



Updated 11/20/2019

STUDENTS			
Action	Details	Grade Level	Notes
Visit Museum of Tolerance	10th grade students from all comprehensive high schools will visit the Museum of Tolerance.	10th Grade	- Newport Harbor High School 10th Grade visited museum in Spring 2019
Chapman University Annual Holocaust Art & Writing Contest	Middle and high school students will be encouraged to participate in submitting entries to the Chapman University Annual <i>Holocaust Art & Writing Contest</i>	Middle & High School Students	- English, social science and art teachers will encourage students to participate in the contest, which typically occurs in February/March
Courage to Remember Holocaust Exhibit	Coordinate for a week-long <i>Courage to Remember</i> Holocaust Exhibit to be displayed at each comprehensive high school. Coordinate field trips for middle and elementary students to visit.	Corona del Mar High School, Costa Mesa High School, Estancia High School & Newport Harbor High School	- The exhibit will be available for field trips for the middle and elementary feeder schools to visit. - One night during the exhibit each school will host a parent/community night to view the exhibit.
Read to me Project	Implement a read aloud program (<i>Read to Me Project</i>) using developmentally appropriate children's books that address unity, empathy, and understanding of differences. Teachers will read one designated book per month with discussion questions to prompt meaningful dialogue.	Kindergarten through 3rd grade	List of books currently being curated
Anti-Defamation League Student Leader Training	Three day Student Leader Training for student leaders (such as student leaders in Associated Student Body, clubs, athletics, etc.)	Corona del Mar High School & Newport Harbor High School	- Nine sessions beginning in November 2019, continuing through the 2019/20 school year

Human Relations Task Force: 2019-20 Implementation Plan (Page 2)

STUDENTS			
Action	Details	Grade Level	Notes
UC Irvine Diversity, Inclusion & Racial Healing High School Ambassador Program	5-7 student from each of the two high schools will be selected to participate in a cohort of Orange County schools to receive training and then create a culminating project to help our schools be safer, more respectful and inclusive.	Costa Mesa High School & Estancia High School	
Inclusive Lunch Menus	Beginning in November 2019, the Nutrition Services Department began including cultural awareness information on the school breakfast and lunch menus. Some examples include a history of Veterans Day, information on World Kindness Day, Hanukkah and World Human Rights Day.	Elementary Schools	
Positive Behavior Intervention and Supports (PBIS)	District to continue implementation of Positive Behavior Intervention and Supports (PBIS) at every school and identify best practices, ensure consistency and expand robust use of restorative practices and resources.	All schools	
Multi-Tiered Systems of Support (MTSS)	District to continue refining Districtwide Multi-Tiered Systems of Support (MTSS) framework for anti-bullying programs.	Elementary Schools	

Human Relations Task Force: 2019-20 Implementation Plan (Page 3)

STAFF			
Action	Details	Grade Level	Notes
Anti-Defamation League Implicit Bias & Becoming an Ally Training	Implicit Bias training and Becoming an Ally training will be provided to all certificated staff.	All Schools	<p>- 2019 - Training was provided to certificated staff at the high schools and combined high school/middle school campuses.</p> <p>- In 2020/21, certificated staff at Ensign and TeWinkle middle schools will be trained, along with their feeder elementary schools.</p> <p>- Elementary schools in the Corona del Mar and Costa Mesa zones will be trained in 2021/22.</p>

Museum of Tolerance - Educator Workshop	A multimedia presentation to examine racism and prejudice around the world with a strong focus on the history of the Holocaust.	Faculty, leadership teams, department chairs and administrators	Expected to occur in June 2020, this will be a voluntary training.
Human Relations Classified Staff Development	Human Relations was the focus of the Nov. 1 2019 Staff Development Day for classified employees.	Classified employees	District anticipates continuing to work on a plan to train all classified staff (Implicit Bias Training) in the 2020-21 school year.
Holocaust Curriculum Training	Professional development on how to access and utilize curriculum content and resources from the University of Southern California Shoah Foundation and the Institute for Visual History and Education.	High school and middle school history/social science teachers	District considering a possible Holocaust staff development training - Echoes and Reflections (2020-21)
Administrative Regulations	Staff to develop Administrative Regulations for the following Board Policies: BP 5137 - Positive School Climate, BP5138 - Conflict Resolution/Peer Mediation (Restorative Practices), BP 5145.2 - Freedom of Speech/Expression, BP 5145.3 - Non Discrimination/Harassment, BP 5145.9 - Hate-Motivated Behavior		The HRTF committee will provide feedback for District consideration.

Human Relations Task Force: 2019-20 Implementation Plan (Page 4)

COMMUNITY			
Action	Details	Grade Level	Notes
Courage to Remember Holocaust Exhibit	Each comprehensive high school will host a parent night/community night for parents to view the Courage to Remember Holocaust Exhibit. This will provide an opportunity to learn about the Holocaust and impacts of bigotry and hate.	Everyone	The exhibit will be housed at the four comprehensive high school, for one week at time.

Community Workshops	Continue Community Workshops	Everyone	<p>Previous topics have included: Unpacking Antisemitism, Conflict Resolution and De-Escalating Conflict, Health and Safety of LGBTQ Youth, Everyday Restorative Justice, No Place for Hate: Anti-Bigotry and Bullying Program, and Promoting Respect and Inclusivity for All.</p> <p>HRTF future topic suggestions: Bullying, technology use, special education services.</p>
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For additional information, please visit the Human Relations Task Force Webpage - <http://web.nmusd.us/hrtf>