Job Description for the Diversity, Equity, Inclusion, and Belonging Chair

The Cornell Elementary School PTA believes that engaging families in school events is critical to the academic and career success of Cornell students. To turn this belief into more concrete action, we are seeking a DEIB Chair who can:

- Coordinate activities with district organizations focused on Black, Indigenous, People of Color, LGBTQ+, and low-income families (such as the Black Parents Advisory Group);
- Seek opportunities to incorporate best practices in areas of inclusion and equity and use metrics and assessment to show their efficacy;
- Advocate for action and raise awareness about systemic discrimination, especially transphobia and racism within Cornell and the broader AUSD community; and
- Who can skillfully move AUSD out of its comfort zone, help us take accountability, and not be afraid to point out the “white elephant in the room” (i.e., using phrases such as “white supremacy” vs. “cultural insensitivity”).

THE DIVERSITY, EQUITY, INCLUSION, AND BELONGING CHAIR SHALL:

- Collaborate effectively with parents, teachers, administrators, and the community to build, support and sustain ongoing engagement for all families;
- Understand how systemic discrimination, such as anti-Blackness, cissexism, transphobia, and white supremacy impact children including academics and discipline;
- Engage teachers, site administrators, school district administrators and school boards, county leaders and community groups to achieve the goal of providing an inclusive and equitable school environment for historically excluded children (especially, but not limited to, BIPOC children and transgender children).
RESPONSIBILITIES

- Promote and encourage participation in activities hosted by district groups and community organizations which center Black, Indiginous, People of Color;
- Engage with families who do not regularly attend school events and clear hurdles for their involvement;
- Provide a safe forum for the exchange of information about the needs of Albany families who are not being served, especially those negatively affected by anti-Blackness, transphobia, and other systemic oppressive phenomena AUSD or Cornell PTA has identified;
- Be the conduit for information prepared and distributed by the council/district, California State PTA, and National PTA about racism;
- Attend council and district PTA trainings and California State PTA conventions;
- Obtain training on leadership skills and working/communicating with parents and families of diverse backgrounds; and
- Create, update, and maintain a procedure book (with an additional goal of establishing a scalable DEIB program that can be implemented with other PTAs).