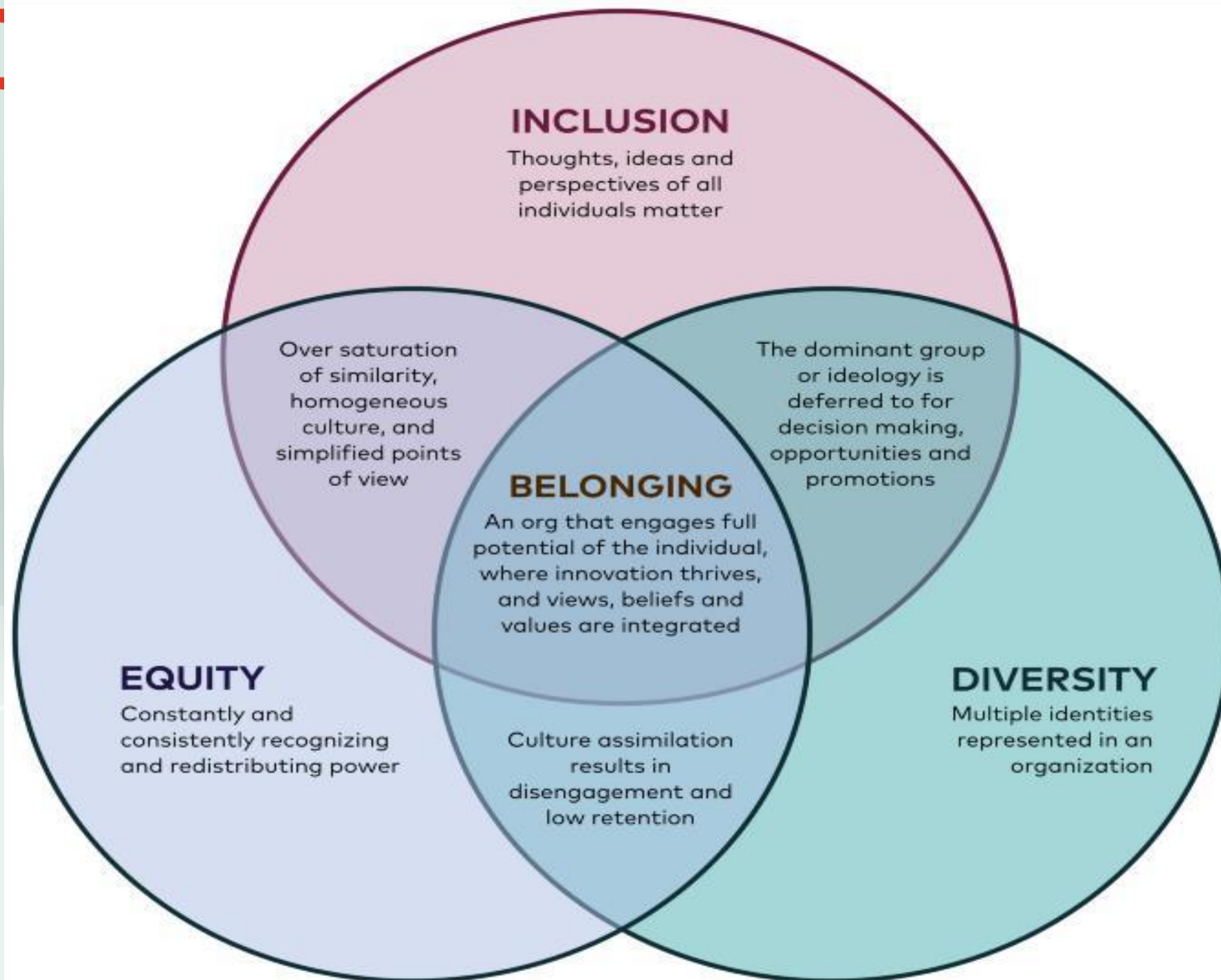
The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations 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 welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.





Pairs Practice

1. Explain what Diversity, Equity, Inclusion, and Belonging mean
2. Share why you believe DEIB is important for children



Norms

- ☐ Experience Discomfort
- ☐ Stay Engaged
- ☐ Listen for Understanding
- ☐ Speak Your Truth
- ☐ Take Risks
- ☐ No Fixing
- ☐ Expect and Accept Non-Closure



Countering Attacks on DEIB

1. Ask Questions

- Do you think schools should work for all children?
- Do you think everyone deserves a fair chance for an education?
- Do you think history still has an impact on people's opportunities today?
- Would you want a system where the majority could ignore you?

Scot Nakagawa, The Anti-Authoritarian Playbook



Countering Attacks on DEIB

1. Use Examples that Show Broad Benefits

- DEI helps children with disabilities, those who are poor or working class, children of color, etc.
- "Wouldn't you want schools to recognizes the specific needs of different children, including yours?"

Scot Nakagawa, The Anti-Authoritarian Playbook



Countering Attacks on DEIB

1. Avoid Letting People Define DEI as “Special Treatment”

- Instead, frame it as “smart governance” that helps schools in America function better for everyone.
- DEI isn’t about lowering the bar; it’s about leveling the playing field so hard work and talent matter more than historical barriers.

Scot Nakagawa, The Anti-Authoritarian Playbook



Practice

Someone says,

- “I don’t think anyone should get special treatment because of the color of their skin.”
- “DEI is taking opportunities away from hard-working white families.”





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