

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 Members

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.
- Subcommittee 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

	High School	Middle School	Elementary School	Total
January 2020 - January 2021	7	2	2	11
February 2021- February 2022	5	2	3	10



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@northalleggheny.org

Director of Human Resources/
Employee Title IX Coordinator

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

mtreacy@northalleggheny.org

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





Thank You!