

*“Diversity: the art of thinking independently
TOGETHER”*

~ Malcolm Forbes

North Allegheny Diversity Expression Contest Theme, 2018-2019

March 2019

North Allegheny School District
Diversity Report



North Allegheny School District
200 Hillvue Lane, Pittsburgh, PA 15237

North Allegheny School District

*Report on Diversity
Mid-year Review
March 2019*

North Allegheny Board of School Directors

Richard McClure – President
Christopher D. Disque – Vice President
Libby Blackburn
Andrew Chomos
Christopher Finley
Kevin Mahler
Michael C. Meyer
Allyson Minton
Scott Russell

Robert J. Scherrer, Ed.D.
Superintendent
North Allegheny School District

Respecting Human Diversity Written Report **Prepared by:**

James M. Bradley, Ed.D.
Assistant Superintendent of Elementary Education

In collaboration with:

David E. Christopher, Ed.D.
Assistant Superintendent of Secondary Education/Deputy Superintendent

Jillian Bichsel, Ed.D.
Director of Curriculum, Assessment, and Professional Development

Joseph Sciallo, Ph.D.
Director of Student Services

Ms. Mary Hawley
Director of Human Resources

Amanda M. Mathieson, Ed.D.
Principal, Hosack Elementary School



Report on Diversity
Mid-year Review
March 2019

Table of Contents

Executive Summary 1

North Allegheny School District Diversity Report 2

Respecting Human Diversity Implementation Committee Report 15

Next Steps for the Diversity Committee 19

Appendices

 Appendix A: The Dr. Marcia Martin Unity/Diversity Committee Members 20

 Appendix B: The Respecting Human Diversity Implementation Committee 23

 Appendix C: Directory of Resources 25

 Appendix D: 2018-2019 Diversity Poster and Expression Contest Winners 31

EXECUTIVE SUMMARY

“Diversity: the art of thinking independently TOGETHER”
~ Malcom Forbes

– North Allegheny Diversity Expression Contest Theme, 2018-2019

The District has a proud history of focusing on diversity and inclusion assuring that diversity is respected, recognized, and valued. Over the years, the focus of Diversity has expanded to focus just not on a person’s skin color or their ethnicity, but to also focus on all factors that make people different. A wider lens of diversity includes learning styles, economic status, gender identification or same-sex relationship preference, and many other factors that make up the tapestry of individuals who define the North Allegheny community.

The work surrounding diversity for the District has traditionally focused on several key areas:

- Commitment and support of the Diversity Initiative
- Recruiting, hiring, and retaining diverse candidates
- Building Partnerships
- Respecting Human Diversity Implementation Committee

These focal points are part of the core mission that guides the District’s work. As the District’s employees continue to focus on and embrace diversity and inclusion through both thoughts and actions, a culture that celebrates differences is achieved. North Allegheny School District’s Respecting Human Diversity Policy is reflected in the mission to prepare all students for a changing world:

“Establish and continually promote an educational environment that is enriched by its Diversity . . . to foster mutual respect and affirmation for Diversity as it prepares all students to enter and participate in an increasingly global society.”

Through the leadership of the Dr. Marcia Martin Unity/Diversity Committee, the District organized employees, parents, students, and community members to have a voice in being able to continually refresh ideas to promote diversity and rethink the definition of diversity. During the past few years, the Committee has worked hard to reach out to community organizations and partner with other organizations in the North Allegheny and Pittsburgh community to demonstrate that diversity and inclusion doesn’t stop at the walls of our schools.

This annual report is meant to summarize the work related to Diversity and inclusion and to provide examples of the great things occurring with the North Allegheny Schools and community. The report is a celebration of the wonderful work that has helped to make North Allegheny the special place that it is.

North Allegheny School District Diversity Report

Diversity and inclusion frames teaching concepts, relationships, and virtually every aspect of the work of the North Allegheny School District. For that reason, diversity and inclusion has been a focus initiative within the District for more than 20 years. The District's commitment to addressing diversity and inclusion through a message of celebrating difference has been occurring for many years. While there are special events which may occur throughout the District, there are also even more occurrences where the topic of diversity is embedded in curriculum and procedures that have become standard practice in the District.

It would be impossible to truly create a listing of the activities, lessons, discussions, practices, and protocols which address diversity and inclusion within the District. Therefore, this report is meant to give a sampling of the activities and initiatives which occur in the District as a means of showing that diversity and inclusion is important and seen as something that is addressed proactively rather than reactively. It is also meant to demonstrate that activities and procedures are reviewed and revised as needed to address issues or assure that plans are pertinent, current, and effective.

Diversity at the District Level

Annual Diversity Expression Contest

The annual Diversity Expression Contest, sponsored by the Dr. Marcia Martin Unity/Diversity Committee, welcomed 187 entries from all schools in the District during the 2018-2019 contest. The contest theme was: "*Diversity: the art of thinking independently TOGETHER*" ~ Malcom Forbes. This traditional event has been a mainstay within the District for over 20 years and has become a favorite of students and staff as they creatively represent their thoughts on diversity. Students submitted entries in the categories of Fine Arts Design and Writing Design. Winners were recognized in each of the categories by grade levels. All students who entered the contest were recognized as winners in that they expressed through fine arts or writing the importance of recognizing diversity in their lives. Winning entries from the 2018-2019 Contest was featured in a NATV production made available for each school to share with the student body. This video showcases the winning entries, including interviews with the contest participants that describe the creative process that led to their entries in the Diversity Expression Contest.

To honor and recognize the selected winners of the contest, a reception and celebration was held on March 27, 2019, during an evening awards ceremony hosted by Dr. Robert Scherrer, Superintendent of Schools, members of the Superintendent's Executive Council, and the Board of School Directors at the Central Administrative Offices. Winners shared their entries and received a certificate of recognition, a gift card, and a gift from Dr. Scherrer.

Dr. Marcia Martin Unity/Diversity Committee

This Committee, which was formed over 20 years ago in the District, has been the driving force for much of the great work and accomplishments related to diversity and inclusion within the District. The Committee is made up of staff members, parents, community members, and students. The group meets throughout the year to address their mission of reviewing opportunities and

activities that will bring a focus of celebrating diversity and inclusion within the North Allegheny Schools and community.

In addition to organizing the annual Diversity Expression Contest, the Committee has initiated several new initiatives during the 2018-2019 school year:

- **Building Capacity – Topics for Consideration** – In October, the Committee brainstormed topics that fall under the umbrella of diversity as a means of allowing the group to create the focus of the work for the year and beyond. Work plan items for the year include:
 - **Kindness, compassion, learning, and embracing others’ cultures** – the Committee is working on professional development ideas as well as activities for the Committee and for use in the classroom which will allow others to more fully understand and appreciate the diversity of culture in North Allegheny, the community, and the nation.
 - **ELA Curriculum Audit** – The Committee hopes to work with the English Language Arts Department to review current resources to assure that diverse voices are represented in the materials and align with North Allegheny School District’s demographic population.
 - **Connecting New Families** – the Committee hopes to work with other members of the school and local community to connect immigrant families new to the District with other families who can assist with language differences while assisting them in settling into the North Allegheny community.
 - **LGBTQ Students Support and Resources** – the Committee is working to bring more education and understanding to the community related to issues facing LGBTQ students and their families.
 - **Special Education Students Supports** – the Committee is focused on presenting information and professional development to help others understand students with special needs, teaching acceptance of differences while also celebrating differences, and understanding that some differences are visible while others are not.

The Committee in conjunction with the North Allegheny Foundation brought the Diversity Travelling Photo Exhibit to all 12 buildings within the District. Two exhibits; “In Our Family,” focused on diversity of non-traditional families, and “Road to Freedom,” focused on children, teens, and adults with physical, sensory, and cognitive disabilities. The two exhibits rotated through each building for each school to promote dialogue and activities focused on diversity and inclusion. Each display remained in each school for two weeks to allow teachers and students to explore the different portraits along with activities to engage students in discussions and activities to explore the idea of acceptance, inclusion, and celebration related to these types of differences.

The Celebration of Us event will be held on April 10, 2019, at North Allegheny Senior High School. This will be the third time the event has been held and has traditionally been a very popular event with the school and local community. The event showcases local organizations and North Allegheny student groups to showcase diversity within the schools and community. The event hosts performances and information tables to educate the community on the wonderful diversity which is within our school and local community. The event will be held from 6:00 p.m. to 8:00 p.m.

The Committee is also reviewing long-term initiatives to focus the groups work on more long-term and larger initiatives related to diversity within North Allegheny. Some of the future initiatives in the planning stage include:

- **Movies and Munchies** – Movies/films/documentaries focused on topics of diversity will be offered to the North Allegheny community for opportunities to discuss diversity and inclusion.
- **Staff Affinity Groups** – Staff members will join together in the workplace based on shared characteristics or life experiences. The goal will be to provide a value-added practice for recruitment and retention of diverse employees while also providing support and employee training opportunities
- **Diversity and Inclusion Speaker Series** – The Committee is working on creating information/resources on topics of diversity and inclusion to inform the overall North Allegheny community and provide educational opportunities.

District Communications to Staff and the Community

Part of celebrating and recognizing diversity within our community is assuring that community members are aware of opportunities occurring within the District and community as well as recognizing the special events happening within our school buildings. The District continues to use newsletters and various publications to communicate diversity activities to the community. The back-to-school publications of *Horizons*, *Montage*, and *Parent Update*, which contain information for parents at the elementary, middle, and secondary level, include articles highlighting the Diversity Initiatives throughout the District. The District's website has also been enhanced to feature the District's Diversity Policy and activities. *Tiger News*, the monthly newsletter which is sent to the NA community also provides up-to-date information on the many activities related to diversity occurring within the school community.

Recruitment, Hiring, and Retaining Diverse Staff

The Human Resources Department, with the District's Diversity Recruiter, continues to revise recruitment plans to not only attract the best candidates across all work groups, but also to focus on recruiting, hiring, and retaining diverse employees. The Department has focused on the District's commitment to embracing and encouraging employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

The Department continues to reach out to several local colleges/universities, Human Resource organizations, and other agencies to increase the District's ability to engage in conversations with potential applicants and reach out to a wider and more diverse pool of applicants. Some of the meetings that have or will be attended include: Robert Morris University School of Education, Pittsburgh Education Recruitment Consortium Job Fair (PERC), Penn State University, etc. Opportunities have been identified to enhance online marketing of positions through local cultural groups.

According to the 2018-2019 mid-year Human Resources Report, which was shared with the North Allegheny School Board on February 20, 2019, data demonstrates that the District has hired seven diverse candidates since July 1, 2018. These candidates are part of multiple work groups represented across the District. Ms. Mary Hawley, Human Resource Director, also attended a state-wide conference in Hershey, PA in February. Ms. Hawley met with other Human Resource Directors from across the state to identify trends in not only diverse candidate hiring but concerns

related to recruitment of teaching candidates due to a significant decrease in the number of teaching certifications that have been issued by the State of Pennsylvania over the last few years.

Professional Development Opportunities for Staff Regarding Diversity

This District is committed to providing varied opportunities for staff to meet and talk about diversity as well as participate in professional development related to diversity. The District's opening in-service, which is attended by all North Allegheny School District employees, features performances and speakers representing students and staff. This is also a time when the Diversity/Unity Chair speaks with the entire staff and also announces the Diversity Expression Contest.

This year, all District employees also participated in a half-day professional development opportunity entitled "Ouch the Stereotype Hurts." On February 18, 2019, over 700 North Allegheny employees participated in the program. The half-day workshop addressed specific types of stereotypes that people at times may use in their language, but more importantly, also provided suggestions on how staff can respond when hearing a stereotype. The half-day opportunities allowed staff from various work groups to mix with people from all over the District and from all different work groups. The rich discussions allowed participants to not only explore examples of stereotypes, but personal experiences where staff members either witnessed or actually were the subject of stereotyping. The next steps will be to hold another half-day in-service in May for employees who weren't scheduled to work on the February date as the District moves forward in assuring that all employees participate in this valuable professional development opportunity.

As always, the District provides an opportunity for staff members who participate in in-service training to provide feedback on their experience as well as suggestions for next steps. The response rate included over 400 participants who provided feedback on their session. The overwhelming response was positive with many comments using the phrase "the best in-service I have ever experienced since I started at NA."

The District also focuses on diversity during building in-service meetings and staff meetings where principals provide staff with professional development opportunities related to diversity. Each building also has a diversity committee which assists building administration with activities for both staff and students as well as professional development opportunities at the building level.

Annually, all building administrators receive training related to the Respecting Human Diversity Policy. This occurred on August 6, 2018. Each building administrator also conducts this annual training during the building-level in-service, which took place on August 22, 2018. If an alleged harassment incident is brought to the attention of a District employee, educational leaders have an obligation to investigate the situation and to complete a Harassment Tracking form, which is submitted to the Superintendent and the Assistant Superintendent of Elementary Education. Throughout the course of the year, the Assistant Superintendent of Elementary Education reviews the submitted Harassment Tracking forms and collaborates with building administrators to review the incidents and the building administrator's response to the incidents. Additionally, a 30-day review is completed on each reported incident to assure that the situation has been resolved.

Dr. Amanda Mathieson, Hosack Elementary Principal and Chair of the Dr. Marcia Martin Diversity/Unity Committee, along with Ms. Archana Janardhanan, Bradford Woods Elementary

School 5th grade teacher and District Diversity Recruiter, attended a two-day conference in August, 2018, entitled “State of Black Learning Conference.” The conference was a two-day conference designed for thought leaders, learning stakeholders, and educators who teach through various platforms. Whether considering a child’s home life or integrating a learning strategy to enhance student’s engagement, educators must hone in on the ways in which educators interact with and teach. The conference was strategically designed to increase educator effectiveness and provide the tools necessary to help participants address all of the factors that improve student outcomes and help children learn.

The English as a Second Language (ESL) Program

The District employs six teachers within the English as a Second Language (ESL) Program. This year, two part-time teachers from the Allegheny Intermediate Unit also assisted in presenting the ESL instruction. Due to increased enrollment, two part-time teachers were necessary to assist with the enrollment needs beyond what was possible with the current schedules of the District’s six teachers.

The District provides magnet sites for ESL instruction. Students who qualify for the Program at the elementary level are reassigned to either McKnight Elementary or Marshall Elementary; at the middle level they are reassigned to Carson Middle or Marshall Middle, and at the high school level attend NAI for ESL services. The ESL teachers attend workshop trainings to stay abreast of the latest instructional practices for English Language Learners (ELLs). The Allegheny Intermediate Unit #3 (AIU) ESL Supervisor works in conjunction with the ESL teachers and building administrators to provide support for building staff on best practices related to English Language Learners. The North Allegheny School District participates in the AIU Consortium where quarterly liaison meetings are held and are attended by the Assistant Superintendent of Elementary Education. The information gleaned in the ESL Liaison Meetings is shared at the District level with ESL teachers, building principals, and the members of the ESL Advisory Committee. As the District participates in the AIU Consortium and receives Title III grant money, the WIDA ACCESS results for ELLs are reported within the AIU Consortium through the analysis of Annual Measurable Achievement Objectives in three target areas. English Language Learners in the North Allegheny School District continue to make progress towards attaining English language proficiency.

The District also strives to provide support for the families of students in the ESL Program. Information regarding the District’s ESL Program is shared annually through two well-attended events. An Orientation Night is held each fall and a Family Night each spring. This year, the Orientation Night was held in conjunction with the building-based Curriculum Nights/Open House events to allow parents to attend their child’s individual building event. There was a marked increase in attendance this year with holding the event in the buildings and specific to grade level and with the building-based ELS teacher. Parents had an opportunity to hear about the grade level specific ESL program, had an opportunity to meet their child’s ESL teacher, and ask specific questions about their child’s programming. On March 26, 2019, the annual ESL Family Night event was held to provide an opportunity for parents to network with other parents especially those parents who arrived during the second semester of the school year. The event featured activities for the students and parents, as well as a pot-luck dinner with foods representing the various cultures of the families in attendance. Feedback from parents, who attend these events, continues to be very positive.

Diversity at the Building Level

Throughout the North Allegheny School District, many conversations, lessons, and activities occur each day, week, and month which advances the District's work in recognizing and celebrating diversity within the daily lives of our students. This occurs through embedded lessons within the curriculum, lessons and activities that are rooted in current events or student issues, as well as special projects and activities. The following is a sampling of activities that are occurring at each building, which highlights specialized projects specific to an individual building.

Bradford Woods Elementary

- **School of Fish Display** – This year, BWE created an all-school display of a 'School of Fish' in the front lobby of the school. Each student in the school created and designed their own fish representative of their unique signature that they leave on the school each and every day. The lobby is covered in vibrantly colored fish, signifying that while everyone is amazingly different, everyone swims together to create a positive learning environment.
- **Front Office Diversity Display** – The new diversity display in the front office of BWE is an artistic display of the diversity that exists in our BWE student body including diversity of thought, background, style, gender, race, and various other characteristics. Through it, BWE hopes to show everyone who walks through the doors that BWE values each of our students and the unique traits that make them who they are. The display announces to all visitors and students: Welcome to Bradford Woods: Learning Flourishes Where Diversity is Valued.
- **Rock Garden** – BWE is creating a rock garden in front of the building in which each member of the BWE community will paint a rock and teachers will read the book Only One You by Linda Kranz to their students. The purpose of this school-wide activity is to create an external display of our efforts to include every student and every adult in all that we do.

Franklin Elementary

- **Chalk the Walk** – FES students participated in a "Chalk the Walk" event on September 17, 2018. On this day, all students worked together to create a sidewalk full of positive words, quotes, lyrics, images, etc. to help cultivate an inclusive and respectful learning environment. Each grade level is assigned a word that serves as their theme for this activity. Sample words include compassion and fairness.
- **FES Celebrating Diversity Day** – This event was held on November 21, 2018. On this day, eight FES parents visited the school to provide presentations on their cultural background, heritage, customs, etc. Homerooms circulated through a series of 30 minute presentations so that students could have varied experiences. Some of the countries that were represented include Ecuador, Uzbekistan, Serbia, and China.
- **Service Dog Assembly** – On December 13, 2018, a special school-wide assembly was held to learn more about the role of the FES new service dog, Ollie. This was an opportunity to introduce Ollie to the FES school community and educate the students and staff on the role of a service dog in schools. A service dog is NOT a school pet; rather, the trained service dog is a tool that allows the individual to participate in most routine life activities.
- **African-American History Presentation** – Two FES parents (Mrs. DeLaVega and Mrs. Marshall) provided a display/presentation focused on African American History for FES students. This display/presentation was held from February 26 – March 1, 2019.

Homerooms scheduled time to visit the display, which included informational and interactive components. Mrs. DeLaVega and Mrs. Marshall were on-site to present the information to each homeroom.

Hosack Elementary

- **Diversity and Inclusion Monthly Displays** – Each grade level is assigned to create a display focused on diversity and inclusion on the bulletin board in Hosack’s foyer. The display assists in educating students while announcing to visitors that diversity is valued and celebrated at HES.
- **Capacity-Building Sessions for Staff** – Hosack staff participated in a panel session with parents of transgender students to learn ways to create a comfortable and supportive environment to meet students’ needs. Hosack Staff studied the topic of “Privilege and Entitlement” in a two-part series that culminated in a panel session with guests from the District’s Diversity Committee.
- **Instagram Challenge – #Hosackhoweare** – Families were invited to share a photo on Instagram to highlight the diverse families in the HES community. Parents included a caption on the Instagram picture that celebrates and describes the way that their family is unique. Families included information about their ethnicity, culture, family structure, race, holidays, and identity.
- **Holiday Around the World Project** – Students decorated the library with authentic items to showcase secular holidays that families at Hosack Elementary celebrate.
- **Author Visit** – Mrs. Sally Alexander, author of Mom Can’t See Me, visited Hosack in November. Mrs. Alexander brought her service dog and spoke to the students about how she navigates the environment as a visually-impaired individual.

Ingomar Elementary

- **Diversity Day** – IES held a Diversity Day on November 21, 2018. Students focused on appreciating differences. Students and staff painted rocks to symbolize the beauty of differences. All the rocks created one beautiful rock garden.
- **Service Projects** – This year, for the winter parties, each grade level learned about a community organization and completed a service project. Students were made aware of the diverse needs in the community. Students decorated bags for Meals On Wheels, created care packages for nursing homes, designed cards, and repackaged crayons for economically disadvantaged schools.
- **Author Visit** – A local author named Jennifer Greevy (O’Hara Township) wrote the children’s book, We All Love Pancakes, which was inspired by her biracial son. The book promotes diversity, inclusion, and kindness. Pancakes serve as a symbolism illustrating the many similarities and differences among the child characters in the book. She spoke to students about her son’s experiences with peers and encouraged kindness and acceptance.

Marshall Elementary

- **Diversity Day** – Marshall Elementary students celebrated the school’s diversity by drawing pictures of flags from their cultural heritage, and these flags were put together in a display in the MES foyer. Students’ families were also involved by assisting their children at home through discussion about which country’s flag they would choose to draw. As part of this celebration, students and staff were encouraged to come to school dressed in native cultural attire. To incorporate literature into the diversity activities, each Marshall

Elementary teacher received a copy of the book, All Are Welcome Here. The building principal recorded a reading of this book, and this was projected and played in each classroom to celebrate diversity and inclusivity building-wide.

- **Diversity Book Collection** – Dr. Kelly Mankovich, MES Reading Specialists, has created an extensive collection of story books all focused on the theme of diversity. After reviewing library collections, she was worried that not all students saw themselves in the books that they could sign out of the school or local libraries. She has created an extensive collection of books highlighting different types of diversity as it related to culture, skin color, religion, parts of the country, learning style, etc. Dr. Mankovich has also opened her collection to all seven elementary schools. The list of the collection was shared at all grade level meetings in February so that all elementary teachers are aware of the collection and how to borrow the books to share the richness of diversity through literature with the students in their classroom.

McKnight Elementary

- **McKnight Diversity Video** – During the month of November, teachers and students participated in diversity lessons within their classrooms. Students and staff came together to also highlight what makes them unique through the video which was shared with the entire school. Examples of the unique characteristics included country of origin, ethnic background, medical and learning differences, and languages spoken.
- **Diversity and Uniqueness Morning Announcements** – Throughout the month of November morning announcements highlighted diversity and equality throughout the building. The emphasis was focused on kindness and the importance of treating people with dignity and respect.
- **Author Visit** – Mrs. Sally Alexander, author of Mom Can't See Me, visited Hosack in November. Mrs. Alexander brought her service dog and spoke to the students about how she navigates the environment as a visually-impaired individual.

Peebles Elementary

- **Diversity Day – November 2, 2018**. Each November, Peebles celebrates diversity within the school. Diversity highlights the ways in which people are all different and unique. Parent and guardian presenters, community members, and PES staff member's presentations included themes from culture, heritage, and disabilities.
- **Friendly Friday – PES ROCKS Meetings** – Each month at PES, students participate in weekly Friendly Friday meetings/class lessons. Each month has a different theme for lessons ranging from empathy, kindness, inclusion, diversity, mindfulness, etc. During the month of November, the lessons focused on celebrating differences, heritages, and cultures as connected to PES.
- **PES Rock Garden** – PES was honored this year to bring to life the PES rock garden. Each student was asked to bring in their own rock. Each student and staff decorated their own rock as it connected in their personal lives. The rocks are displayed out in the front the school building lining the walkway into the school.
- **Deaf and Hard of Hearing – Social Night** – On January 29, 2019, North Allegheny teachers of the deaf, Kristen Bowie and Tori Marquardt, welcomed 12 families of deaf or hard-of-hearing children to a fun social night at Peebles Elementary. Deaf and hard-of-hearing students from Hosack, Peebles, McKnight, Franklin, and Bradford Woods Elementary Schools had a blast eating pizza, playing games, and getting to know each

other. Parents also had the opportunity to connect with each other, while the kids kept busy with cooperative games in the Peebles gym.

- **PES Rocks with Socks** – PES students and staff honored World Down Syndrome Day on March 21, 2019. Two PES parents presented during two assemblies. Students and staff also had the opportunity to wear colorful, wild, mismatched socks in support of honoring our NDS awareness day. A KINDNESS MATTERS banner was displayed in the cafeteria to showcase all the Random Acts of Kindness notes students give to one another.
- **Diversity Bulletin Board – PES Hands** – In PES art classes this year, students were asked to use their own handprint, choose their own color, and place their handprint in the spot of their choosing on the PES “Sharing Our Similarities, Celebrate Our Differences” bulletin board. This year’s art show theme is “Art Around the World” which encompasses the entire diversity focus at PES each day. Staff also participated in the bulletin board to make it a total school effort. “No Two Hands Are the Same” was the theme of this activity.

Carson Middle

- **Connections Themes** – The monthly theme for Connections in November was “Different Voices; Empathy and Diversity.” Students participated in a school-wide diversity project in which they created their silhouette with images that represent each individual to celebrate that “we are all different, but also connected.”
- **Celebrating Diversity at the Nationality Rooms** – In an effort to continue the North Allegheny School District’s initiative of celebrating and promoting diversity, the 6th grade students of Carson Middle School visited the Nationality Rooms, a collection of unique classrooms in the University of Pittsburgh’s Cathedral of Learning in late November. Prior to their visit, students engaged in a variety of activities at the school level and within their Social Studies classes that enabled them to explore their own culture. In addition to learning about the culture and background of their fellow peers, these activities helped prepare students for this exciting experience.

Ingomar Middle

- **Breaking Barriers In Sports, In Life Essay Contest** – IMS students had an opportunity to share their personal stories or stories about someone they admire during this essay contest.
- **African-American History Lessons** – All IMS students participated in lessons and activities learning about African-American figures and their contributions to American history and culture. Learning about their talents, service, and sacrifice to improve legislation, protect our country, and impact on culture was the primary focus and essential content through all grade 6-8 Social Studies classrooms.

Marshall Middle

- **Connection Activities** – All students participated in a Connections activity which was designed to celebrate each student’s diverse background.
- **African-American History through Cinema** – Students in 8th grade learned about African History through cinema, slave trade, the Civil War, Reconstruction, Jim Crow Laws, and the Civil Rights Act of 1964 were discussed along with current day race issues. The purpose was to develop an appreciation of African-American history while conveying the message of Dr. King “to judge not by the color of one’s skin.”

- **Book study** – In October, over 70 MMS students, 10 community members, and 20 staff members discussed Ghost Boys by Jewell Parker Rhodes and I Am Alfonso Jones by Tony Medina through the Project LIT Book Club sponsored and led by Ms. Molly Castner, Marshall Middle School teacher. The author of I Am Alfonso Jones, Tony Medina, conducted a discussion with students via FaceTime.
- **Staff Book Club** – The MMS staff is participating in a book club which has read two different books as part of their book study. The Librarian of Auschwitz by Antonio Iturbe, is based on the experience of real-life Auschwitz prisoner Dita Krause. The incredible story outlines a girl who risked her life to keep the magic of books alive during the Holocaust. A second book, A Hope More Powerful than the Sea, by Melissa Fleming is about the true story of one teen refugee's quest to find a new life.
- **African-American History** – In February, 7th grade students researched and celebrated Science contributions made by African-Americans. Their work is currently displayed in MMS' main foyer. Inspired by The Green Book, written by Victor Hugo Green, the 6th grade students researched and displayed their findings detailing the African-American experience regarding the difficulties of the Jim Crow Laws and the challenges of travelling throughout the United States by automobile.

North Allegheny Intermediate

- **Global Minds Chapter** – NAI has been selected to become an official Global Minds Chapter. Global Minds Initiative is a for youth, by youth organization created to combat the issues of cultural intolerance and discrimination through an after-school tutoring program between English as a Second-Language (ESL) and Native English Speaking (NES) students. Global Minds serves as an educational support system for ESL students, while educating NES students about other cultures, in order to create more globally minded young leaders.
- **AP Geography** – The curriculum presents a very diverse look at differences in population, migration patterns, and economic development. During class instruction, students are encouraged to attend local lectures on race, ethnicity issues, participate in the North Allegheny Diversity Expression Contest, and participate in college-based competitions through PITT and UNC on diversity and Euro issues.
- **NA United** – Community members and parents have formed a group to collaborate with NAI Administration in an effort to discuss important and relevant topics related to students' social, emotional, and academic growth.
- **The Multicultural Student Union (MSU)** – NAI's Multicultural Student Union continues to be a strong presence at NAI educating students and staff about various cultural and diversity topics. The group created a bulletin board featuring Martin Luther King Jr.'s famous quotes. Also a Library display was created during the month of February of literature and books celebrating Black History month authors. The group also continues to create daily fun facts on morning announcements to educate students and staff about the importance of diversity and inclusion. The group, in collaboration with the NASH MSU also sponsored an event related to the film The Hate U Give. Four busses of students and teachers took part in a special viewing premier at the Southside Works Cinema, on October 24, 2018.
- **Black History Month Contest** – Students in 9th and 10th grade were encouraged to submit submissions for the first annual Black History Month Contest at NAI. Students were asked to submit artwork, poems, or essays to demonstrate how Black History Month has impacted

their journey. A winner in the Excellence in Art category and a winner in the Excellence in Written Expression category were selected from the entries and will be honored in conjunction with the Diversity Expression Contest winners on March 27, 2019.

North Allegheny High School

- **The Multicultural Student Union (MSU)** – The NASH MSU is meeting with the building administration to speak about and address issues in the school related to diversity and multiculturalism. The group also meets to talk about current events going on around the world and directly related to diversity and culture. The group is also working on populating a showcase in the front of the school with an array of culturally significant artifacts and materials for all of the school to view. The group, in collaboration with the NAI MSU, also sponsored an event related to the film The Hate U Give. Four busses of students and teachers took part in a special viewing premier at the Southside Works Cinema, on October 24, 2018.
- **Multicultural Experience Class** – Students in the class participate in activities and discussions related to multicultural experiences and issues in history and in current events. Zine projects creatively expressed positive messages about how to combat discrimination and institutional racism. The Zine projects will be prominently displayed and included 40 artifact expressions. Members of the class and MSU also visited New York City for three days where they experienced and observed culture in a diverse metropolitan area. The experience included visiting ethnic neighborhoods and participating in learning through cultural demonstrations and dining experiences. Students also visited a local synagogue to further understand the Jewish religion and experiences of local Jewish citizens. The class was also visited by a couple from the Sioux and Cherokee tribes to share information about their culture.
- **Shoes from Nicaragua** – The NASH Interact Club held a shoe drive for shoes for the underprivileged children in Nicaragua.

In addition to the individual building-based activities that were outlined for individual buildings, schools also focused on data from the spring 2018 climate data survey administered to students in grades 3-12. While the climate survey data covers a wide variety of data related to school climate, several questions in the survey are targeted to diversity/inclusion and students' perception related to this focus. The data related to these diversity/inclusion questions were used to create building-specific goals to review the data and make plans to move these data points in a direction demonstrating growth. The climate survey will be administered again in the spring of 2019 and once the data is received, these specific data points related to diversity/inclusion will be analyzed to determine if the data demonstrates growth related to perceptions of diversity and inclusion and the school-based work on these efforts.

Diversity at the Community Level – Local and National

In addition to the work that occurs within the District and in each of the school buildings, members from the District also participate on a local and national level with several organizations to create partnerships in the District's work related to diversity and inclusion.

Pittsburgh Diversity Council – Dr. Mathieson has established a strong relationship with this local organization and therefore has afforded several learning opportunities for District employees to

learn more about important diversity topics, but also connect and create relationships with community leaders in the continued work of diversity and inclusion.

- August PA Diversity Council Chapter Luncheon – Sponsored by Direct Energy – The educational segment for the meeting was entitled “Navigating Multi-Generational Diversity in the Workforce” and was led by David Brzozowski, Director of Training, Talent, and Organizational Development at GNC. The presentation focused on diversity through the lens of multi-generations interacting in the workplace and understanding the diversity that can be addressed in these types of relationships of co-workers of different ages and generations.
- December PA Diversity Council Chapter Luncheon – Sponsored by North Allegheny School District and Metz – The educational segment for the meeting was entitled “Transgender Employees in the Workplace. In collaboration with PFLAG (Parents Families, and Friends of Lesbians and Gays). Two male transgender speakers led a panel discussion session to discuss issues and support needs surrounding transgender employees in the workplace.
- Pittsburgh Leadership Conference for the National Diversity Council – Dr. Mathieson collaborated with other Council members to organize and present at the conference in October, 2019. The Pennsylvania Diversity and Leadership Conference aims to provide a platform for dialogue on inclusion and diversity-related issues that impact the region. The conference recognized the contributions of numerous corporate, small-business, academic, and community leaders who champion the value of diversity and inclusion within the workplace and community.

Allegheny County Human Relations Commission – Mrs. Fraser, North Allegheny Intermediate Assistant Principal and Diversity/Unity Committee member, attended the Diversity Award Luncheon program in October 2018. The Diversity Awards recognizes and thanks students and student groups that demonstrate their dedication to diversity and non-discrimination in the community. Several North Allegheny students were honored with awards from the program.

- Yuri Tamama, a senior at North Allegheny Senior High and a member of the Diversity/Unity Committee received the award for her project to raise cultural awareness within the community by showcasing the various cultures represented with the School District. Ms. Tamama presented a series of displays at Northland Library during the 2017-2018 school year to showcase various examples of diversity as part of an education series to help others learn about the great diversity within the North Allegheny community.
- Rebecca Wickett, a junior at North Allegheny Senior High participated in the annual North Allegheny Diversity Expression Contest. In response to the theme, “The more we understand and respect one another, a better world it will be,” she painted a piece entitled “Sacred Deity,” which represents diversity by merging the images of Jesus and Brahma.
- Mary Houry, a junior at North Allegheny Senior High participated in the annual North Allegheny Diversity Expression Contest. Responding to the same theme as Rebecca, Mary created a poster expressing the theme of love.

National Association of Multicultural Education Annual Conference – Ms. Archana Janardhanan, Bradford Woods Elementary School 5th grade teacher and Diversity Recruiter for the District, attended the national conference in November, 2018. The national conference explores inequities present in society while valuing experiences and voices of individuals who have been silenced or omitted from mainstream literature, media, and history. The association strives to improve problem-solving abilities related to the existing “isms” that damage society by sharing practices that enhance the human condition for a global society to effectively face inequities.

Annual Martin Luther King, Jr. Unity Breakfast – Members of the NASH Multicultural Student Union (MSU) along with NASH Sponsor, Mr. William Bishop, Dr. Bradley, Assistant Superintendent of Elementary Education, Dr. Bichsel, Director of Curriculum, Assessment, and Professional Development, Dr. Sciullo, Director of Student Services, Dr. Mathieson, Diversity Unity Committee Chairperson and Hosack Elementary Principal, and Ms. Hawley, Director of Human Resources, attended the 19th Annual Martin Luther King, Jr. Unity Breakfast on January 14, 2019, at the Zappala Student Center at La Roche College. This year, students from the North Allegheny Senior High Multicultural Student Union (MSU) were asked to speak at the event along with representatives from the Pine-Richland School District. Zairi Mercader and Paolo Bocchichio, members of the NASH Multicultural Student Union detailed the student-led initiatives occurring at North Allegheny which promote learning, diversity, and inclusion.

Cranberry Diversity Network hosted “Come Together – Let’s Understand Each Other’s Beliefs” Workshop – Dr. Mathieson and Dr. Mount-Elewononi, Diversity/Unity Committee members, attended the presentation to look at religious beliefs as a means of understanding differences between various religious beliefs and traditions to better help embrace and appreciate the diversity with the various religions in the community.

Local and National Organization Memberships – Dr. Marcia Martin Unity/Diversity Committee member has established partnerships with several other local organizations including the Anti-Defamation League (ADL), the Cranberry Area Diversity Network (CADN), and the Allegheny County Human Resources Commission (ACHRC). Dr. Mathieson, Chair of the Diversity Committee, is also a member of several local and national organizations such as the National Association of Multicultural Education (NAME), Parents, Families, and Friends of Lesbians and Gays (PFLAG), the YMCA World Affairs Council of Pittsburgh, and the National Diversity Council.

RESPECTING HUMAN DIVERSITY IMPLEMENTATION COMMITTEE REPORT

The Respecting Human Diversity (RHD) Implementation Committee convened on February 21, 2019, for the mid-year review. The purpose of the meeting was to review the Notice of an Alleged Violation of Harassment Policy and Tracking Forms, in compliance with Board Policy #831, *Respecting Human Diversity* and Administrative Procedures. During this review, the Committee reviewed all supporting data that was submitted along with the form. The Committee looked for the timeliness of the investigation, details of the investigation, communication with the parents of both the victim and perpetrator, discipline history of the perpetrator and/or victim, and educational components used for the perpetrator and/or victim.

The Administrative Procedures outlines the process to resolve alleged complaints of repeated and/or severe acts of racial, ethnic, religious, sexual, or disability harassment. According to the *North Allegheny School District's Code of Conduct*, these acts are normally considered Level III or Level IV violations. Such alleged complaints, when received by a member of the North Allegheny School District's staff, are immediately investigated by the building administrator. In some cases, alleged complaints may be reported to local law enforcement for further investigation and action.

After conducting a prompt and thorough investigation, the building administrator completes a "Notice of an Alleged Violation of Harassment Policy and Tracking Form." Upon completion of the investigation, appropriate corrective action, if warranted, along with correspondence with the victims and violators parents/guardians, is taken. All corrective actions are to include an educational component that outlines a plan for educating on racial, ethnic, religious, sexual, or disability harassment. All complaints of alleged harassment are treated as confidential, to the fullest extent possible; furthermore, the complaints are reviewed, tracked, and followed-up, to ensure resolution of the incident. The Harassment Tracking Form is a tool in the documentation of violations of the Respecting Human Diversity Policy. All Harassment Tracking forms are submitted to the Superintendent and Assistant Superintendent of Elementary Education for review.

Before the beginning of each school year, Central Office Administration reviews the Respecting Human Diversity Policy and Administrative Procedures with the Management Support Team (MST). It is the responsibility of the members of MST to review the Respecting Human Diversity Policy with the faculty and staff of the District. Part of the review of the Respecting Human Diversity Policy includes a review of how the Harassment Tracking forms are to be completed and submitted to the Superintendent and the Assistant Superintendent of Elementary Education.

In addition, each building administrator reviews the *North Allegheny School District's Code of Conduct* at the beginning of each year with the students. Within the *Code of Conduct*, various sections pertain to Respecting Human Diversity, such as the Anti-Bullying Policy; Computer, Telecommunications, and Information Usage Policy; Hazing Policy; Sexual Harassment Policy; and Use of Electronic Devices, are reviewed with the students.

The Respecting Human Diversity Implementation Committee has a role in reviewing the Harassment Tracking forms, as outlined by the Administrative Procedures. The Committee's role is as follows:

1. The Respecting Human Diversity Implementation Committee, under the leadership of the Chairperson, shall review all Harassment Tracking forms on a semi-annual basis and shall submit its findings and recommendations for improvements to the Superintendent.
2. The Committee's findings shall include, but shall not be limited to; an analysis of the uniformity of consequences given, like offenses and any justification for leniency, the uniformity of the application of the Respecting Human Diversity Policy and the *Code of Conduct* across the District, and the effectiveness of the District's Diversity education program upon teachers and students. The review shall be kept confidential, as required by law. The Superintendent and the Committee shall meet to review the semi-annual reports when deemed advisable by the Superintendent or when requested by the Committee.

SUGGESTIONS FOR CONSIDERATION FROM THE RESPECTING HUMAN DIVERSITY IMPLEMENTATION COMMITTEE

Starting in January of 2019, the District moved to an electronic submission of the Harassment Tracking Form to improve consistency with the type of quality of information provided in the completion of the form. Principals are able to complete information online and attach any accompanying materials such as letters to parents. This was a suggestion of the Committee in 2018, and was implemented in January since data is collected on a yearly basis beginning in January of each year.

Based on the meeting of the Respecting Human Diversity Implementation Committee which was held on February 21, 2019, the following feedback was provided after reviewing the forms completed between January 2018 and January 2019.

Suggestions to improve documentation and reporting process:

- The Committee reviewed the new online form which was implemented in January of 2019. The Committee noted that they felt the new form would provide a more detailed and consistent information across the different forms regardless of who is completing the form.
- The Committee was happy with the training that occurred in the spring of 2018 that was in addition to the annual training for administrators and staff each August.
 - March 9, 2018 training for elementary and secondary administrators where harassment tracking information and the Anti-bullying policy and Harassment policy were reviewed.
 - May 16, 2018 training for elementary and secondary administrators to review tabletop scenarios of various student incidents to encourage discussion related to harassment reporting versus typical *Code of Conduct* reporting.

General Comments:

- The Committee noted that the amount of information provided by building administrators allows the committee to see how each incident is handled and they felt that the situations were addressed equitably.
- The Committee noted that more of the incidents are related to social media and that more adult like topics seem to be occurring in some of the harassment tracking incidents.
- It was noted that the educational components which were provided were very appropriate for the specific level of the student involved in the incident.
- The Committee noted a slight increase in reports and hypothesizes that the principal training in the Spring of 2018 may have attributed to more consistent reporting.

SUMMARY

Over the past five years, the District has had a total of 108 reported incidents of alleged harassment with a five-year average of 21.6 reported incidents. Given that the student enrollment has been over 8,200 students each year, this is a significantly low ratio of incidents to student population. During the 2018 calendar year, the District had 35 reported incidents of alleged harassment. Specific training with administrators occurred on two separate occasions during the spring of 2018. The increase in reported cases during this past year since the last Diversity Report, is believed to be due to the work completed with principals to review the types of infractions that should be reported utilizing the Harassment Tracking process. The administration, staff, students, and community continue to build and maintain a safe, caring environment. Once reported, incidents of alleged harassment are rigorously investigated and appropriate consequences are provided as necessary.

The District continues to see the importance of recognizing and celebrating diversity within its student body, staff, and community. This commitment also focuses on identifying, investigating, and addressing situations where diversity is not honored and any form of harassment is identified. Increased attention to the types of reportable incidents has assisted buildings in more consistently reporting the types of incidents which are to be reviewed by the Respecting Human Diversity Implementation Committee.

When incidents occur, which are violations of the Respecting Human Diversity Policy, the incidents are taken seriously and thorough investigations occur with appropriate follow-up actions. As part of these procedures, the Respecting Human Diversity Implementation Committee reviews all documented cases of harassment and provides feedback with regard to the uniformity of consequences given, like offenses and any justification for leniency, the uniformity of the application of the Respecting Human Diversity Policy and the *Code of Conduct* across the District, and the effectiveness of the District's Diversity education program upon teachers and students.

The implementation of a new electronic reporting form starting in January, 2019 was a recommendation of the Committee to assure more consistent details for all reported incidents. In reviewing the Harassment Tracking forms this year, the Committee felt that overall the investigations and subsequent documentation were detailed and consistent to allow a full understanding of the incident, follow-up procedures, and communications. Several members of the Committee have been long standing members of the Committee and noted that reporting this year appeared to be even more detailed and well reported than in past years.

NEXT STEPS FOR THE DR. MARCIA MARTIN UNITY/DIVERSITY COMMITTEE

The North Allegheny School District takes pride in the many accomplishments over the years in acknowledging diversity within the District. School Board Policy #831, *Respecting Human Diversity*, clearly outlines the vision of the District:

“The North Allegheny School District shall establish and continually promote an educational environment that is enriched by its diversity. The District shall foster mutual respect and affirmation for diversity as it prepares all students to enter and participate in an increasingly global society.”

To reinforce this Policy and further enhance the continued endorsement and support of those initiatives that have become operational within the District, the following next steps are recommended:

- Continue the Diversity Expression Contest, especially with the newly implemented electronic submission process that began this year. Continue to find new ways to advertise and motivate participation especially since there was a decrease in participants this year. The Committee noted that while there was a decrease in participation this year, the quality of the entries was markedly increased due to more individual accountability with the submission process.
- Explore additional local and national organizations working on Diversity issues to allow partnerships, which will increase the Diversity Committee members learning, but also help to coordinate larger scale interactions related to diversity and inclusion in the community.
- Plan for continued professional development related to diversity and inclusion, especially after the large scale success of the February 2019, “Ouch that Stereotype Hurts” training with staff. Continue the next steps in this long-term process to also work not just with staff, but, also with students in exploring diversity and inclusion along with stereotypes and biases.
- Recruit, hire, and retain diverse candidates, while continuing with the retention of a Diversity Recruiter to partner with the Director of Human Resources and monitor hiring statistics.
- Analyze data from the annual climate survey to review student, staff, and parental perceptions related to bullying and other diversity themes to assure appropriate action plans are in place to address any areas of concern.
- Update the Directory of Multicultural and Diversity Resources for administrators and staff references on a yearly basis to assure accurate contact information.

APPENDIX A

THE DR. MARCIA MARTIN UNITY/DIVERSITY COMMITTEE MEMBERS

**THE DR. MARCIA MARTIN
UNITY/DIVERSITY COMMITTEE MEMBERS**

Amanda M. Mathieson, Ed.D.

Hosack Elementary Principal and Committee Chairperson

Emmai Alaquiva

Community Representative

Rachel Allen

North Allegheny School District Student Representative

Raghu Avali

Community Representative

Vedha Avali

North Allegheny School District Student Representative

James M. Bradley, Ed.D.

Assistant Superintendent of Elementary Education

Carlos Carter

Community Representative

Betty Cruz

Community Representative

David Deramo

Principal, Ingomar Middle School

Jenna Fraser

Principal, Assistant Principal, North Allegheny Intermediate

Cristina Hutton

Marshall Elementary School Teacher

Archana Janardhanan

Bradford Woods Elementary School Teacher and Diversity Recruiter

Airong Luo

Community Representative

Jaime Martinez

North Allegheny School District Student Representative

Meghan Mayhew

North Allegheny Intermediate High School Counselor

Sarah Mount-Elewononi

Community Representative

Sarah Muckian

Special Education Paraprofessional, Hosack Elementary

Eleanor Park

North Allegheny School District Student Representative

Annie Prucey

Community Representative

Sangeetha Ramakrishna

Marshall Elementary School ESL Teacher

Divya Ramkumar

North Allegheny School District Student Representative

Alice Rumberger

Community Representative

Rohma Umar

Community Representative

APPENDIX B

THE RESPECTING HUMAN DIVERSITY IMPLEMENTATION COMMITTEE

**THE RESPECTING HUMAN DIVERSITY
IMPLEMENTATION COMMITTEE MEMBERS**

James M. Bradley, Ed.D.

*Assistant Superintendent of Elementary Education
& Committee Chairperson*

Catherine Baker

Community Representative

Sue Gaertner

Community Representative

Archana Janardhanan

Bradford Woods Elementary School Teacher and Diversity Recruiter

Amanda M. Mathieson, Ed.D.

Hosack Elementary Principal and Committee Chairperson

Sangeetha Ramakrishna

Marshall Elementary School ESL Teacher

David Woten

Carson Middle School Teacher

APPENDIX C

DIRECTORY OF RESOURCES

**COMMUNITY AGENCIES
THAT ADDRESS
DIVERSITY ISSUES
IN
WESTERN PENNSYLVANIA**

Community Agencies that Address Diversity Issues in Western Pennsylvania

Advisory Board on Autism & Related Disorders [ABOARD] (Disability)

Phone: 412-781-4116

Email: support@AutismOfPA.org

Website: <http://autism-support.org>

Address: 35 Wilson Street, Suite 100, Pittsburgh, PA 15223

Affirmative Action of the University of Pittsburgh (Race, Gender)

Phone: 412-648-7860

Website: www.diversity.pitt.edu

Address: University of Pittsburgh, 500 Craig Hall, Pittsburgh, PA 15260

AHEDD (Disability)

Phone: 412-381-3313

Website: www.ahedd.org

Address: 900 Sarah Street, Suite 202, Pittsburgh, PA 15203

American Jewish Museum (Ethnicity)

Phone: 412-521-8010

Email: lhartman@jccpgh.org

Website: www.jccpgh.org/page/ajm

Address: American Jewish Museum, Jewish Community Center of Greater Pittsburgh, 5738 Forbes Avenue, Pittsburgh, PA 15217

American Respiratory Alliance of Western PA (Disability)

Phone: 1-800-220-1990

Email: info@breatepa.org

Address: Cranberry Professional Park, 201 Smith Drive, Suite E, Cranberry Twp., PA 16066

Amizade (Ethnicity)

Phone: 412-586-4986

Website: www.amizade.org

Address: 305 34th Street, Pittsburgh, PA, 15201

Autism Speaks

Phone: 412-367-4571

Email: brett.spitale@autismspeaks.org

Website: www.autismspeaks.org

Address: 8035 McKnight Road, Suite 301, Pittsburgh, PA 15237

Black Action Society (Race)

Phone: 412-648-7880

Address: University of Pittsburgh, 627 William Pitt Union, Pittsburgh, PA 15213

Council of Three Rivers American Indian Center (Race, Ethnicity)

Phone: 412-782-4457

Website: www.cotraic.org

Address: 120 Charles Street, Pittsburgh, PA 15238

Cafe Con Leche (Latino Heritage)

Phone: 718-753-8657

Email: cafeconlechepgh@gmail.com

Website: <http://www.cafeconlechepgh.com/#about>

Down Syndrome Association of WPA

Children's Hospital of Pittsburgh – UPMC

Phone: 412-692-7963

Fax: 412-692-7038

Website: www.chp.edu/CHP/downsyndrome

Address: 4401 Penn Avenue, Floor 3, Pittsburgh, PA 15224

Emmaus Community of Pittsburgh (Disability)

Phone: 412-381-0277

Address: 2821 Sarah Street, Pittsburgh, PA 15203

Website: www.emmauspgh.org

Epilepsy Foundation Western/Central Pennsylvania (Disability)

Phone: 412-322-5880

Website: www.efwp.org

Address: 1501 Reedsdale St., Suite 3002, Pittsburgh, PA 15233

Gay and Lesbian Community Center

Phone: 412-422-0114

Email: info.glccpgh.org

Website: www.glccpgh.org

Address: 210 Grant Street, Pittsburgh, PA 15219

Gay Lesbian and Straight Education Network (GLSEN) Pittsburgh Chapter

Phone: 412-254-4573

Website: www.glsenpgh.org

Address: 6101 Penn Ave., Suite 201, Pittsburgh, PA 15206

Islamic Center of Pittsburgh (Ethnicity)

Phone: 412-682-5555

Email: outreach@icp-pgh.org

Website: www.icp-pgh.org

Address: 4100 Bigelow Boulevard, Pittsburgh, PA, 15213

Japan - America Society

Phone: 412-433-5010

Email: kshellhammer@us-japan.org

Kidz on the Block - The Children's Institute (Disability)

Phone: 412-420-2344

Website: www.amazingkids.org.

Kuumba, INC (African Culture, Consulting, Education and performing group)

Phone: 412-373-6184

Email: abm2@psu.edu

La Roche College, Teacher Education

Phone: 412-536-1257

Website: www.laroche.edu

Address: 9000 Babcock Blvd., Pittsburgh, PA 15237

Mediation Council of Western Pennsylvania (Gender, Race, Ethnicity, Disability, Age)

Phone: 412-371-8040

Website: <http://www.mediationwp.org/>

Address: P.O. Box 23698, Pittsburgh, PA 15222

National Alliance on Mental Illness (NAMI) Southwestern PA (Disability)

Phone: 412-366-3788 or Toll Free: 1-888-264-7972

Email: info@namiswpa.org

Website: www.namiswpa.org

Address: 105 Braunlich Drive, Suite 200, McKnight Plaza, Pittsburgh PA 15237

Natyakriya (Indian Culture – Dance Group)

Phone: 412-874-7919

Email: natyakriya@gmail.com

Parents, Families, & Friends of Lesbians and Gays (PFLAG) Pittsburgh Chapter

Phone: 412-833-4566

Email: info@pflagpgh.org

Website: www.flagpgh.weebly.com

Address: 5701 Fifth Ave., Pittsburgh, PA 15232

PERSAD Center (LGBTQ Counseling)

Phone: 888-873-7723 or 412-441-9786

Website: www.persadcenter.org

Address: 5150 Penn Avenue, Pittsburgh, PA 15224

Pittsburgh Action Against Rape (Gender)

Phone: 412-431-5665

Website: www.paar.net

Address: 81 South 19th Street, Pittsburgh, PA 15203

Pittsburgh Chinese Joy Dance Group (Chinese Culture)

Phone: 330-503-4070

Email: Xiaobo1957@gmail.com

Pittsburgh North Anti-Racism Coalition (Race)

Pittsburgh North Anti-Racism Coalition

Phone: 412-486-9036

Email: pghncoalition@attbi.com

Address: PO Box 183, Wexford, PA 15090

Project STAR (Disability)

Phone: 412-244-3048

Website: www.amazingkids.org

Rivers of Steel Heritage Area (Race, Ethnicity)

Phone: 412-464-4020

Website: www.riversofsteel.com

Address: Steel Industry Heritage Corporation, The Bost Building,
623 East 8th Avenue, Homestead, PA 15120

Sojourner House (Gender)

Phone: 412-441-7783

Email: info@sojournerhousepa.org

Website: www.sojournerhousepa.org

Address: 5460 Penn Avenue, Pittsburgh PA 15206

Three Rivers Center for Independent Living (Disability)

Phone: 412-371-7700

TTY: 412-371-6230

Website: www.trcil.myfastsite.net

Address: 900 Rebecca Avenue, Pittsburgh, PA 15221-2938

Western Pennsylvania Blind Outdoor Leisure Development, Inc. [BOLD] (Disability)

Phone: 412-521-4385

Email: info@wpabold.org

Western PA School for Blind Children (Disability)

Phone: 412-621-0100

Website: www.wpsbc.org

Address: 201 North Bellefield Avenue, Pittsburgh, PA 15213

World Affairs Council of Pittsburgh (Ethnicity, Race)

Phone: 412-281-7970

Email: skyf@worldaffairspittsburgh.org

Website: www.worldaffairspittsburgh.org

Address: 500 Grant Street, 2640 BNY Mellon Center, Pittsburgh, PA 15219 -2510

YWCA of Greater Pittsburgh Center for Race Relations (Race)

Phone: 412-391-5100

Email: www.ywcapgh.org

Address: 305 Wood Street, Pittsburgh, PA 15222

APPENDIX D

2018-2019 Diversity Poster and Expression Contest Winners

2018-2019 Diversity Contest



The 2018-2019 Diversity Expression Contest is open to all North Allegheny students in grades K-12

This year's theme ...

"Diversity: the art of thinking independently TOGETHER"

~ Malcom Forbes

The contest winners were recognized by the Superintendent and School Board with an award reception on March 27, 2019

*Diversity Contest Winners
2018-2019*

Fine Arts Design

K-3

Jianglan Chu – MES
Drawing – *Friendship Comes in All Shapes and Sizes*
Sponsoring Teacher: Mrs. Hutton

4-5

Anaya Pushkarna – BWE
Drawing – *Flags, Rays of Peace, Together We Can Cross The Rough Seas*
Sponsoring Teacher: Mrs. Marshalek

6-8

Joseph Widjaja – CMS
Drawing – *The More We Respect and Understand One Another a Better World It Will Be*
Sponsoring Teacher: Mrs. Boyd

9-10

Laura Vinski – NAI
Drawing – *United*
Sponsoring Teacher: Mr. Hildenbrand

11-12

Sakeena Badrane – NASH
Drawing – *Five Individuals One Mind*
Sponsoring Principal: Mr. Tengowski

Writing Design

K-3

Srinika Dasari – MES
Different We
Sponsoring Teacher: Mrs. Hutton

4-5

Riya Pasrija – MES
Diversity Makes Us All Unique
Sponsoring Teacher: Mrs. Rusek

6-8

Avery Butcher – MMS
Greta Mott – MMS
Clara Stover – MMS
Diversity Poem in Multiple Languages
Sponsoring Teacher: Mrs. Deer

9-10

Ashna Patel – NAI
Chopped
Sponsoring Teacher: Mr. Hildenbrand

