

## Diversity Committee: Charter 2017-18

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**PIC Staff Member:** Tamara Clark (Preschool Program Coordinator): tclark@parentinfantcenter.org

### 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, gender identity, 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

- Foster safe and open discussions with families, teachers, administrators and board members (*Continuous*)
- Identify and develop resources to support efforts within PIC (including but not limited to curriculum, library, professional development, and events) (*Continuous*)
- Identify and develop partnerships with the neighborhood, including Book Fest (*Winter*) and Story Time (*Summer*)
- Support the Inclusion Task Force in developing and reviewing, with Executive Director and Director of Enrollment, policies and procedures on admissions and enrollment of children, including those with special needs (*Continuous*)
- Investigate and advocate for trainings and programs relating to diversity as they affect the PIC community on and off campus (*Continuous*)
- Start a task force for investigating children's programming relating to diversity issues (*Fall*)
- Encourage and support family-led activities in the classrooms for sharing cultural, language, and religious traditions

### Meeting schedule

Meetings will be held monthly. Because several Committee members will not know their school and teaching schedules until later this summer, the Committee will plan the meeting schedule at the September 2017 meeting (date and time to be determined).

**Staff support**

Tamara Clark provides support to this committee in the form of meeting reminders, room reservation, and arranging for food. 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.