

P.U.S.H. NEWS

Welcome to the P.U.S.H. (Promoting Unique Success stories of Hillsborough County Public Schools) E-Newsletter from The Office of Diversity, Hillsborough County Public Schools

VOL. 3, ISSUE 3

JULY/AUGUST 2019

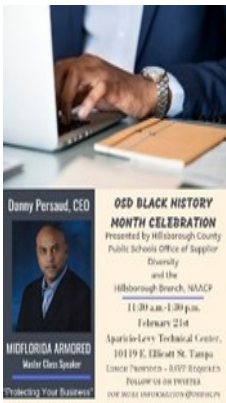
Telling Our Story:



The coordinator position in the Office of Diversity has been filled!

The Office of Diversity is proud to announce the hiring of Lourdes Hernandez-Gonzalez in the Office of Diversity as of June 17, 2019. Lourdes comes to us with a wealth of expertise. She has been a coordinator for School Social Work and has served Hillsborough County Public School District for thirteen years. Please congratulate and welcome Lourdes.

Each division identifies Equity goals as part of the District's strategic priorities



The Chief Diversity Officer meets with Division Chiefs and Area Superintendents to discuss Equity goals that are embedded in the District's Strategic Plan. The Office of Diversity serves on several of the divisions' committees. Here is a short list of the committees' projects:

- Literacy and CDC Grant: Teaching and Learning
- Title VI Parent Advisory and Behavior Threat Assessment Team: Academic Support & Federal Programs
- Diversity Related Training and Achievement Schools: Office of Leadership and Professional Development
- Recruitment and Retention & Performance Evaluation: Human Resources
- District Expenditures with Minority Vendors: Business/Operations

Teachers receive Implied Bias training during the 2018-2019 school year

The Office of Diversity, in collaboration with the Office of Leadership and Professional Development, designed and offered diversity related courses over the past three years specifically for school board members, cabinet members, and district leadership.

Thousands of district employees have participated in the Diversity related courses. There were approximately 27,452 employees who accessed the online Diversity training in the first 60 days of school. During the 2018-2019 school year, Implied Bias training for teachers has begun and will continue into the next year. A panel of teachers who are leaders in the district shared effective teaching strategies for a more inclusive classroom. Thank you to the following teachers for participating:

- Dakeyan Graham, 2019 Teacher of the Year**
- Sandra Misciasci, 2019 Ida S. Baker Recipient**
- Christine Campbell, 2018 Ida S. Baker Recipient**
- Pamela Glas, Lead Teacher for the Arts, Reading Department Head**

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Our Story Continued:



Diversity and Equity language is included in district leadership evaluations, School Board Policies, and school procedures

The Freedom of Speech policy was recently amended by the School Board prohibiting discriminatory language outside of the workplace toward students and staff.

Diversity and Equity standards have been included in the evaluations for district leaders including principals.

Beginning in the 2019-2020 school year, six schools in our District will no longer have Native American/Alaskan Indian mascots which are considered particularly offensive to the Native American people and culture.



The Office of Diversity engages and promotes college and career readiness activities



The Annual Black History School Exhibits and Performances at the 2019 Florida State Fair was a huge success. This year's theme was: **African American Pioneers in the Arts and S.T.E.M.** Mr. Tony Dungy and other Celebrities took part in the event. Several thousand parents, students and their families participated in this annual event. Winners of the Exhibits were:

First Place: Grady Elementary School—Benjamin Banneker
Second Place: Bing Elementary School—Sky's the Limit
Third Place: Progress Village Middle Magnet School—Romare Bearden: The Soul of a People
People's Choice: Memorial Middle School—Harlem in Havana

The Office of Supplier Diversity and vendors gave a \$1000 scholarship to a deserving student at the Annual HABSE Award Ceremony. The recipient was Jordan Gayle who is a student at Hillsborough High School.



McDonald's Operators of Hillsborough County offered a \$1000 Character Scholarship with a focus on Diversity to Carlos Trejo who is a Senior at East Bay High School.

The Office of Diversity, in collaboration with the Office of Administration and HABSE, organized a college and career event involving 150 high school students who were connected with national college professors. The Office of Diversity participated in the Pasos al Futuro Career and College Readiness Sessions for our Spanish speaking parents.



The goal of the newsletter is to highlight the Office of Diversity's initiatives and accomplishments.

Minerva Spanner Morrow - Chief Diversity Officer

Thank you to all district leaders, community partners, students, parents, and teachers for making 2018-2019 a successful school year.

A special thank you to our partners and sponsors:

Equality Florida, Metro Health, NAACP; Hispanic Studies Committee; Diversity Council; The Black History Committee at the Fair; Title VI Native American Advisory Group; TOBA; Concerned Black Citizens of Tampa, Florida Blue, David Anderson, Denese James, HABSE, GLSEN, McDonald's Operators of Hillsborough County and the Juneteenth Coalition



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