

The Board of Directors of the Michigan Parents and Teachers Association (Michigan PTA) met in a regular board meeting on the 21st day of August 2021 and approved the following.

## POSITION STATEMENT TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION FOR BLACK, INDIGENOUS, AND PEOPLE OF COLOR IN MICHIGAN SCHOOLS

WHEREAS, in 1970, the National Congress of Parents and Teachers and the National Congress of Colored Parents and Teachers came together as one association because they understood the power of unity in our efforts. In the spirit of that unity, let us come together at all levels—national, state, and local—to examine our policies, procedures, and programs and eliminate any practices that disenfranchise or discourage Black and Brown families. We must look within ourselves and then call upon all other institutions to do the same if we are to end the practices that so adversely affect our children; and

WHEREAS the National PTA recognizes that African Americans have suffered from institutional racism for over 400 years. While civil rights legislation and grassroots advocacy have created progress, recent events compel us to recognize additional work is needed. As a nation born out of a need to be liberated and free to live out our true creed, we must acknowledge that racism is a learned behavior; and

WHEREAS Michigan PTA identifies the groups referred to in this document are Black and African Americans, Indigenous, Asian, Middle Eastern, Hispanic, Latin, and all people of color, all races and all minorities in Michigan schools.

WHEREAS the Michigan PTA will continue to recommend, initiate, and support legislation and appropriation for public schools to ensure all children and youth in Michigan receive a high quality education. Recognizing that quality education for children is directly related to the effectiveness and efficiency of school personnel, the Michigan PTA will recommend, initiate, and support legislation and appropriations to encourage, recognize and provide incentives for school personnel that will improve and benefit the education of all children and youth in Michigan. The Michigan PTA recognizes no educational system can be of the highest quality without the support, involvement, and cooperation of parents and the community; and

WHEREAS the Michigan PTA will continue to support legislation and appropriations, which safeguard and relate to the health of children and youth. Support should be given for improvement of community programs and facilities, which provide maximum protection from moral, emotional, and physical hazards for children and youth, and which strengthen home and family life; and

WHEREAS the Michigan PTA issued a 2020 Position Statement regarding Racial Injustice and Trauma in Children and Families seeking concrete actions to address the pattern of institutional and systemic racism, implicit bias, and violence against African Americans and people of color. Michigan PTA commits to examining our own practices and structures to work toward

eliminating implicit bias, racism, and inequities for Black and African American, Asian, and all other minoritized communities.

WHEREAS the Michigan PTA believes ALL schools must be firmly grounded in the principles and practices of diversity, equity, and inclusion, anti-discrimination, antiracism, anti-hate, multiculturalism, and cultural proficiency. ALL educators must prioritize ALL students' social-emotional well-being and diverse academic needs. ALL administrators must provide an immediate safe, non-hostile, nurturing environment where ALL students can thrive and realize their full potential.

NOW, THEREFORE, BE IT RESOLVED that the Michigan PTA Board of Directors wholeheartedly supports approaches to education that embed diverse perspectives, cultures, and identities into curriculum and discussions; value truth, facts, science, and research; foster critical thinking and independent thought; prioritize root cause analysis; examine complete, accurate accounts of history and modern events; scrutinize governments, institutions, and power structures; study inclusive canons of literature; encourage ALL students to engage in STEAM, and challenge ALL students to go beyond their borders to seek out truth and perspective; be it further

RESOLVED that the Michigan PTA strongly supports the Michigan State Board of Education's June 9th, 2020 Resolution to Eradicate Racism and to Create More Equitable and Inclusive Schools for Black Children/All Children, and local school board resolutions that comprehensively address racism, white supremacy culture, discrimination, hate, implicit bias, disparate outcomes for students of color, culturally responsive teaching, trauma-informed care, and professional development; and be it further

RESOLVED the Michigan PTA also supports school districts and institutions that are operationalizing intentional goals, objectives, and action plans to infuse diversity, equity, and inclusion into their culture and practice; and be it further

RESOLVED that a copy of this Position Statement be forwarded to all Michigan state legislators, the Superintendent of Public Instruction, and the Governor of Michigan immediately.