



Diversity Committee Charter Mission and Goals for 2013-2014

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Mission

The mission of the Diversity Committee is to lead the PIC community in honoring and extending its commitment to diversity as articulated by the PIC Diversity Statement:

PIC celebrates and values diversity and is committed to creating an environment where all families, teachers/staff, administrators and board members feel welcome. At PIC, we believe that children who are taught to appreciate diversity and who spend time in a diverse environment will both develop respect for and value the individual differences among us all and feel comfortable being themselves. All members of the PIC community are responsible for advancing an understanding of and a respect for diversity.

While acknowledging that diversity is ever-changing, PIC feels it is important to identify and recognize some of the ways in which diversity can be celebrated. The following is a non-exhaustive list developed in conjunction with a recent diversity survey completed by the PIC community: race, ethnicity, economic status, religion, language, gender, sexual orientation, family model, education level, abilities, learning differences and age.

The Diversity Committee expects that its work will inform all aspects of curriculum, operations, enrollment and programming at PIC. The Diversity Committee seeks to establish an environment, at its own meetings and throughout the Center, where diversity issues can be identified and discussed freely.

Goals with timeline

- Foster safe and open discussions with families, teachers, administrators and board members. *Continuously*
- Educate board members and lead board discussions about diversity as it relates to enrollment. *Fall 2013*
- Facilitate filming and sharing of stories about “what diversity means to me” from PIC staff and parents for the PIC website. *Fall and Spring 2013*

- Organize English classes for Chinese-speaking PIC grandparents, to help them communicate better with PIC teachers and feel more included in the PIC community. To be taught by PIC parent and diversity committee member Ze Wong. *Fall 2013*
- Identify and develop resources to support efforts within the Center (including but not limited to curriculum, calendar of holidays, library, professional development, and events). *Continuously*
- Identify and develop partnerships with the neighborhood, including Book Fest (*Fall 2013*) and Storytime (*Summer 2013*).

Tentative meeting schedule

Meetings are held on Tuesday evenings from 5:30 – 7pm. We meet at PIC, provide childcare and food, and PPP hours are available for attendance. We meet monthly (rather than bimonthly, like most committees) because face-to-face dialog between staff, parents, and board members is central to our collaborative work and decision-making process.

August 20 th	February 11th
September 24th	March 11th
October 22nd	April 15th
December 3rd	May 13th
January 14th	June 10th

Staff support

Sarah Klavans provides support to this committee in the form of meeting reminders, room reservation, arranging for food and childcare. We also need to call upon other staff on occasion, including the Executive Director, Director of Enrollment, and Director of Development, for information about current policies and practices.

Committee membership

A core group of teachers/staff, administrators, parents, and board members make up the Committee, but we welcome anyone who is interested in discussing issues relating to diversity and how they impact all of the constituencies at PIC.

Committee members are asked to be available by email and to be willing to engage in open, thoughtful discussion around relevant issues. Committee members are asked to participate actively in one or more initiatives of the Diversity Committee each year.