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Scott, Gerald

Page: Basic Information
Name of Program/ Project Gerald Scott
School/ Institution Metro Technology Centers
Point of Contact (POC) Scott, Gerald
Title Nondiscrimination/ Title IX Coordinator
Email Address gerald.scott@metrotech.edu
POC ACTE ID# 50001,
School/ Institution Address 1900 Spring Lake Drive Oklahoma City Oklahoma 73111 US
Business Phone 4055954418
POC Home/Cell Phone 4053619454
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Letter of Introduction Gerald Scott: Title: Nondiscrimination/Title IX Coordinator (Metro Technology Centers) At Metro Technology Centers, Gerald's is currently Metro Technology Centers Nondiscrimination/Title IX Coordinator. Gerald has worked in Career Tech for seven years. Gerald began his career at Metro Technology Centers as a Courier in 2015. In 2018, Gerald was promoted to Metro Technology Centers newly formed Community Outreach Department as a Community Outreach Specialist. This new role as Community Outreach Specialist, truly aligned to the extensive community leadership work Gerald has been a part of for over 25 years. Also in May 2018, Gerald was honored, as the first recipient of Metro Technology Centers Associate Superintendent Dr. Dennis Portis, III Community Impact Award. Within Career Tech, Gerald is a member of Oklahoma Association for Minorities in Career & Technology Education (OAMCTE). OAMCTE is a career tech nonprofit organization, committed to promoting greater participation of minorities in all facets of career and technology education in the state of Oklahoma. OAMCTE featured Gerald in a new membership spotlight in April 2022. Devoted to DEI, Gerald is one of Metro Technology Centers founding members of the districts DEI committee called D.I.C.E. The mission of D.I.C.E. (Diversity Inclusion Culture & Equality), is to provide resources and opportunities within the district, to support Metro Technology Centers in cultural competence. D.I.C.E. engages the district in DEI activities, through monthly diversity recognition, workshops and symposiums. Having graduated the University of Central Oklahoma in 1982, with a BA in Sociology, Gerald has always been passionate about multiculturalism, criminal justice, and social justice. Gerald has a deep passion for serving the community, in particular marginalized justice-served groups. In 2011, Gerald founded and is Executive Director of STAAR Foundation, a 501 c 3 faith-based nonprofit. The mission of STAAR Foundation, is "To enrich lives through education, training, resources, and cultural diversity."

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Gerald has always believed in and promoted multiculturalism. He is a servant leader, that truly believes in a society, where diverse cultures are appreciated. A work environment where cultural competence is recognized. Gerald effectively promotes diversity daily and effortlessly develops relationships with all people. He is authentic, and has an innate ability to be open minded and fair. A Title IX Coordinator must exude trust and equity. Metro Tech employees often share with Gerald how much he can be trusted.

Personally and professionally, Gerald makes a conscientious effort, to work at managing his biases, and to demonstrate being nonjudgmental. These characteristics are vital to anyone who promotes diversity. In the community (2011), prior to coming to Metro Technology Centers (2015), Gerald founded and is Executive Director of a 501c3 nonprofit organization called STAAR Foundation.

The mission of STAAR Foundation is to "enrich lives through education, training, resources, and cultural diversity." Two of the board members of STAAR Foundation and one staff volunteer are officers of DEI. As an innovative leader, one who promotes diversity of thought and perspective, Gerald understands that "diversity" means to accept or recognize the differences in everybody.

To be "inclusive," means that everyone has a voice and rights. Having "equity" means to operate from a space of fairness. Equity, considers each person represented, which is why it is a benefit, when one's board of directors is diverse. Being inclusive, also means creating an environment where the team feels psychologically safe. Gerald is a team builder that models understanding.

In terms of CTE contributions, in 2018, Gerald was invited to be a part of Metro Technology Centers first formed DEI committee called D.I.C.E. (Diversity. Equality. Inclusion.) The mission of D.I.C.E. is to provide resources and opportunities for academic, social and emotional growth. The D.I.C.E. committee is comprised of a cross-functional team of district employees across each of Metro Tech's (4) campuses.

A strategic objective of the D.I.C.E. committee, is to provide training regarding diversity, and to increase cultural appreciation of students, staff, and community. As a member of D.I.C.E., Gerald became an officer. He implemented a Junior D.I.C.E. initiative for Metro Tech students. In 2019, Gerald made a Junior D.I.C.E. presentation at Metro Technology Centers HOSA Leadership presentation.

Gerald led a Junior D.I.C.E. activity, where Health Career Students participated in a cultural intelligence breakout to explore their own biases in the healthcare field. He was assisted by Community Outreach staff in delivery of the student breakout session. In 2021, Gerald was promoted to Nondiscrimination/Title IX Coordinator. Gerald's representative duties as Professional Support staff, includes serving the district, as the internal consultant and subject matter expert on equity, inclusion.

In April 2022, after attending an Elevate Conference with Metro Tech senior directors, Gerald attended a breakout session by an Anthropologists and DEI expert. After the Elevate Conference, Gerald visited with the Senior Director of Student Affairs and Workforce Development, about the prospect of inviting the Anthropologist to present during our districts Professional Development days.

To share diversity one must know the rules. Looking at the research, Gerald understood that the vast majority of companies that do report their diversity numbers are in the tech sector, that in technology giants such as Facebook, Google, Microsoft, and Amazon, white men make up 35% of entry level hires, 45% of manager positions, 51% of senior manager/director positions.

The gap between labor force and executive representation is wider among Hispanics than any other groups. Gerald had the innovative idea to implement ERG's (employee resource groups), as a resource that could provide greater entrance into expanding efforts at Metro Technology Centers.

Gerald first chose to introduce ERG's through the lens of anthropology. Employees through our professional development days, would engage in DEI conversation around the topic of "politeness."

During our districts last PD days, we engaged in topics such as: politeness, DEI statistics, relationships that build and sustain, and understanding our workplace, "first" through the lens of anthropology.

The PD Day workshop and breakout group following, did exactly as Gerald hoped. It opened the door, the business case for diversity today. Employees reacted with acceptance and were transparent, courageous during Q & A.

Innovation is important. Gerald believes, you can learn much about an organizations commitment to diversity when you look at the organizations board of directors and C-suite leaderships commitment to DEI. Since last July, Gerald has continued to research ERG's as a resource to create not only inclusion at Metro Technology Centers, but also a place of belonging.

Gerald has led the way, participating in various DEI workshops and cohorts, including Inclusion at Work, a collaboration between the Urban League of Greater OKC and Greater OKC Chamber. Gerald participates in this collaborative monthly. Utilizing the workshops, has been a way to continue to learn and gain more knowledge about creating ERG's.

This January 2023, Gerald presented a PowerPoint "How ERG's Promote Effectiveness In Career Tech," during an Inclusion at Work ZOOM meeting.

ERG's are voluntary groups led by employees, who join together based on common interests, backgrounds, job status, or demographic factors (e.g. gender, culture, race, ethnicity, disability status.) Gerald has researched and studied the governance and structure of ERG's, to learn how ERG's provide DEI engagement and oversight.

Only the careful observance of HB 1775, has slowed down Metro Technology Centers implementation of ERG's. However, that day of implementation (with careful guidance from OSSBA) is certainly on the horizon. ERG's will be a resource, a vehicle that supports our districts VISION 2025. Our employee Pillar #2, where employees can thrive at their most optimal level throughout their career at Metro Technology Centers.

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Please submit a photo/headshot of the program/project. The photo should be digital, high resolution (at least 300dpi), and submitted in .jpg format. Files 2MB or larger are preferred. Photographs will be used for publicity purposes only.

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