NA Empower: Diversity, Equity and Inclusion Task Force Update

March 23, 2022
NA Empower Mission & Vision

**NA Empower Mission**
To empower our students and staff to create a more inclusive community that recognizes, honors, and celebrates our differences.

**Vision**
- Give students and staff the power to impact more equitable policies, practices, curriculum, and instruction
- We will strengthen North Allegheny’s commitment to diversity, equity, and inclusion
- Identify needs and concerns of the community
- Support the development of culturally competent individuals
History of 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.
- The 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.
- A Report on Diversity has been presented to the Board of Directors each year for 30 years.
- On March 24, 2021, NA Empower was introduced to the entire NASD community during a Board of School Directors meeting.
- Over the course of several months, a group of 35 students and staff from across the District put a lot of care and concern into creating NA Empower.
NA Empower is comprised of:

- Students
- Staff
- Teachers
- School Administrators
- Executive Council
- Board of Directors
NA Empower Meetings this School Year

February 15, 2022 Summary

● NA Empower met to review the committee’s mission and vision.
● Members of the committee completed a survey to select a subcommittee that aligns with the committee’s vision.
● Develop a formalized plan for welcoming new students, families, and employees to the District.
● Develop a plan for reviewing Policies, Practices and Curriculum, and Instruction.
● Develop a process for inviting members of the students, staff, and community to join NA Empower next year.
● Build Awareness and Appreciation for Multiple Cultures.

March 15, 2022 Summary

● The four NA Empower subcommittees met for the first time to brainstorm proposals for the project they were assigned.
● Subcommittees will meet two times before the next NA Empower meeting, where they will present goals.

Upcoming NA Empower Meetings: April 19, May 10, and May 31.
Current Work of NA Empower

- Creating a dashboard for tracking Code of Conduct referrals and outcomes to use in decision making.
- Subcommittee projects:
  - Develop a formalized plan for welcoming new students, families, and employees to the District.
  - Develop a plan for reviewing Policies, Practices and Curriculum, and Instruction.
  - Develop a process for inviting members of the students, staff, and community to join NA Empower next year.
  - Build awareness and appreciation for multiple cultures.
Subcommittee Projects

- Each Subcommittee will establish a proposal for their assigned project that includes:
  - Goals
  - Measurable Objectives
  - Action Steps with recommended implementation dates
  - Timeline
  - Roles and Responsibilities
  - Materials and Resources Needed

- These proposals will be presented to and receive feedback from the NA Empower committee and be presented to the School Board of Directors for implementation in 2022 - 2023.
2020 Update to Policies Addressing Harassment, Discrimination, Bullying, and 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 for students and staff.
- Changes to Title IX necessitated creation of a separate Sexual Harassment Policy (Board Policy 103.2) and appointment of Title IX Coordinators.
- New policies:
  - require a centralized complaint and investigation process.
  - provide protections for students and staff facing accusations of sexual misconduct and/or harassment.
  - offer supportive measures and/or remedies designed to restore or preserve equal access to District’s education program or activity.
### Incidents of Alleged Harassment

#### Documented Incidents of Alleged Harassment

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How to Report Concerns

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

Assistant Superintendent/
   Student Title IX Coordinator
Dr. Joseph Sciullo
200 Hillvue Lane
Pittsburgh, PA 15237
(412) 369-5896
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.)
Thank You!