

Purpose:

1. Establish and enhance relationships where information could be learned and shared amongst them.

Tema Okun's used a 'ladder' to describe the different steps that white people go through in developing an awareness and abilities as anti-racist activists. She states in her article, From White Racists to Anti Racist Ally that "*Movement up the ladder tends to happen as a result of both relationships and information. We have found that relationships with people of color and other white people struggling to deal with racism have been important in helping us move up the ladder. These relationships teach us that racism is not a thing of the past and that it has to do with institutional and cultural legacies, not just mean-spirited personal intentions*".

2. Promote 'multicultural literacy'

'Multicultural literacy' which is defined for by Sheldon Eakins as "*the ability to uncover bias relating to culture, and the skills to view the world through different cultural perspectives*".

Having literacy in this area is key for equipping the white families of Melrose to do more than just notice issues of racism, prejudice, and discrimination. It is a key to noticing AND responding. When we are regularly exposed to these conversations within Parent Engagement Groups, we will develop the confidence to speak up more.

Responsibilities:

- Be an executive member on PTO Boards

- Attend PTO meetings, both executive and monthly

- Listen attentively and bring concerns to the attention of the PTO around diversity, equity, and inclusion (e.g., ensuring that PTO meetings have a virtual component so that all can attend, making sure that all students and families have equal opportunity to participate in extra-curricular activities, etc.)

- Provide a list of resources to help ensure families are connected (e.g., social media groups, School Virtual Backpack, District Virtual Backpack, community notices, etc.)

- Create **Parent Empowerment Groups** at each school

- Facilitate bimonthly (*Sept., Nov., Jan., March, and May*) dialogue groups, in partnership with Melrose Human Rights Commission, to facilitate learning and understanding among families around diversity, equity, and inclusion issues

- Explore community partnering with organizations such as Melrose Human Rights Commission, Friends of METCO, etc.