

Introducing

NA Empower: The Diversity, Equity, & Inclusion Task Force

March 24, 2021



Reimagining the Diversity Committee

- Ensure committee members include students, staff representatives, school-based administration, and central office administration.
- Reflect on the current definition of what diversity and inclusion means to NASD.
- To meet consistently to ensure the work is ongoing.
- Engage committee members in dialogue and decision-making in order to reimagine the work of the Diversity Committee.
- Establish a mission and vision statement.
- Plan and prioritize future work of the committee.



History of the NA Diversity Committee

- NA Diversity Team was first assembled in the early 1990's
- Original committee assisted with creating:
 - harassment and tracking form and process
 - the diversity expression contest
- The committee has been made up of a combination of staff, administrators, and community members over the years
- Committee was renamed the Dr. Marcia Martin Diversity Unity Committee in the early 2000's. Named after the late administrator who led the beginning years of the Diversity Committee.



Reimagining the Diversity Committee



NA Empower Team

Team Member	Location and Role
Jenna Stand	PES, School Counselor
Will Bishop	NASH Teacher
Jamey Piring	NASH Teacher
Faith Nguyen	NASH Student
Natasha Dirda	NASH Principal
Conrad Warner	NAI Teacher
Brendan White	NAI Student
Archana Janardhanan	NACA Teacher
Dave West	NACA Teacher
Cristina Hutton	NACA Teacher
Elise Britton	NACA Student
Evan Dozier	NACA Student
Heather Helsel	MMS, Teacher

Team Member	Location and Role
Matt Buchak	MMS, Assistant Principal
Marc Thornton	MES, Principal
Seongbin Up	IMS, Student
Tamara Turner	IMS, Librarian
Julia Sweeney	IES, School Counselor
Amanda Mathieson	HES, Principal
Hannah Stiglitz	HES, Teacher
Jordan Cotten	CMS and IMS, Instructional Technology Integrator
Matt Walker	CAO, Webmaster and Communications Specialist
Brandi Smith	CAO, Public Relations and Communications Specialist
Joseph Sciuлло	CAO, Director of Student Services

Team Member	Location and Role
Marijane Treacy	CAO, Director of Human Resources
Jillian Bichsel	CAO, Director of Curriculum, Instruction, Professional Development and Assessment
Melissa Friez	CAO, Deputy Superintendent
James Bradley	CAO, Assistant Superintendent Elementary Education
Marci Bontempo	BWE, School Counselor



NA Empower Team



NA Empower Leadership

- Dr. Melissa Friez, *Deputy Superintendent*
- Mr. Matt Buchak, *Asst. Principal*
- Dr. Jordan Cotten, *Instructional Technology Integrator*
- Mr. David West, *Teacher*
- Evan Dozier, *NA Student*
- Faith Nguyen, *NA Student*



NA Empower Leadership

Leadership Role	Responsibilities
Student	Involved in creating agenda, liaison to representative group, proactively seek out and also share student voices, report back to student body about progress being made & opportunities to speak up, active promotion and participation in activities within the District.
Teacher	Involved in creating agenda, liaison to representative group, helping facilitate difficult conversations, ensure all voices are heard, help drive professional development needs (diversity, inclusion, social justice), help determine focus areas or priorities.
Administrator	Involved in creating agenda, liaison to representative group, accountability, share information with Board, obtain authority and resources for initiatives.
Secretary	Involved in creating agenda, communicating to all groups, record keeper, note taker, coordinate meetings.
Other Roles	Parent/community liaison (2021 - 2022) Ad hoc subcommittee chairs (As Needed)



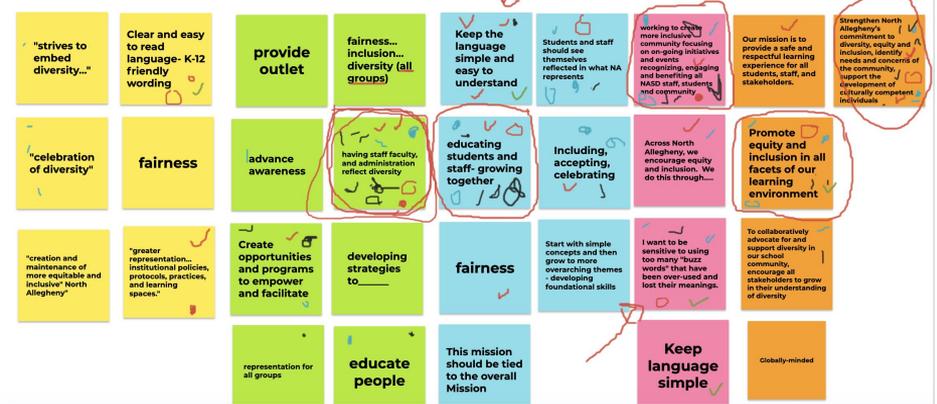
A Collaborative Effort

Group 1



Mission Statement Concepts Combined

Short statement of why an organization exists, overall goal is, identifying the goal of its operations: what kind of product or service it provides, its primary customers or market, and its geographical region of operation



A Collaborative Effort



David West 12/1/20 3:42 PM



2

I like the positivity of Vision B



Chinique Keyes 12/1/20 3:43 PM

I voted C, but I do like Vision B!
LOL



Heather Helsel 12/1/20 3:44 PM

Thank you for your work getting
that compiled! 😊



Matthew Buchak 11/17/20 4:06 PM



1

Group 5: Engaging all, unifying
all, and embracing all is very
powerful!



Amanda Mathieson 4:06 PM



1

1

Great job representing the
Dream Team, Heather



Marci Bontempo 4:07 PM



1

Thank you, Heather!



Archana Janardhanan 4:10 PM



1

That's a great idea



Conrad Warner 4:10 PM



1

January-- great idea...



Archana Janardhanan 4:13 PM

Great job, Jamey!



Jamey Piring 4:14 PM

Thanks!



NA Empower Mission + Vision

Mission	To empower our students and staff to create a more inclusive community that recognizes, honors, and celebrates our differences.
Vision	<p>NA Empower will move the District forward by giving students and staff the power to impact more equitable policies, practices, curriculum, and instruction.</p> <p>We will strengthen North Allegheny's commitment to diversity, equity, and inclusion; identify needs and concerns of the community; and support the development of culturally competent individuals.</p>



NA Empower Organization Structure

- NA Empower 2020-2021 meeting dates: 10/20, 10/27, 11/4, 11/10, 11/17, 12/1, 12/15, 1/12, 1/26, 2/2, 2/23, 3/15, 3/23, 4/6, 4/20, 5/4, 5/18, 6/8 and 6/22.
- NA Empower meets bi-weekly on Tuesday from 3:30 p.m. to 4:30 p.m.
- This school year we focused on building the group within the District first. We will invite members of the community to join in the fall of 2021.
- A website for NA Empower will be created this summer.



Diversity and Inclusion Completed Actions

Goal	Action Steps
Attempt to attract a diverse candidate pool.	Advertised nationally and locally, in diverse forums, specifically NABSE (National Alliance of Black School Educators) and ALAS (Association of Latino Administrators and Superintendents), HBCUCareers.com, PA National Guard and National Multicultural Education.
Hire a Superintendent who has a commitment to improving diversity, inclusion, and anti-Racism.	Diversity Committee provided sample questions and “ideal response” talking points to the Board. The Board committed to utilizing at least two of these question when interviewing the Superintendent candidates.
Publicize the new Superintendent’s commitment to these ideals.	Evidence of the new Superintendent’s commitment and experience related to diversity, inclusion, and anti-racism were announced when hired.
Establish an EC liaison for the Diversity work; one for staff and one for students.	Dr. Joe Sciallo will be the student liaison and Ms. Marijane Treacy will be the staff liaison.
Evaluate the current staff unlawful harassment and discrimination and procedures and recommend changes based on the evaluation.	District solicitor made recommendations for the updated policy. Board voted at the August board meeting. Title IX Training provided to Title IX Coordinators and decision makers by District solicitor in October 2020. Training for all staff was then developed to be delivered starting in November 2020.



Diversity and Inclusion Completed Actions

Goal	Action Steps
<p>Prior to the start of 2020-2021, work with Student Services, solicitor and HR to evaluate and update the Unlawful Harassment, Discrimination and Hazing Policies for students.</p>	<p>Policy 103; 103.2; 104 addressing Harassment and discrimination were updated in August 2020. Policy 247 addressing Hazing was updated in October 2020. All NASD staff members had an opportunity to receive live training on these updates between November and March. The training has been recorded and is available to staff who missed the live training and new hires in the Safe Schools platform.</p>
<p>Explore the potential of PBIS implementation in the 2021 -2022 school year.</p>	<p>Meet with PBSS and AIU regarding PBIS implementation potential August 2020. Gauge principal interest August 2020. Explore budget in September 2020. Present requirements for implementation to EC, EST and SST to confirm commitment. Presentation to the Board in Student Wellness and Safety Committee in January 2021.</p>
<p>Restructure the Diversity/Unity Committee by reviewing the governing body, responsibilities, structure, etc. Also, establish a plan for incorporating diversity committees into all schools and diversity clubs/MSU's into all secondary school's year one and elementary year two.</p>	<p>Updated the following: mission, vision, committee member expectations, meeting times, membership from K-12 staff, students and central office, reviewed diversity/inclusion plans from other school districts, established a new name for the committee, currently exploring training opportunities for diversity committee.</p>



Policy Updates - Sexual Harassment, Non-Discrimination, Hazing

- The Board approved policy updates prior to the start of 2020-2021 school year. The policies complied with legal updates, and also supported a streamlined and consistent application of harassment and non-discrimination policies across the District.
- Changes to Title IX necessitated creation of a separate Sexual Harassment Policy (Board Policy 103.2) and appointment of Title IX Coordinators.
- New policy:
 - requires a transparent complaint, investigation, decision, and appeal process.
 - provides due process protections for students and staff facing accusations of sexual misconduct and/or harassment.
 - offers supportive measures and/or remedies designed to restore or preserve equal access to District's education program or activity.



Policy Updates, continued

- All other reports of harassment and discrimination filed by or about students or employees are addressed under Policies 103 (Nondiscrimination in School and Classroom Practices), and 104 (Nondiscrimination in Employment and Contract Practices).
 - Expanded definitions of protected status under policies.
- Updated hazing policy.
- These policies also feature streamlined and centralized reporting and investigation to ensure consistent, timely, and fair handling of all allegations.



Incidents of Alleged Harassment

There were 10 documented incidents of alleged harassments filed from January 2020 to January 2021:

- 5 alleged incidents were identified at the High School level.
- 2 alleged incidents were identified at the Middle School level.
- 3 alleged incidents were identified at the Elementary School level.



How to report concerns

It is everyone's responsibility to contribute to a safe and productive learning and working environment. Please report concerns to:

Director of Student Services/
Student Title IX Coordinator

Dr. Joseph Sciuolo
200 Hillvue Lane
Pittsburgh, PA 15237
(412) 635-4110

jsciullo@northallegheny.org

Director of Human Resources/
Employee Title IX Coordinator

Ms. Marijane Treacy
200 Hillvue Lane
Pittsburgh, PA 15237
(412) 369-5416

mtreacy@northallegheny.org

(Contact information can also be found under Title IX section on District website.)



Diversity and Inclusion Upcoming Work

Goals	Actions Steps
Revise the Student Code of Conduct.	In Semester 1 of 2020-2021, complete an evaluation of the Student Code of Conduct. Including review of climate, suspension and attendance data, collecting feedback from students, staff, administration and families. Using this feedback and the full evaluation, Assistant Superintendent of Secondary, Director of Student Services and the solicitor will revise the code of conduct for presentation to the board by Spring 2021 for review and approval for use in 2021-2022.
Evaluate current funding structure and recommend changes that will meet the needs of the committee's goals and district initiatives.	Review all current funding sources. Make recommendations for budget line items for the 2021 - 2022 school year by June 2021.
Identify a program for diversity and inclusion training by April 2021. Begin training with EC, administrators, board and Diversity/Unity committee in May 2021, and train the remainder of the staff during 2021 – 2022.	Currently exploring options with NA Empower.



Diversity and Inclusion Upcoming Work

Goals	Actions Steps
Complete an audit of current curriculum in the humanities and library collection to address areas for growth.	Identify a process for auditing humanities curriculum and library collections to ensure they are inclusive. Work with the department chairs and administrators to ensure curriculum topics are consistently instructed across schools and teachers.
Explore the possibility of a diversity consultant(s) to work alongside District leaders in the area of professional development and curriculum and instruction.	Explore partnerships with universities and other organizations who are experts in this field as it relates to education.

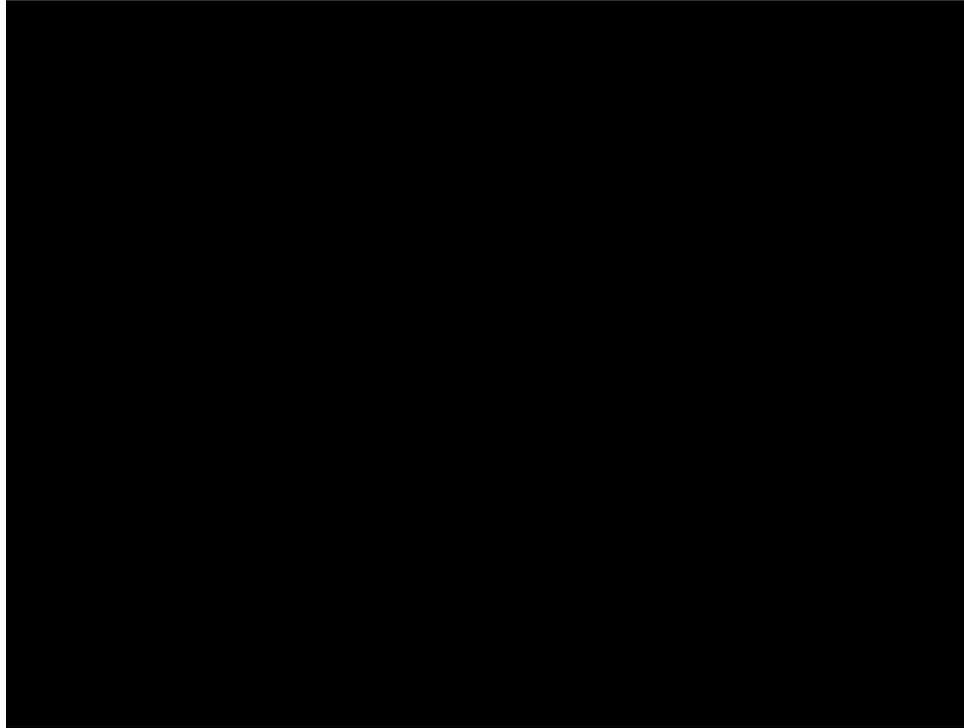


Diversity and Inclusion Upcoming Work

Goals	Actions Steps
Evaluate the current recruiting and hiring policies and procedures and recommend changes based on the evaluation.	Review all current recruiting and hiring practices. Make recommendations to EC, EST, MST. Implement in August 2021.
Create a dashboard for tracking code of conduct referrals and outcomes to use in decision making.	Meet with Data Governance to begin building a dashboard for referrals and outcomes. Create the dashboard and collect feedback from stakeholders. Implement in 2021-2022.
Implement NA Empower student groups.	Implement NA Empower student groups at each school in the District by the end of 2021- 2022.



Diversity and Inclusion Highlights



Questions

