

The Jan Harp Domene Diversity and Inclusion Award recognizes PTAs that best demonstrate outstanding achievement in the areas of diversity and inclusion, as well as efforts to end discriminatory practices. Judges will use this rubric to score award applications.

	Question	5	4	3	2	0	Score
Diversity of the PTA Board – Quantitative	<i>Please provide the following data on the racial, gender and linguistic diversity for your student population for your state PTA Board (see application for add'l detail).</i>	PTA Board is mostly reflective of racial, gender <i>and</i> linguistic diversity of students.	PTA Board is somewhat reflective of racial, gender <i>and</i> linguistic diversity of students.	PTA Board is somewhat reflective of racial, gender <i>or</i> linguistic diversity of students.	PTA Board is not reflective of racial, gender <i>or</i> linguistic diversity of students.	Data not provided.	(x 0.5)
Diversity of Membership and Leadership	<i>Which dimension(s) of diversity (race, income, ability, language, sexual orientation, etc.) has been particularly important to have represented in your membership and/or leadership and why? What has your PTA done to be more reflective of this diversity?</i>	Used a reflective and thorough approach built on positive beliefs about the community to diversify membership and leadership.	Used a mostly reflective and thorough approach built on positive beliefs about the community to diversify membership and leadership.	Used a somewhat reflective and thorough approach built on positive beliefs about the community to diversify membership and leadership.	Did not use a reflective nor thorough approach to diversify membership and leadership.	Not answered or response shows bias.	
Engagement and Inclusion of Diverse Families	<i>What efforts did your PTA make to help families who have historically not been engaged in your PTA feel more included?</i>	Made strategic and comprehensive efforts that honor the strengths and engage families who have historically been underrepresented in PTA.	Made strategic and comprehensive efforts that honor the strengths and engage families who have historically been underrepresented in PTA.	Made some efforts to engage families who have historically been underrepresented in PTA.	Made minimal efforts to engage families who have historically been underrepresented in PTA.	Not answered or response shows bias.	
Equitable Decision-Making	<i>What steps has your PTA Board taken to ensure that it is using decision-making processes that are fair and reflective of new and diverse perspectives?</i>	Took comprehensive and strategic steps to ensure decision-making is fair and reflective of new and diverse perspectives.	Took mostly comprehensive and strategic steps to ensure decision-making is fair and reflective of new and diverse perspectives.	Took some steps to ensure decision-making is fair and reflective of new and diverse perspectives.	Took minimal steps to ensure decision-making is fair and reflective of new and diverse perspectives.	Not answered or response shows bias.	
Impact	<i>Explain the outcomes and impact of your efforts, including the evaluation methods (qualitative and quantitative).</i>	Impact advanced diversity, equity, inclusion and/or justice and there are compelling stories and/or data to support it.	Impact advanced diversity, equity, inclusion and/or justice and there are some stories and/or data to support it.	Impact may have contributed to diversity, equity, inclusion and/or justice.	Impact minimally advanced diversity, equity, inclusion and/or justice.	Not answered or response shows bias.	(x 2)

TOTAL SCORE _____