The More we respect and understand one another, a better world it will be . . .”

North Allegheny Diversity Expression Contest Theme, 2019-2020

June 2020

North Allegheny School District

Diversity Report
North Allegheny School District

Report on Diversity
June 2020

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# Report on Diversity

## June 2020

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EXECUTIVE SUMMARY

The More we respect and understand one another, a better world it will be . . .”

– North Allegheny Diversity Expression Contest Theme, 2019-2020

The District continues to expand the work surrounding diversity and inclusion to continue the proud history and to also react to the current landscape of the District, the nation, and the world. The definition of diversity has also expanded over the 20 plus years of the Dr. Marcia Martin Diversity/Unity Committee to expand to focus just not on a person’s skin color or their ethnicity, but to also focus on all factors that make people different. Understanding the uniqueness of what makes people different and special 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 key issues have assisted in focusing the work of the District and the work of the Diversity/Unity Committee. The District continues to work to ensure staff and students focus on and embrace diversity and inclusion through both thoughts and actions, and culture. 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.”

A key factor in this work is led by the Dr. Marcia Martin Unity/Diversity Committee. This committee, made up of teachers, administrators, community members, and students organizes stakeholders to have a voice in being able to continually lead the work to promote diversity. The Committee has expanded its work to reach out to community organizations and partner with other organizations in the North Allegheny and Pittsburgh communities to demonstrate that diversity and inclusion doesn’t stop at the walls of our schools. Additionally, the Committee has enlisted the help and feedback from student groups to assist in understanding the students’ perspective of diversity during their learning experience within North Allegheny School District.

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.

Understanding the culture of learning in an organization is important to help understand not only how people learn, but how they feel as part of a community of learners. For that reason, diversity and inclusion has been a focus initiative within the District for more than 20 years. This work has guided the District in addressing diversity in curriculum, in actions, and procedures which affect the students and staff of the District. The District understands that a commitment to Diversity cannot be a onetime event, but must be woven into the daily learning and actions of all members of the District’s stakeholders.

Each building tries to celebrate and recognize diversity in ways that staff and students see as part of the everyday life and not a special event. While trying to capture every activity or event which occurs in a building would not be possible in this report, a sampling of activities and events is provided later in the report to assist in providing a flavor of what is occurring in the school buildings.

Diversity at the District Level

Annual Diversity Expression Contest

The annual Diversity Expression Contest, sponsored by the Dr. Marcia Martin Unity/Diversity Committee, welcomed 134 entries from all schools in the District during the 2019-2020 contest. The contest theme was: “The More we respect and understand one another, a better world it will be…” This annual contest has occurred within the District for over 20 years. This past year, the contest was moved from the fall and occurred in February. Students submitted entries in the categories of Fine Arts Design and Writing Design. Winners were selected in each of the categories by grade levels.

To honor and recognize the selected winners of the contest, a reception and celebration was scheduled to be held on March 25, 2020, 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. Unfortunately, due to the COVID19 pandemic and the fact that school and meetings moved to a remote setting, this event was not able to be held as it has been in past years. Winners did receive a certificate of recognition, a gift card, and a gift from Dr. Scherrer.

Dr. Marcia Martin Unity/Diversity Committee

This Committee continues to be a driving force for much of the great work and accomplishments related to diversity and inclusion within the District, especially with the wide range of voices that is a part of the Committee’s make-up. 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 2019-2020 school year:
The work of the Committee during 2019 – 2020 focused on an audit of current initiatives and activities, past diversity events, and future planning. With the adoption of Anti-Defamation League’s “No Place for Hate” at the secondary level, the Committee members considered the experiences and perspectives of the NASH students who participated in this program in planning for a comprehensive, assured experience for students at the elementary level for the 2020-2021 school year. The Committee examined the accuracy and relevance of the existing Diversity Mission Statement, and engaged in activities to draft a statement that reflects the current climate of cultural responsiveness and social justice. Garnering feedback from students in the NASH MSU, along with surveying individuals on the Committee who represent various school community stakeholder groups, the Committee has begun drafting a new Diversity Mission Statement. Due to the disruption of COVID-19 to school operations, the Committee has extended this work to continue during the 2020 summer months.

On January 15, 2020, members of the Committee presented a training to new teachers, as part of the Teacher Induction program. Working alongside with members of the World Affairs Council of Pittsburgh, Committee members led the group of new teachers through a series of discussions and activities to build capacity in the area of “cultural competency”. Inductees explored the questions: What does it mean to be culturally competent?; Why is it imperative for educators to be culturally competent?; and How are students negatively affected by adults who lack cultural competence?

Members of the Committee attended several events regionally during the 2019-2020 school year that were focused on diversity and inclusion. These events include:

September, 2019 – **Optic Voices: Roots Exhibit** – Members of the Committee were provided a private tour of the exhibit, that presented different mediums for people to engage in conversation on topics ranging from Black Lives Matter, oppression, racism, homophobia and xenophobia to the support and success of young black males. Throughout the exhibit, participants were encouraged to reflect on the question: what does it mean to be heard?

September, 2019 – **Regional Economic Inclusion Summit** (**Vibrant Pittsburgh**) – Several members of the Committee attended this conference, sponsored by *Vibrant Pittsburgh*, at the Westin Convention Center. All workshops during this conference were focused on diversity, equity, and inclusion in the workplace.

December, 2019 – **Pittsburgh Diversity Council Chapter Meeting** – As part of her duties as a Chapter Leader for the National Diversity Council, Dr. Mathieson helped coordinate a Chapter Meeting, entitled “ERG Best Practices Roundtable”, which featured a moderator and panel of professionals in the Greater Pittsburgh Area, to discuss the benefits of creating affinity groups, or “employee resource groups” in the workplace, to promote cultural awareness.

December, 2019 – **No Place for Hate Guest Panel** – Members of the Committee attended an event at NASH to hear the perspectives of a diverse panel. The guest panel, comprised of people representative of the African-American, Hispanic-American, Jewish-American, Native-American, and Somali-Bantu Communities, shared their personal narratives of how acts of hate have impacted their lives, and strategies for reducing hate in our society and in our school. This event was told largely from a student lens, and encouraged participants to help change the narrative by combatting hate.
January, 2020 – *Martin Luther King Jr. Unity Breakfast* – Sponsored by the North Hills Anti-Racism Coalition where the North Allegheny Multicultural Student Union was presented with the Spirit of Unity Award for their work at North Allegheny Intermediate and North Allegheny Senior High School.

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**

The District’s Communication Department tries to highlight and share diversity initiatives occurring in the District with the NA Community. This occurs through information included in newsletters and various publications to communicate diversity activities to the community. The back-to-school publications of *Beginnings*, *Traditions*, and *Progressions*, which contain information for parents at the elementary, middle, and high school levels, 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 quarterly 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. The District also uses social media to share out good news and upcoming events related to the District’s diversity efforts.

**Recruitment, Hiring, and Retaining Diverse Staff**

Recruitment, hiring, retaining of diverse staff continues to be a focus of the Human Resources Department. This is an area which has been a focus for several years, and continues to be a high priority to ensure that students see staff members who represent all students. The District’s Diversity Recruiter working alongside of the Human Resource Director 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 Human Resource Department will be onboarding a new HR Directory in June of 2020 who has experience with recruiting, hiring, and retaining diverse staff in a corporate business model. The District is excited to learn from the new HR Directors experiences and expertise in this area to continue the work regarding this important initiative.

Most recently, the Human Resource 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. The Department is also working to enhance online marketing of
positions through local cultural groups and other platforms to increase the circulation of employment opportunities at North Allegheny to a wider and more diverse audience.

According to the 2019-2020 mid-year Human Resources Report, which was shared with the North Allegheny School Board on February 19, 2020, data demonstrates that the District has hired fifteen diverse candidates since July 1, 2019. These candidates are part of multiple work groups represented across the District including teachers, paraprofessional, substitutes, and coaches. Ms. Hawley, Human Resource Director 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. This downward trend of teaching certification issue has been a trend in Pennsylvania for several 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, the secondary schools all participated in training provided by the Anti-Defamation League. District Administration has coordinated with the Anti-Defamation League to accomplish the goals of the “No Place for Hate” program to begin the implementation of the program at the District’s secondary schools. Multiple activities and events have occurred at the District’s secondary schools in conjunction with District level diversity committees throughout the 2019-2020 school year, including school-wide assemblies, signing the “No Place for Hate” pledge, and hosting “Longest Table” events. The intention of these activities was to build understanding of the “No Place for Hate” objectives, to promote steps towards reducing bias and the use of stereotypes, and to create a respectful environment that welcomes all people.

The District was notified in late spring, of this year, that the Anti-Defamation League had recognized the North Allegheny School District’s three middle schools and two high school as “No Place for Hate” schools. The schools received this recognition during a virtual awards ceremony of May 28, 2020.

The focus for professional development for staff needs to be ongoing and more than a special one-time event. Therefore, the District 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 to meet the specific needs of each individual building.

Annually, all building administrators receive training related to the Respecting Human Diversity Policy. This occurred on August 1, 2019. Each building administrator also conducts this annual training during the building-level in-service, which took place on August 21, 2019. The policy clearly outlines protocols and procedures 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.

The English as a Second Language (ESL) Program

The District employs six teachers within the English as a Second Language (ESL) Program. This year, one part-time teachers from the Allegheny Intermediate Unit also assisted in presenting the ESL instruction. Due to increased enrollment, the 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.

This year, a specific professional development plan was created to engage teachers and administrators in professional development sessions offered through the Allegheny Intermediate Unit. In addition to ESL teachers participating in the trainings, regular education teachers, and building administrators were also asked to participate to increase the knowledge base of all educators on how English Language Learners learn and the best practices involved in instructing students with language needs. Examples of the professional learning opportunities included:

- English Learners and Special Education using the MTSS Process
- Culturally and Linguistically Responsive Frameworks, Processes, and Strategies to Enhance English Language Proficiency and Academic Performance in Reading
- ELs and Secondary Math
- Online Series: 4 modules related to educating ELS:
  - Module 1: Scaffolding Instruction
  - Module 2: Academic Language
  - Module 3: Making Text Accessible for ELs
The District works to welcome the families of students in the ESL program and also provide them with opportunities to get to know the District and come together as a group. Each ESL teacher held an Orientation Night in the fall. 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. These sessions were well attended and feedback from parents was that they were informative and with building specific information. 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.

A second event was scheduled for March 19, 2020. The annual ESL Family Night event is typically 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 annual event normally features activities for the students and parents, as well as a pot-luck dinner with foods representing the various cultures of the families in attendance. Due to the COVID-19 closure this year the event was cancelled and not held this past spring.

**Diversity at the Building Level**

Discussions and activities related to recognizing the rich diversity that makes up the NA community occur throughout the North Allegheny District throughout the year. These events are meant as ways to focus a light on diversity and also provide learning opportunities for staff and students to reflect on the role that diversity plays in their lives both during their learning journey and as part of their personal life. 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**

- **Kidz on the Block Assembly:** The Children’s Institute visited BWE in December to share three skits addressing various disabilities. Skits addressed Autism, Cerebral Palsy, and Deafness.
- **K-2 Inclusion Activity:** This activity required the students to work in small groups to complete a task. The trick was that each small group had a different set of instructions for the same task. One group has zero limitations and only had to follow the instructions to complete the task. Another group had to follow instructions that was in Spanish. Another group had their eyes closed the entire time. Another group had to tie their hands behind their back, etc. The purpose was for students to see the challenges that others might face based on a disability, language barrier, physical or mental impairment, etc.
- **3-5 Inclusion Activity:** Same as above, just adapted for higher grade levels.
- **On-going Diversity Kits:** made for grade level spans. In each kit are different activities, books, discussions, etc. related to diversity and inclusion. Kits were left in a central location and were signed out and returned by teachers.
- **“It’s OK To Be Different”** An Audio book was created by BWE staff members to be shared with students during Class Meeting time.
- **Easter Seals Disability Presentation - Kindergarten students participated in activities planned by Easter Seals to help understand physical disabilities.**
Franklin Elementary

- FES Celebrating Diversity Day: FES parents/families volunteered to visit FES on November 18, 2019, to share customs, holidays, background, etc., related to their heritage.
- Black History Month Presentation: Two FES parents presented interactive presentations for each grade level. These presentations were shared with students during the week of February 24-28, 2020.
- Kidz on the Block Assembly: The Children’s Institute visited FES in December to share three skits addressing various disabilities. The skits, provided by puppets, addressed Autism, Cerebral Palsy, and Deafness.

Hosack Elementary

- A speaker series conducted for staff, focused on topics of diversity (i.e. - Brent Jernigan, Assistant Head for Academics at The Neighborhood Academy, spoke about At Risk Youth). An event in the series featured a member of the Japan American Society, who provided a workshop for students in grades 3 through 5.
- HES partnered with Best Buddies to offer opportunities for elementary students to interact and engage in social activities with their peers in the Autistic Support Program.
- HES showcased cultures reflective of the diverse student population. For example, in a study of the Chinese culture, students attended an assembly featuring performers from China in addition to learning Mandarin from a Hosack parent as part of Music in Our Schools song selections.
- Students at Hosack participated in a Holidays Around the World project featuring the social aspects of diverse holidays including Chinese New Year, Divali, Christmas, Ramadan, and Hanukkah. Students read books and brought in displays for the Library to teach their classmates about their holiday traditions.

Ingomar Elementary

- Students completed a chronology from Slavery to the Civil Rights Movement. Students researched facts about Dr. Martin Luther King, Jr., after watching documentaries.
- Students connected Dr. Martin Luther King, Jr., and his ability to spread peace and kindness. They discussed what peace and kindness means to them and how they can spread kindness in the school.
- Students from IES contacted family and friends attending school in other countries. They sent questions and videos were created to help the students experience education in other countries including Switzerland, Taiwan, Japan, London, Lithuania, and Vietnam.
  - Switzerland Video
  - Japan Video
- IES had an assembly, Ned’s Kindness Adventure. It took IES students to Nairobi, Kenya. It detailed life in Kenya and showed students they have more similarities with kids in other countries than differences.

Marshall Elementary

- MES students participated in a Paralympics program, presented by graduate and undergraduate students from Slippery Rock University. Photos included.
• Various MES teachers, building administrators, and District administrators recorded a book reading “Just Ask” to have presented to students to show appreciation for diverse learners at MES. Here is a link to the video/recording.

• As a follow-up to the book, students, and staff completed an activity describing what makes them unique. These were used to create a building display in the front entrance. Just Ask Photo

• MES students dressed in attire to highlight/celebrate their heritage. Photos included. MES Bully Prevention Club consists of 4th graders creating welcome folders for new students to MES, designed the front display board by the Main Office with the quote and pictures of each grade, and recorded bully prevention books for teachers to share with their classrooms. Board display

McKnight Elementary

• At McKnight each month the staff was challenged with ways to incorporate social emotional learning and diversity into the daily curriculum. Some examples of class activities included:
  o For the 100th year anniversary of the Negro Leagues, 2nd graders learned about famous members of the teams. The classes learned about perseverance and succeeding through adversity.
  o In March for Women’s History Month – 1st graders learned about famous women inventors. They read books that highlighted their accomplishments. A book that they read, as an interactive, was Rosie, A Detroit History about Rosie the Riveter.
  o NAI Culture Club came to McKnight to visit with the EL students. The group focused on building relationships and being great role models to the students.
  o Third graders completed an "I am unique" activity in the fall in which they identified their similarities and celebrated their differences as they got to know each other. They read the book, The Crayon Box, a book to promote teamwork. They read biographies and nonfiction materials throughout the year about influential men and women of all backgrounds who made a positive impact in our world today.
  o Librarians are introducing students to biographies that highlight people of color and influential women.

• Staff members took part in researching and presenting information from various countries that make up our student population during the November Diversity Day. Their information included differences in culture and schooling that could pose barriers to their learning. Ideas were shared about ways to better incorporate their different learning skills into our current structure. The highlight of the day was when the Student Services Assistant, Julianti Muljanto, talked about her personal experience coming from another country to NA and the challenges she faced with helping her children navigate the education system. This personal connection helped to solidify the need to ensure all students feel safe and welcomed.
• Mental Health and Anxiety - throughout the year, information and strategies have been shared with staff to help them better understand the link between anxiety and how it impacts student performance.

• Over the past 4 years McKnight Elementary has raised over $11,000 for Education Partnership to adopt Carnegie Elementary in the Carlynton School District (PIC 1, PIC 2, PIC 3). Each year students engage in an empathy lesson in which they are missing supplies to complete a project. In January, team members from Education Partnership came to reinforce the importance of empathy, gratitude, and generosity. Fifth graders worked together to build homework kits and make cards for students at Carnegie Elementary. Staff members from McKnight went to Carnegie Elementary on February 20, 2020, to deliver the kits.

Peebles Elementary

• Diversity Day – Peebles enjoyed a great Diversity Day 2019, learning about the differences and amazing abilities of others in the world around us. The presenters taught us so much, and we loved having them at Peebles!
  o Vision Impairment Therapy - Students learned about vision impairment by going through engaging activities with simulators. Students who are visually impaired presented to their peers about their experiences.
  o Physical Disabilities - Basketball Assembly/wheelchairs - John Sikora Hope Network - John played basketball with PES students to show them an active game from a wheelchair. PES students played with each other from a perspective of playing with a physical disability.
  o Social Connections – A group from the friendship circle presented various simulation activities to students to help them understand the feeling of being excluded.

• PES ROCKS “I am the I in KIND” – all students and staff had their photos taken with the “I am the I in Kind” bulletin board. For kind behavior, paw stickers can be earned to be placed on their photo to promote choosing kindness to all within PES.

• Friendly Friday Meetings - Two Fridays each month students participate in classroom lessons that focus on character development to promote choosing kindness and respecting others. Monthly themes for lessons include respect, diversity, caring, and Positive Program celebrating differences - November Lesson

• Lunch/Recess recognition program

• PES Concerts
  o Strolling Strings visited our Orchestra Concert in January

Carson Middle

• CMS Culture Club, CMS Kindness Committee, CMS Project LIT Community

• Diversity Instagram project - Students created a mock Instagram profile celebrating their diversity. Students had pictures of their ethnicity, religion, family, interests, activities, etc. These profiles were shared with other students, then each student displayed their profile on their lockers.
Ingomar Middle School

- Proud to Be IMS Day: The entire school had the opportunity to get acquainted, share similarities and differences, complete diversity related activities, and hear speakers on acceptance, tolerance, and building confidence.

- Ambassador Program: IMS works with students from other schools while learning leadership, diversity, and other people related skills. The program is aimed to help IMS students learn more about other students in Pittsburgh and form positive relationships in spite of differences.

- Connections Diversity Activities: Students completed a number of activities that were centered on diversity, acceptance, and tolerance. The students completed a poster activity related to diversity that will influence the entire school as a whole.

Marshall Middle

- “Welcome, Neighbor”: In coordination with Project LIT’s reading of *Other Words for Home* by Jasmine Warga, MMS hosted a refugee panel discussion entitled “Welcome Neighbor”. Four young adult refugees from three different countries joined MMS to talk about their experiences. Students, families, and community members were able to hear about how people living in our community have been affected by resettlement to Pittsburgh. It was an event that personalized the hardships of being displaced from one’s home, and encouraged attendees to take steps to welcoming newcomers.

- Longest Table - More than 200 students, staff, and families came together to share culturally diverse meals and engaging conversation. There were over 50 dishes that represented dozens of cultural backgrounds. The goal of this event promoted social inclusion and cultural understanding through food. Families shared the significance of their dish and its relation to their background. Participants responded to questions while enjoying a delicious meal. Many conversations would not have taken place without a safe and welcoming environment where participants were comfortable just being themselves. The evening ended with greater cultural understanding, new friendships, and full bellies.
Project LIT-sburgh Partnership: Project LIT-sburgh is a partnership between schools in the Pittsburgh region. Currently Marshall Middle School, Provident Charter School, and CAPA are part of this partnership. MMS strives to increase access to relevant, engaging, diverse books in each of our schools and throughout our region. We work together to empower students as READERS and LEADERS in their school and community. It is our intention to support the diversity initiatives set forth by our school districts, ensuring that all people are embraced as equal and valued members of our community.

North Allegheny Intermediate

During the Diversity In-Service, NAI students of diverse backgrounds and from our Global Minds Committee, shared how they feel being a part of the school climate and culture, during an interview, and how their teachers have been key components.

“No Place For Hate” at NAI

*Students watched a video about the importance of helping one another
*Students read the pledge to commit to NAI being a No Place for Hate
*Students completed an activity to share how they will commit to NAI being a “No Place For Hate”
*Students and staff signed the pledge, committing to NAI being a “No Place for Hate”

Black History Month - Students from MSU (Multicultural Student Union) researched and displayed posters that highlighted important, but lesser known figures, who have made a difference in society. Each Friday morning, students created an announcement that provided information about an individual. During every lunch period on Fridays, students had the opportunity to guess the fact/who the individual was. A winner was chosen and they received a small gift card. NAI did this every Friday in February.

Global Minds - GM meets weekly and discusses a variety of topics from Cultural foods, to celebrations, to promoting the club to other students. There are signs hanging outside the building to promote student involvement. On Thursday, February 6, 2020, students and teachers attended a Global Minds dinner, discussing upcoming events that Global Minds Pittsburgh will be hosting. A GM conference was held on March 11, 2020, from 8:30-2:00 at the Homewood YMCA, where NAI students met with other school district GM chapters.
NAI invited two 8th grade students to join them to start promoting it with the incoming freshmen class for next year.

- One event, Youth @ the Big Table Dinner was scheduled for March 18, 2020, but was not held due to the Covid-19 pandemic. This dinner is a partnership with Leadership Officials from Pittsburgh. This would have been a great opportunity for NAI students to connect with key leaders in the community. GM students were invited to be facilitators along with the leaders at each table at this event.

**North Allegheny High School**

- Diversity Liaison: This year, at NASH, there is a newly created Diversity Liaison position. Will Bishop is filling this role, and has been assigned duty periods throughout the day to promote diversity initiatives and to work with any student that may feel marginalized in our society.

- Multicultural Student Union: This group meets periodically after school and every Thursday during all lunch periods. Guests from the community are often invited to participate during weekly meetings to share their life experiences. This group explores cultural competence as having an awareness of one’s own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry.

- Anti-Defamation League: NASH sponsored a “No Place for Hate” assembly on December 12, 2019. Community members participated in an interview panel sharing various perspectives of experiences from different cultures. A video of the event can be seen [here](#).

- GSA: NASH GSA has created an Inspirational Speakers Series. NASH had several adult members of the LGBTQ community come to speak to the GSA members. They are all successful professionals (authors, doctors, artists, medical assistants, social workers, etc.). The idea is to show the students that, while they will be okay, okay is not good enough. They can thrive and grow as LGBTQ members in our society.

- Multicultural Experience is a senior elective that delves into a host of issues related to diversity and multiculturalism. Students study things like prejudice, discrimination, and racism, and also learn about the experiences and cultural practices of many groups throughout the country. Students had a chance to learn about religions, traditions, and heard from people that are members of various cultural groups. Similar to the Multicultural Experience class, MSU is a time when all students who want to participate can discuss and share their thoughts about issues of diversity within our school, community, and country. It is a time when students can share their thoughts and it provides an outlet and safe space for issues that they are concerned about to be brought up and hopefully addressed. MSU also hosts a number of cultural events and gatherings that seek to foster inclusiveness and acceptance throughout the school year.

**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.
Diversity Committee member, Annie Prucey, serves as the Vice President for Global Education at the World Affairs Council of Pittsburgh. The work of the World Affairs Council focuses on promoting a deeper understanding of the diverse international communities in the region in addition to working with students and teachers at middle schools and high schools throughout the region to give them a deeper, more nuanced understanding of the key global issues of our time.

Emmai Alaquiva is a parent in the North Allegheny School District and also serves as a member of the Diversity Committee. His exhibit, Optic Voices, is an interactive photography exhibit that aims to provide the public with a more authentic and true narrative of all people through the lens of captivating and thought-provoking imagery. Mr. Alaquiva is also the CEO of Ya Momz House, Inc., co-founder of Hip-Hop on L.O.C.K., and director of the film “Ghetto Steps”.

Alice Rumberger serves as a member of the Pittsburgh Metropolitan Area Hispanic Chamber of Commerce, Brave Heart United (LGBTQ), and Mothers Against Racism. Mrs. Rumberger’s connections with these organizations have provided the Committee with additional resources and opportunities for continued education in the area of diversity and inclusion.

Jenna Fraser, North Allegheny Intermediate Assistant Principal and Diversity/Unity Committee member, has served as a representative for North Allegheny School District at the annual Allegheny County Human Relations Commission Diversity Awards Luncheon program. The HRC was established in order to assure that all persons regardless of race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, sexual orientation, disability, marital status, familial status, age or use of a guide or support animal because of blindness, deafness or physical disability enjoy the full benefits of citizenship and are afforded equal opportunities for employment, housing and use of public accommodation facilities.

Dr. Amanda Mathieson, Hosack Elementary Principal and Diversity Committee Chair, serves as a member of the National Diversity Council, and as an Advisory Board Member of the Pennsylvania Area Diversity Council – Pittsburgh Chapter. Dr. Mathieson also is a member of the National Association of Multicultural Education (NAME), and has established partnerships with Parents, Families, and Friends of Lesbians and Gays (PFLAG), the YWCA, and The Cranberry Area Diversity Network (CADN).

Annual Martin Luther King, Jr. Unity Breakfast – Members of the NASH and NAI Multicultural Student Union (MSU) along with Mr. Will Bishop and Ms. Chinique Keyes, NASH MSU Sponsors, several District Administrators attended the 20th Annual Martin Luther King, Jr. Unity Breakfast on January 20, 2020, at the Zappala Student Center at La Roche College. This year, students from the North Allegheny High Schools Multicultural Student Unions (MSU) received the 2020 Spirit of Unity Award. The award is presented to a school who designed and presented a program at their school that exemplified some of the characteristics of Dr. Martin Luther King, Jr. The NASH MSU presented the “No Place for Hate” program that focused on education and awareness of respecting other cultures and the need for real conversations. In addition to the award, the MSU received $500 to assist them in their future efforts.
RESPECTING HUMAN DIVERSITY
IMPLEMENTATION COMMITTEE REPORT

The Respecting Human Diversity (RHD) Implementation Committee convened on February 26, 2020, 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/designee and the Committee shall meet to review the semi-annual reports when deemed advisable by the Superintendent or when requested by the Committee.
**Annual Data Summary**

- Based on Third-day Enrollment, the 2019-2020 student population K–12 is 8,555.

- There were 12 documented incidents of alleged harassments filed from January 2019 to January 2020:
  - Two alleged incidents were identified at the High School level.
  - Six alleged incidents were identified at the Middle School level.
  - Four alleged incidents were identified at the Elementary School level.

- In all alleged incidents, the administration began the investigation immediately.

- The Respecting Human Diversity Implementation Committee reviewed all alleged harassment incidents and compared the annual summary with past year’s summaries.

- Upon review of all alleged harassment incidents, the Respecting Human Diversity Implementation Committee discussed and created specific suggestions for recommendation to the Superintendent and this information is shared within the next section of this Report.

- All incidents were tracked and included a 30-day follow-up to assure that the situation was resolved and had not further incidents.
SUGGESTIONS FOR CONSIDERATION FROM THE RESPECTING HUMAN DIVERSITY IMPLEMENTATION COMMITTEE

Beginning 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 electronic process continues to provide more consistent and complete data within the Harassment Tracking forms.

Based on the meeting of the Respecting Human Diversity Implementation Committee which was held on February 26 2020, the following feedback was provided after reviewing the forms completed between January 2019 and January 2020.

Suggestions to improve documentation and reporting process:

- The Committee held discussions about the numbers and types of reported harassment. The Committee reflected whether the smaller number of reports was a result of less actual harassment situations, or more of a reflection of lack or reporting to administrators or a difference in what is deemed reportable by administration. The Committee suggested training for administrators and staff as the best way to ensure that number of reports is consistent with number of actual incidents.
- The committee suggested adding information regarding the gender and grade level of the alleged harasser(s) and victim(s) since that is currently not part of the data collected on the Harassment Tracking form.
- The Committee also noted that working with the Multicultural Union at the High School and other student organizations could assist in understanding the true rate of reporting of harassment compared to student perception of harassment that may or may not be occurring.

General Comments:

- The Committee stated that completed forms contained the necessary information and the expected components to address each claim of harassment.
- The Committee noted that the type and amount of assigned consequences along with the educational component for harassment situations appears to be consistent between the various reported cases.
- The committee suggested training for administration and staff on how to educate the “bystanders” to assist with creating an environment where harassing-like behavior is not accepted or tolerated by all.
- The Committee noted a continued trend of incidents that involved or started with incidents related to social media.
SUMMARY

Over the past five years, the District has had a total of 98 reported incidents of alleged harassment with a five-year average of 19.6 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 2019 calendar year, the District had 12 reported incidents of alleged harassment. 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.

Continue investigations into student perception about culture in District schools is important to truly understand if reported cases are mirroring student experiences. Training for staff and working with students about the importance of recognizing and reporting harassment will continue to be a focus of the District to ensure that the work of creating a caring and safe learning environment for all is achieved.

The District will also continue to be vigilant in ensuring that when incidents occur, which are violations of the Respecting Human Diversity Policy, they must continue to be taken seriously with appropriate investigation and 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 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.”

The District also realizes that the important work in this area is far from finished and must continue to strive to do always improve and do better. 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 and continue to rebrand the contest to promote excitement and participation in the event. Work with staff to also use the contest as a learning activity for students rather than just a one-time activity, but rather to truly connect it with learning experiences regarding diversity and inclusion.

- Expand membership on the Committee to include more community members and student participation to ensure the entire community’s voice is part of the Committee’s work. Continue the work of engaging student groups with the schools to join the work of the Committee and to have the Committee collaborate with the student groups work.

- Assist the District in identifying staff development opportunities for all staff related to diversity, inclusion, social justice, racial issues, and all other pertinent topics necessary to create an inclusive working and learning environment.

- Look at best practices to 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. Review best practices in business models outside of education to determine if there are strategies that can be adapted to assist in promoting this goal.

- Assist the District Administration in the implementation of the “No Place for Hate” program at the elementary level and continue to grow the program at the secondary level.

- Continue to 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.
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*

Raghu Avali
*Community Representative*

Vedha Avali
*North Allegheny School District Student Representative*

Will Bishop
*North Allegheny Senior High School Teacher and MSU Sponsor*

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

Matthew Buchak
*Assistant Principal, Marshall Middle School*

David Deramo
*Principal, Ingomar Middle School*

Jenna Fraser
*Assistant Principal, North Allegheny Intermediate*

Kathy Hoel
*Librarian, Hosack Elementary School*

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*

Sarah Mount-Elewoni
*Community Representative*
Annie Prucey  
Community Representative

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

Will Bishop
North Allegheny Senior High School Teacher and MSU Sponsor

Sue Gaertner
Community Representative

Archana Janardhanan
Bradford Woods Elementary School Teacher and Diversity Recruiter

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

David West
North Allegheny Senior High School 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: cafeconlecheepgh@gmail.com
Website: http://www.cafeconlecheepgh.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.laroch.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)
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

2019-2020 Diversity Poster and Expression Contest Winners
2019-2020 Diversity Contest

The 2019-2020 Diversity Expression Contest is open to all North Allegheny students in grades K-12.

This year’s theme …

“The More we respect and understand one another, a better world it will be…”

To honor and recognize the selected winners of the contest, a reception and celebration was scheduled to be held on March 25, 2020. Unfortunately, due to the COVID-19 pandemic, this event was not able to be held as it has been in past years. Winners did receive a certificate of recognition, a gift card, and a gift from Dr. Scherrer.
NOTE: Writing K-2 & 4-5 A Better World (same title, two different poems) Great minds think alike!

**Fine Arts Design**

**K-3**

Tarini Gundubogula – MES
Drawing – *Peace is not unity in similarity but "Unity in Diversity"*
Sponsoring Teacher: Mrs. Williams

**4-5**

Maya Shaw – IES
Drawing – *Diversity if Beautiful*
Sponsoring Teacher: Mr. Gentile

**6-8**

Hallie Dong – CMS
*Drawing – Windows to Our Differences, Doors to NA’s Acceptance*
Sponsoring Teacher: Mrs. Boyd

**9-10**

Saanika Chauk – NAI
Drawing – *The Beauty of Diversity*
Sponsoring Teacher: Mr. Hildenbrand

**11-12**

Rachel Tian – NASH
Multi - Media – *United All Around*
Sponsoring Teacher: Ms. Swan

**Writing Design**

**K-3**

Reva Divikar – FES
*A Better World*
Sponsoring Teacher: Mrs. Mezhinsky

**4-5**

Jenna Parker – PES
*A Better World*
Sponsoring Teacher: Mrs. Cornell

**6-8**

Sadie Kim – CMS
*A Wonderful World*
Sponsoring Teacher: Mrs. Boyd

**9-10**

Ashley Zeman – NAI
*Voices*
Sponsoring Teacher: Mr. Hildenbrand

**11-12**

Steven Reybein & Ryan Wagner-Link - NASH
*Canoeing on the Lake at N.P.*
Sponsoring Teachers: Mrs. Vitale & Mrs. Omasits