

Diversity Today

What You Don't Know You Don't Know

For: PCCPTA

**By: Mauricio Velásquez, MBA
President, CEO**

The Diversity Training Group



Diversitydtg.com
mauriciov@diversitydtg.com

About Mauricio

Mauricio Velásquez is the President and CEO of The Diversity Training Group (DTG) in Herndon, VA. Mauricio serves as a diversity strategy consultant, diversity trainer, sexual harassment prevention trainer, executive coach, mentoring trainer, and expert witness (listed with TASA).

DTG's client include particular schools, school systems, charter schools, public and private schools, colleges and universities. Mauricio and his firm have partnered with the NEA and NPTA for years. Mauricio will be conducting two national webinars for NPTA and conducting Leadership Training in select cities and is also working with NPTA Board.

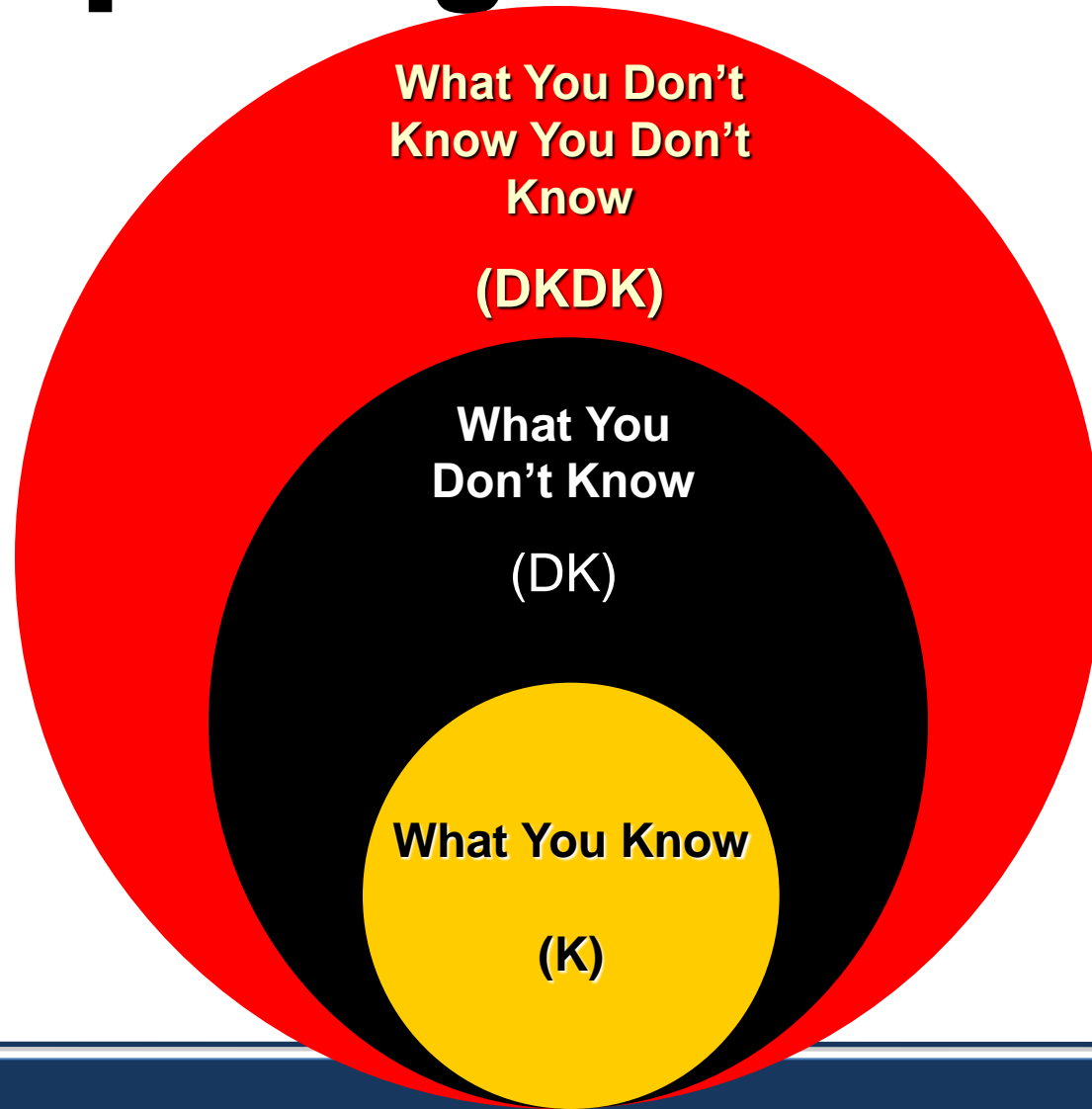
Mauricio has trained more than a half million participants in every state but North Dakota. With recent work in Cuba, Italy, Spain, Guam (United States Navy) work and life has taken Mauricio to over 75 countries.

Mauricio has three kids – Ethan (12), Elise (9), and Maya (6) and he is active in their PTA.

Mauricio's Mission Today

- **Provoke Thought**
- **Facilitate Discussion & Learning**
- **Surprise You**
- **Entertain You**
- **Add Value**
- **Provide Subject Matter Expertise**

Opening Remark



Intent vs. Impact

Intent

(what you meant)

vs.

Impact

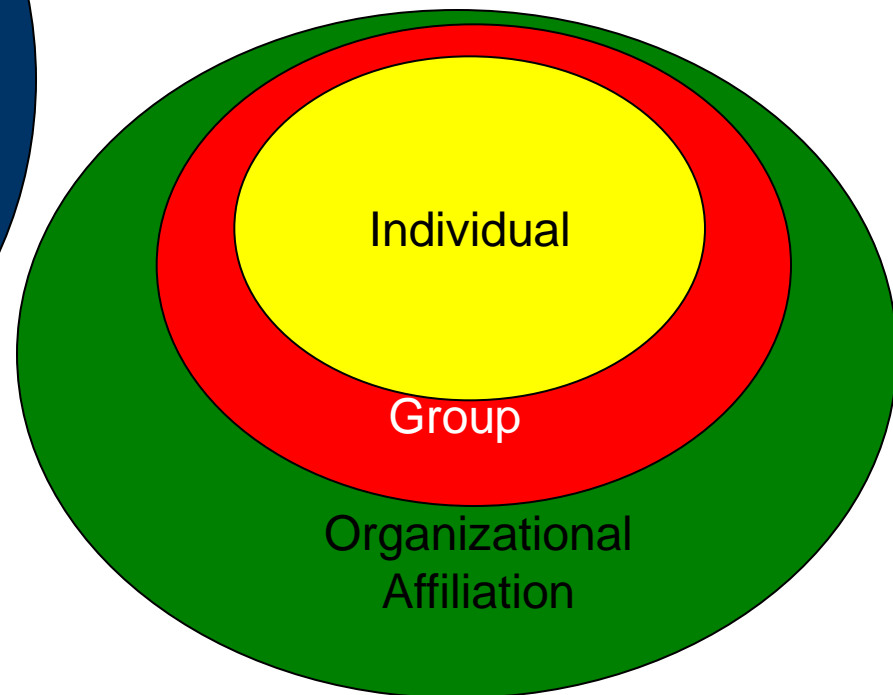
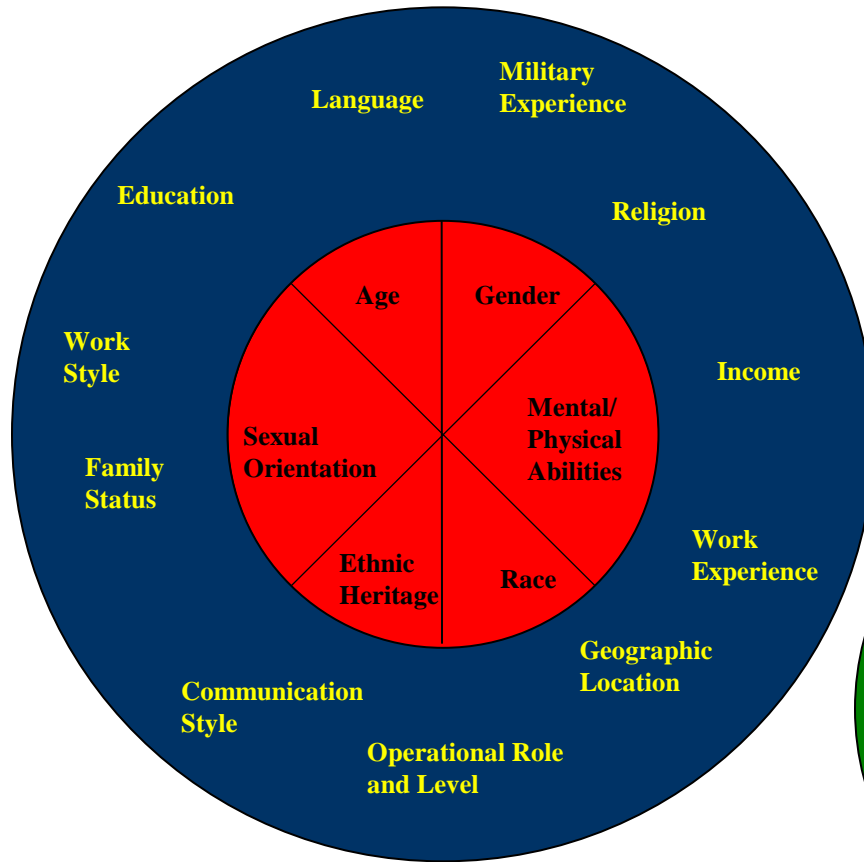
(what you actually said)

Diversity

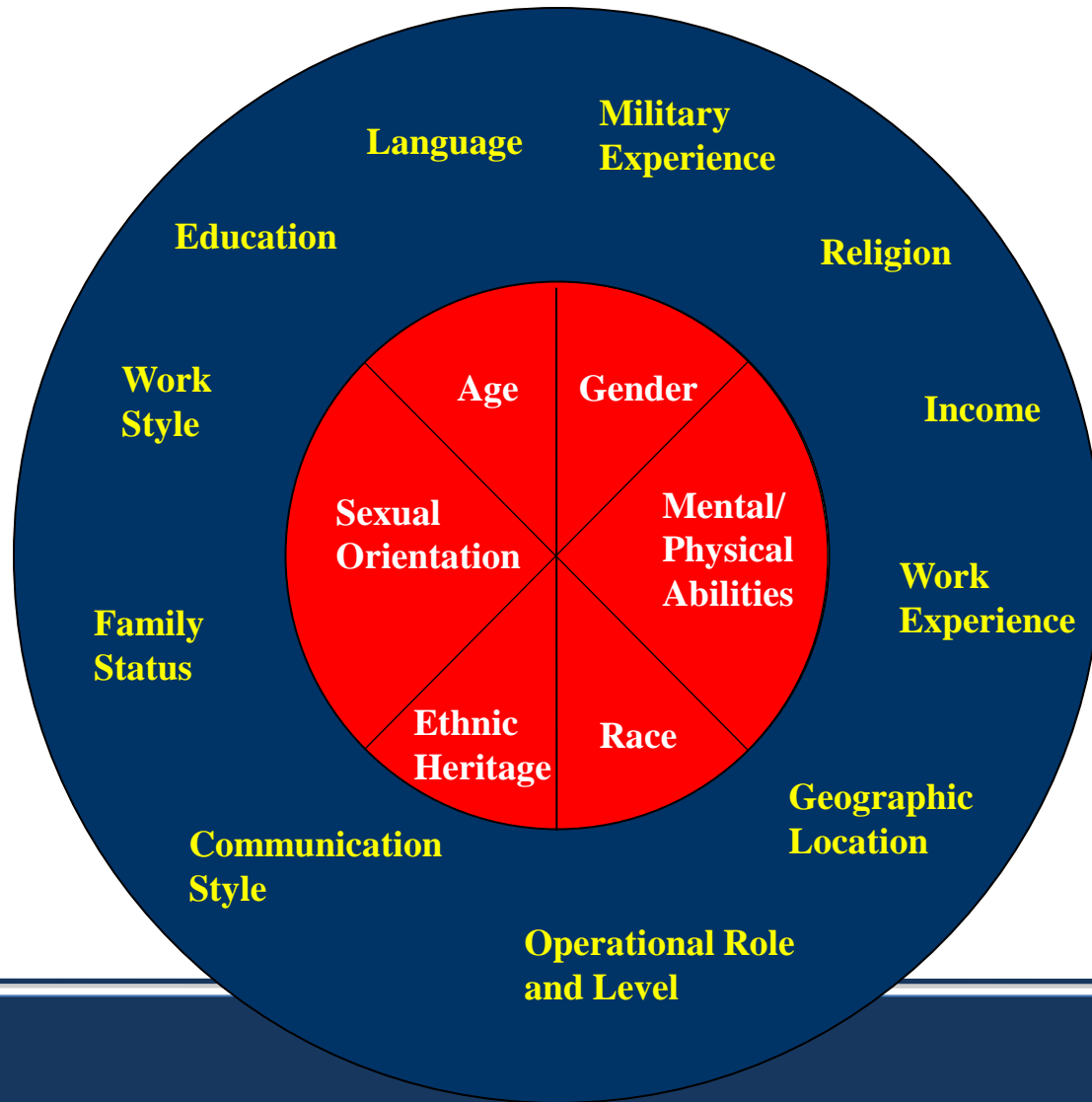
- **What differences exist in our parent ranks?**
- **What differences exist in our student ranks?**
- **What differences exist in our teacher and administrative ranks?**
- **Who is in the room and more importantly who is not in the room today?**

BTW – Typically teachers and administration are much more homogeneous than their increasingly diverse student ranks!

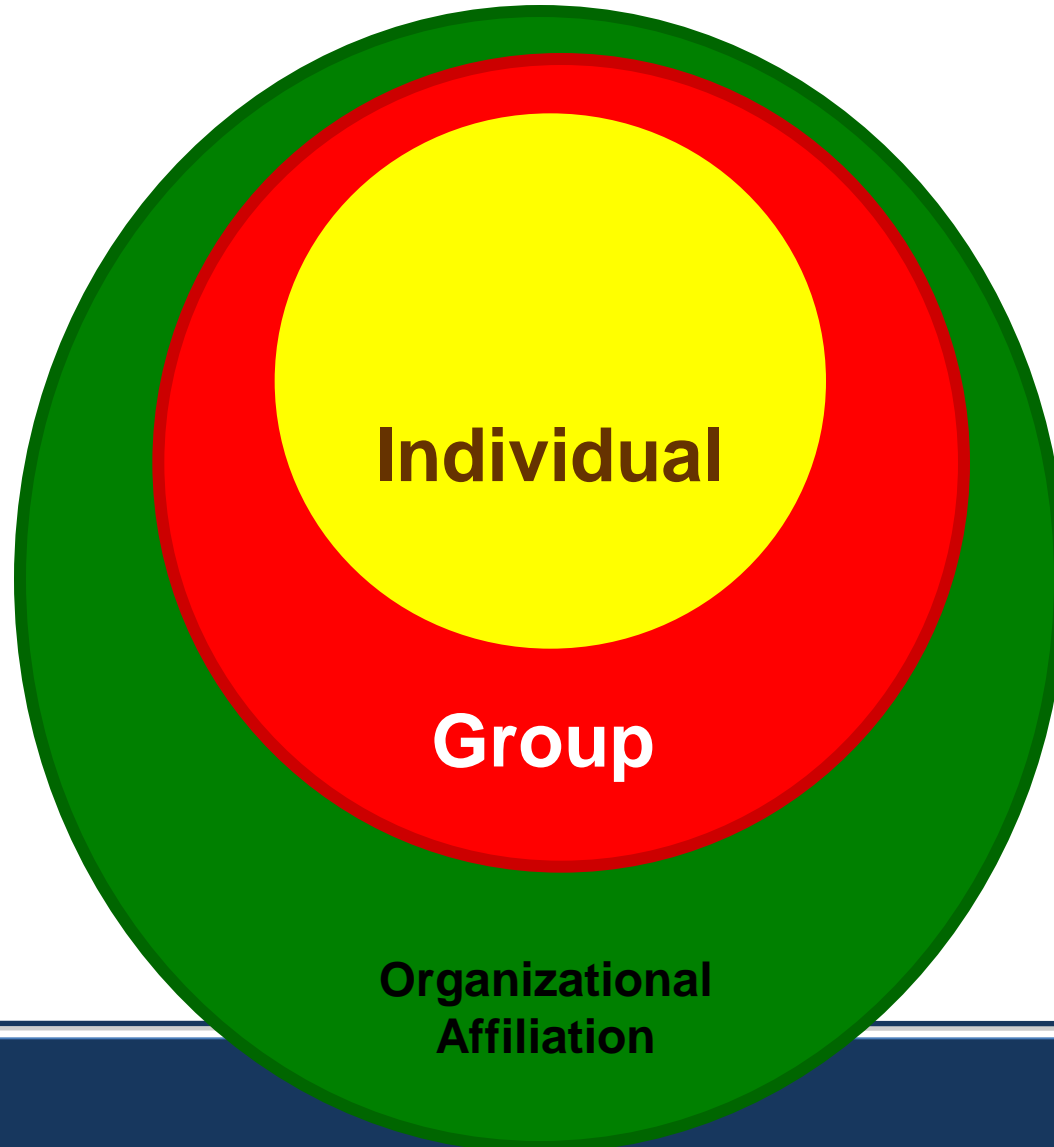
Diversity – 2 Models



Dimensions of Diversity



Do you see the individual first or last?



Is your PTA Inclusive?



To include



To welcome



To make comfortable



To acknowledge, value, and include 'others' from all backgrounds

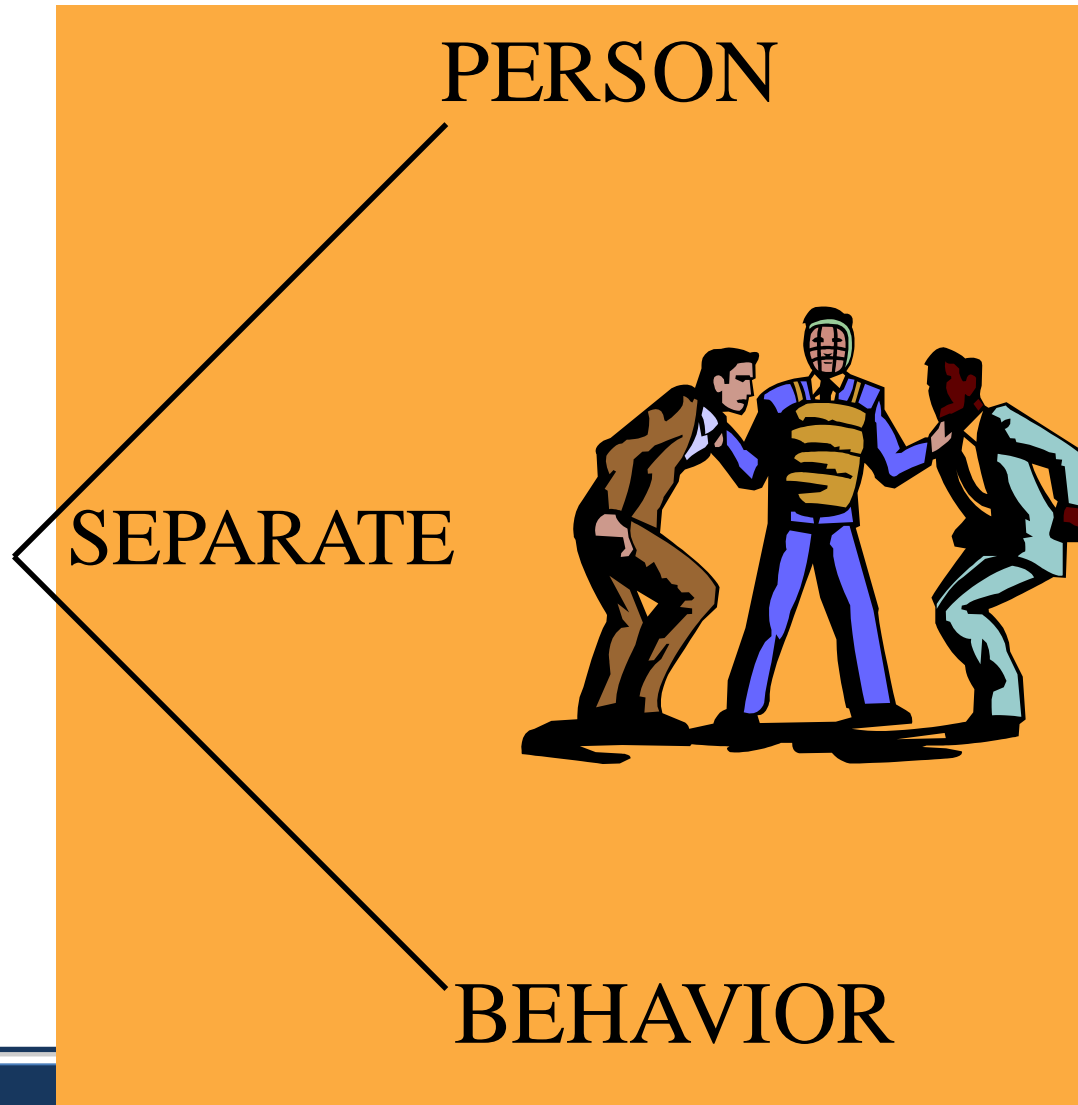


Holding People Accountable

- Helping each other accountable
- Coaching each other
- 1 Tip for your review and consideration
(more in afternoon session)

“We all have a shared responsibility – we are all in this together!” - MV

First – separate person from behavior



Stop-Start Message

Start with a Positive

Please stop _____
(describe negative/unproductive behavior)

Start _____
(describe new, more appropriate/positive behavior)

Continue _____
(describe ongoing positive behavior)

End with a Positive

2 Kinds of Behaviors

PREFERS

- Promote respect
- Diversity friendly
- Promote Mission
- Behaviors we prefer to see
- **INCLUSIVE - Include**

NEVERS

- Disrespect
- Bias/prejudice
- Undermines Mission
- Behaviors we never want to see
- **EXCLUSIVE - Exclude**

The Lunch Date

- **Adam Davidson**
- **1990**
- **Won an Academy Award**
- **Was his thesis to get his degree in film**
- **From American Film Institute, New York, NY**

**Thank you for your time
today!**

**I know your time is valuable.
Thank you for participating!!**



692 Pine Street
Herndon, VA, 20170
Tel. 703-478-9191

mauriciov@diversitydtg.com

If you enjoyed our session...

... tell people about it!

... if you did not – keep it to yourself but put in the evaluation.



For More Information:



The Diversity Training Group

692 Pine Street

Herndon, VA 20170

Tel. 703.478.9191

Fax 703.709.0591

Mauriciov@diversitydtg.com

Mauricio Velásquez, MBA - President

