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Background Information

In October of 2003, Governor Jeb Bush signed a historic bill into law designating January of each year as Florida Jewish History Month. The legislation for Florida Jewish History Month was initiated at the Jewish Museum of Florida by Marcia Zerivitz, the Museum's Founding Executive Director and Chief Curator. Ms. Zerivitz and State Senator Gwen Margolis worked closely with legislators to translate the Museum's mission into a statewide observance. It seemed appropriate to honor Jewish contributions to the State, as sixteen percent, over 850,000 people of the American Jewish community lives in Florida.

Since 1763, when the first Jews settled in Pensacola immediately after the Treaty of Paris ceded Florida to Great Britain from Spain, Jews had come to Florida to escape persecution, for economic opportunity, to join family members already here, for the climate and lifestyle, for their health and to retire. It is a common belief that Florida Jewish History began after World War II, but in actuality, the history of Floridian Jews begins much earlier. The largest number of Jews settled in Florida after World War II, but the Jewish community in Florida reaches much further into the history of this State than simply the last half-century. Jews have actively participated in shaping the destiny of Florida since its inception, but until research of the 1980s, most of the facts were little-known. One such fact is that David Levy Yulee, a Jewish pioneer, brought Florida into statehood in 1845, served as its first U.S. senator and was the first person of Jewish ancestry to serve in the U.S. Congress.

Floridian Jews have contributed greatly to the development of the entire State, but in recent history much of the Jewish community's involvement has been primarily within southeast Florida. The earliest known permanent Jewish settler in Miami was Isidor Cohen, a signatory of the City's charter. He helped found many civic organizations, as well as Jewish organizations. The heartbreak of the Holocaust came close to home for the Jews of Miami Beach, who experienced a feeling of helplessness when the *S.S. St. Louis*, a ship filled with Jews fleeing Hitler and Nazism, was denied permission to anchor there in June 1939. The American government of the time refused to allow the *St. Louis* to land its human cargo on the shores of south Florida. The steamer anchored for two hours within sight of Miami Beach.

The Jewish populace of Miami has worked hard to help develop their community. Today, Miami is the nation's ninth largest Jewish community and continues to grow in population and cohesive strength. Broward County is host to Florida's second largest Jewish population in the state, Dade being first in number.

Throughout the history of the State, and like other groups, Jewish people have actively participated in shaping the destiny and direction of Florida at its roots. In 250 years, the Jewish community of Florida has left their indelible footprints across the entire State. Floridian Jews have served in every U.S. War, and have been prominent in the cattle, citrus, tomato and tobacco industries, to name a few. Diverse cultures have enriched the State of Florida since its earliest days and Florida's Jewish communities have become an integral part of the State and its history. Jewish History Month is a time to learn about the rich tapestry of Jewish life here. Since 1763, Jews have been involved in enhancing the lives and dreams of *all* Floridians. Florida Jewish History Month celebrates these accomplishments.

Florida Jewish History Month has been so successful since its establishment that it inspired the legislation for Jewish American Heritage Month, which is observed in May with a Proclamation signed by President George W. Bush in April, 2006. The Proclamation states that "The faith and hard work of Jewish Americans have played an integral role in shaping the cultural fabric of America. During Jewish American Heritage Month, we celebrate the vital contributions of Jewish Americans to our Nation. Throughout our history, Jewish Americans have contributed to the strength of our country and the preservation of our values. The talent and imagination of these citizens have helped our Nation prosper."

TIMELINE AND WHO'S WHO

FLORIDA'S JEWISH HISTORICAL EVENTS AND THE STATE'S JEWISH PIONEERS

Note: The list of Jewish pioneers who contributed to Florida's history is vast. "The contributions made by Jews to the development of Florida are in every sector: retail and wholesale, real estate and development, military and science, education and health, law and medicine, citrus and tobacco, cattle and poultry, politics and government, insurance and banking, as well as the arts." (*Jewish Life in America*, Mosaic, Inc. 1991) The following is just a sampling of those dedicated visionaries who inspired generations to settle in what has become known as the Sunshine State.

<u>In Chronological Order from arrival in Florida or date of Major Contribution</u> (Dates are approximate)

England acquires Florida. It divides the territory into two colonies: East and West Florida. **Joseph D. Palacios, Alexander Solomons** and **Samuel Israel** were the first Jews to settle in Pensacola in 1763.

Samuel Israel (1763) was one of three documented Jews to arrive in Pensacola, Florida. Israel was a merchant who supplied wood and other goods to the British and traded with Jews in Charleston, South Carolina, and Savannah, Georgia.

Joseph de Palacious (1763) was one of three documented Jews to arrive in Pensacola, Florida. Palacious was a merchant who supplied wood and other goods to the British and traded with Jews in Charleston, South Carolina, and Savannah, Georgia.

Alexander Solomons (1763) was one of three documented Jews to arrive in Pensacola, Florida. Solomons was a merchant who supplied wood and other goods to the British and traded with Jews in Charleston, South Carolina, and Savannah, Georgia.

- Isaac Monsanto was a businessman who sold family slaves to finance his trip to Pensacola from New Orleans. The Spanish governor expelled Monsanto, saying, "They are [sic] are to leave this province before the end of the next month the Jew Monsanto, for the reason that [he is] undesirable on account of the nature of [his] business and of the religion [he] profess[es]." He outfitted the British Commander of West Florida for an expedition up the Mississippi River.
- **Isaac Mendes** migrated to West Florida from Jamaica and then moved to Pensacola in 1767. He sold goods for use as "Indian presents" to West Florida Governor Johnstone in 1763.

Moses Elias Levy moved to Florida in 1821 and brought sugar cane and fruit trees for his plantations. Levy was a St. Thomas lumber merchant, and Cuban businessman who purchased over 50,000 acres in Micanopy in what is now St. Johns, Volusia and Alachua Counties. His family had migrated to Morocco following the Spanish Inquisition where the family name was translated to Ibn Yulee, and in Gibraltar it was changed to Levy. In 1822 he builds "Pilgrimage Plantation," a refuge for Jews that lasted until 1835. Levy was an early advocate for the abolition of slavery and was a proponent for free education in Florida. He publishes a plan to end slavery and also serves as Florida's first Education Commissioner.

Samuel Myers settles in Pensacola, becomes alderman and an officer in the military. In 1822, he and his wife, Louisa, have Virginia, the first-known Jewish child born in Florida.

1835 Colonel Leon Dyer served in the Florida Indian Wars (1835-1842, 1855-1858).

Camden de Leon, David, an army doctor, served in the Florida Indian Wars (1835-1842, 1855-1858).

Samuel Noah was one of the first graduates of West Point, and served in the Florida Indian Wars (1835-1842, 1855-1858).

- **Abraham C. Meyers,** a West Point graduate, was an Army Quartermaster and hero during the Indian Wars. His father-in-law, General David E. Twiggs, the fort commander, named Ft. Myers for him.
- **Raphael Jacob Moses** opened a store in Tallahassee. He later became a lawyer and practiced in Apalachicola. He was chosen as a delegate from Florida to the 1847 Democratic National Convention.
- **Emanuel Judah** was an actor who built a theatre in Apalachicola.
- David Levy Yulee, the younger son of Moses Elias Levy, became a lawyer and was instrumental in helping Florida become the twenty-seventh state. He helped write Florida's Constitution in 1841. Yulee was the first known Jew to serve in the United States Senate (1845-1851; 1855-1861). He represented the views of the Southern agricultural plantation system, first against the Seminole Indians and later against the Union. He was instrumental in helping to build a railroad from Fernandina to Cedar Key, the first to cross the state from the Gulf of Mexico to the Atlantic Ocean. In 1853, he organized the Florida Railroad Company. He and his friends developed an intrastate telegraph line and a fastmail ship route from Cedar Key to Havana. Yulee City (Nassau County) and Levy County, honor his family's name.

1850	Morris Dzialynski reached Jacksonville from Prussia along with his father and eight siblings. He opened a store in Bartow with his brother-in-law, Jacob R. Cohen. Later he opened general stores in Fort Meade (1876) and in Tampa (1879). Dzialynski also established a hotel in Fort Meade, invested in citrus groves, and exported alligator skins. This is the longest-continuing Jewish family in Florida. He later served as the mayor of Jacksonville from 1881-1883.
1857	The first Jewish cemetery in Florida is established in Jacksonville. The first-known Jewish boy is born in Florida, George Dzialynski .
1865	Judah P. Benjamin from Louisiana serves as Attorney General, Secretary of State and Secretary of War for the Confederacy (1861-1865). At the end of the Civil War, he escapes from the Union Army by hiding in the Gamble mansion (Manatee County).
	Robert Williams moved to Tallahassee and became a cotton planter, and was active in civic affairs. Often he led prayers on Jewish holidays and is remembered for installing the first street lights in Tallahassee.
1867	Jacob Raphael Cohen arrived in Jacksonville from Savannah, opened stores throughout Florida in the 1860's and settled in Orlando. Cohen helped write the Orlando City Charter in 1875 and elected first alderman. He served as a delegate to the Democratic National Convention.
1869	Samuel Fleishman defended former slaves as free men. The Ku Klux Klan demanded he leave Marianna.
1878	Temple Beth El (Pensacola), the oldest congregation in the State, is founded.
1879	Henry Brash elected Mayor of Marianna, the first-known of more than 150 Jewish mayors in Florida. He served three terms as mayor of Marianna.
1882	The Okeechobee Land and Development Company adopts a plan to save Jews in Russia. The Company starts an agricultural colony above the Everglades.
1883	Morris Benjamin , along with Saul Benjamin, Israel Brown, and William Fox, established an ice factory, using water from Howard Springs.
1884	Joseph Wolfson was shipwrecked off the coast of Key West on a ship from Romania. He founded a small Jewish community and sent for the rest of his family in Romania to join him.

Simon Benjamin founded the East Florida Ice Manufacturing Company, the first ice-making plant in Florida. In 1892, he and his brother Solomon formed the Silver Springs and Ocala Gulf Railroad.

1885

Abraham Wolkowsky arrived in Key West from Romania. He began as a peddler but soon opened a clothing store, a change that may have resulted from the anti-peddler tax established in Key West.

Philip Walter served as a tax collector in Jacksonville, was chief supervisor of elections and clerk of the United States Court of Florida. In 1885, he represented Duval County in the Florida Constitutional Convention.

1886

Charles and Hannah Peyser began manufacturing El Tropico cigars.

1888

Herman Glogowski (1888-1892) served as mayor in Tampa.

1890

Dr. Louis Oppenheimer of Bartow establishes the local school system.

Michael Davis served as mayor of DeLand.

1895

Key West Jews raise funds for Cuban revolutionaries fighting for independence from Spain.

1896

The first permanent Jewish settlers arrive in the Miami area. **Isadore Cohen** is considered the first permanent Jewish settler in Miami. By 1900, he was one of only two remaining Jewish merchants in Miami. Considered one of the "great pioneers," Cohen was one of the first signers of the charter to incorporate Miami and was one of the organizers of the Miami Board of Trade, which became the Chamber of Commerce. He and his wife Ida began many philanthropic organizations. In 1921, Cohen was one of the city's 15-member board that wrote the Miami City Charter.

1910

Henry Seitlin escaped from Russia and came to Florida. In 1912, he opened the Boston Shoe Store in Miami. The Miami community celebrated its first Jewish wedding when his sister Rose married Max Lehrman of Homestead in 1913.

1912

Saul Snyder. By the 1950s he owned 5,000 head of cattle and was the founder of the Florida Cattlemen's Association in 1934. A Russian immigrant, Snyder settled in St. Augustine.

1913

P.G. Blanck established a popular department store in downtown Miami, near Burdines.

Alvin Cassel. His family, in partnership with Daniel Cromer, opened a department store in what is now downtown Miami in 1913. In 1926, they opened the most modern and innovative department store which contained many modern conveniences, including an escalator and a cooling system. Native-Americans visited the store to buy sewing items. He was the cofounder of the Broad and Cassel law firm and one of Miami's earliest native residents.

Joe Weiss, with his wife Jennie, established a restaurant in Miami Beach which ultimately became Joe's Famous Stone Crab Restaurant.

Louis Seitlin came to Florida from Russia in 1920. When his wife died, her death inspired Miami's Jewish community to establish their own congregation and cemetery.

Max and Jennie Cypen moved to St. Petersburg and established a meat-producing farm.

Nathan Stone. When he and his family were denied rooms at the Roney Plaza, he built the Blackstone Hotel on Miami Beach. This was the first hotel to allow Jewish and Black guests.

- **David Bilgore** moved to Clearwater to establish groves and open a packing house and cannery.
- **Mitchell Wolfson** came to Miami from Key West in the 1920's. Wolfson established the Wometco Theater in 1925, and expanded it from one theater to a chain of theaters. He created the Seaquarium, and began WTVJ, Miami's first television station. He became the first Jewish mayor of Miami Beach in 1943.
- **Simon Rosin** built the Arcadia Post Office.

Abrum O. Kanner represented Martin County as a representative and then as a senator (1936-1941) in the Florida Legislature and later as a judge.

- **1933 David Sholtz** begins his term as Governor of Florida (1933-1936).
- Max Hutkin. was the son of Polish immigrants, and was often referred to as Mr. Boca Raton for his many civic contributions. He was the first chair of Boca Raton's Community Relations Board and founded the Chamber of Commerce there.
- **Admiral Ellis N. Zacharias,** of Jacksonville, Chief of Naval Intelligence, breaks the Japanese code. This leads to the U.S. victory in the Pacific.

1920

1923

1925

1943	Mitchell Wolfson serves as Mayor of Miami Beach, the first of 15 Jewish mayors in that city.
1949	Max Orvitz. Together with area businessmen, founded Mount Sinai Hospital when Jewish doctors returning from the war were denied staff privileges at Miami area hospitals. Mt. Sinai also became the first hospital in Miami to allow African-American physicians to practice medicine.
1951	Ruth Greenfield opened the first integrated school for the cultural arts in Miami.
1953	Abe Aronovitz serves as Mayor of Miami, the only Jew to serve in this office.
1954	Morris Lapidus was the architect for the famed Fontainebleau Hotel, the Eden Roc Hotel, and Lincoln Road Mall.
	Ben Novak built the Fontainbleau Hotel.
1968	Marshall Warren Nirenberg of Orlando receives the Nobel Prize in Medicine and Physiology for deciphering the genetic code.
1973	Harry Kaplan , a resident of Melbourne, contributed to the development of the astronauts' space suits and back-packs.
1974	Richard Stone begins his term as a U.S. Senator (1974-1980), the second Florida Jew to hold this office.
1975	Arthur England begins his term as Justice on Florida's Supreme Court (1975-1981). He becomes Chief Justice in 1978.
1981	Raymond Ehrlich begins his term on Florida's Supreme Court (1981-1991). He becomes Chief Justice in 1988. More than 250 Jews have served as judges in Florida.
1987	Gerald Kogan begins his term as Justice on Florida's Supreme Court (1987-1998). He becomes Chief Justice in 1996.
1990	"MOSAIC: Jewish Life in Florida," a traveling exhibit, begins its tour to 13 cities. Gwen Margolis becomes the first female Florida Senate President.
1995	Jewish Museum of Florida opens.

1997 Barbara Pariente becomes the second woman appointed to the Florida

Supreme Court. In 2004 she becomes Chief Justice.

2003 Governor Jeb Bush signs a Bill designating each January as Florida Jewish

History Month.

The Honorable Federal Magistrate, **Judge Ted Klein**, was appointed from Miami, Florida, as the first child survivor of the Holocaust to serve on the

Federal bench.

Debbie Wasserman Schultz is elected to the U.S. Congress, the first

Jewish woman to represent Florida.

2006 President George Bush signs a Proclamation designating each May as

Jewish American Heritage Month to honor contributions by Jewish Americans to our nation. The Jewish Museum of Florida was the birthplace of this legislation, with the effort led by Rep. Debbie

Wasserman Schultz.

Timeline and Who's Who information provided with permission and courtesy of the following:

Jewish Museum of Florida, with much appreciation to Marcia Zerivitz, Executive Director, Miami Beach, Florida

Jerry Levine, Producer "Generations in The Sun" Film and Film Guide written by Dr. Miriam Klein Kassenoff and Dr. Anita Meyer Meinbach, 2003

Florida Jewish Heritage Trail (an outgrowth of MOSAIC), published by the Florida Department of State, Division of Historical Resources, 2000

South Florida Jewish Museum's publication, Jewish Life in Florida, published by Mosaic, Inc. 1991

2008 FLORIDA JEWISH HISTORY MONTH

Classroom Activities

<u>RESEARCH:</u> Using the Internet and other resources in your classroom and media center, research and respond to the following:

- 1. Research the history of the early Jewish pioneers in Florida from the late 1700's through the 1800's. As a group, how would you describe these early settlers?
- 2. In researching the history of Florida's earliest pioneers, why did early Jewish immigrants from Europe immigrate to Florida in the late 1700's and early 1800's? Where did they emigrate from?
- 3. Research Florida's earliest pioneers. What were the biggest challenges they faced?
- 4. Research the contributions of the Jewish men and women in **Florida from the late** 1700's until the early 1900's in each of the following areas: economics, politics/government, law, medicine, literature, sports, the arts, and philanthropic endeavors. Create a class chart divided into the categories above entitled "Florida's Who's Who The Early Years." Post the chart in a prominent place in the classroom and as more is discovered, add names to the chart. (This is part I of a two part research project—see #5 below.)
- 5. Research the contributions of the Jewish men and women in Florida from the early 1900's until present time in each of the following area: economics, politics/ government, law, medicine, literature, sports, the arts, and philanthropic endeavors. Create a class chart divided into the categories above, entitled "Florida's Who's Who From 1900 until today." Post the chart in a prominent place in the classroom and as more is discovered, add names to the chart. (This is part II of a two part research project-see #4 above.)
- 6. Research the meaning of "culture." Define "culture." Write your own definition of "culture" and explain how the Jewish people can be considered a "cultural" group as well as a religious one.
- 7. Research the discrimination Jewish settlers faced in the early years of 1800.
- 8. Research how the Jewish community became supportive of the African-American community before and after the Civil Rights era.
- 9. Research the various monuments, bridges, buildings, streets, etc. that have been named for Jewish citizens of Florida.

10. After researching the Jewish presence in Florida and the contributions of the Jewish people, what questions do you still have? Make a list of 5 questions and discuss them with others in your class. Then select one you believe to be most important and do additional research. Write a brief paper that reflects your findings.

<u>REFLECT, WRITE, CREATE:</u> The following activities are based on the research completed concerning the contributions of the Jewish people in Florida.

- 1. Prepare a definitive statement as to why it is important to celebrate the presence of Jews in Florida.
- 2. Why do we celebrate Jewish History Month? Write a brief article explaining the significance of Jewish contributions to our state and submit it to a local/community newspaper.
- 3. Create a timeline based on Florida's Jewish history, beginning with the first Jewish immigrants who came to Florida and reaching to today.
- 4. Create a class Power Point acknowledging the contributions of Florida's Jewish community-past and present. Groups of students can select a different area of achievement, such as law, the arts, literature, medicine, politics/government, etc. and create slides for the class Power Point presentation. Share this presentation with other classrooms.
- 5. Select one of the individuals studied whose contributions you most admire. Explain why you selected this individual. Create a "Biography Box" by identifying items that represent the person, and then put them in a decorated box. Display boxes along with a paper that lists the items included and the significance of each.
- 6. Select one of the Jewish pioneers whose life you find most inspiring. Write a letter to your state representative suggesting that a school be named for this individual and include your reasons for giving him/her this special honor.
- 7. Identify local Jewish leaders in the Miami community and ask them to come to the school for Florida Jewish History Month. Plan a school-wide assembly where the individual can talk about what it means to be a Jewish leader in Florida and how personal heritage affects him/her in their relationship to the community at large.
- 8. Create a museum dedicated to the contributions of the Jewish people to the state of Florida for Florida Jewish History Month. Collect photographs, passports, newspaper articles and any other type of documents that would make for an informative exhibit and display this in a prominent place in your school. This can be done by individual classes or created through the combined efforts of many.

- 9. Create a class "photobiography" that tells the story of a few selected Florida Jewish pioneers through pictures and captions. Display the photobiography in the school's media center so that others can read it.
- 10. Plan a Florida Jewish History Month program with your classmates in which the entire school can participate. Invite the drama class to read selected poetry, invite the music department to perform selected music, ask the art department to create collages, paintings, posters, etc., and invite community members to come and celebrate!
- 11. After researching the pioneers who came to Florida and knowing there are many groups who also left their homes and immigrated to a new land, write an essay explaining the difficulties people face in this circumstance. Share your paper with your classmates and open a dialogue encouraging others to share their family's immigration stories.
- 12. Create an award in your school that recognizes an outstanding Jewish American in Florida for his or her contribution to the community in either the arts, business, medicine, education or law. Plan a school-wide program during Florida Jewish History Month to present the award.
- 13. Take a field trip to the Jewish Museum of Florida. Select one artifact, picture, etc. that made the biggest impression upon you. Explain the item and why it meant so much to you.
- 14. Invite several leaders of the Jewish community for a round-table forum on such topics as challenges of the Jewish people in the state-past and present, contributions of the Jewish people to the state, or their visions for tomorrow.
- 15. Identify a Jewish community person who is an elder leader in the community and ask for an interview and permission to tape his/her memoir. Share your interview over the school's closed circuit TV system.
- 16. Prepare an oral history based on the testimonies of several Jewish leaders in the community. Ask them to bring any artifacts, photos, etc. that will help illustrate the person's life, commitment, accomplishments, and philosophy.
- 17. Create an editorial cartoon that in some way reflects the idea that what Florida is today is the result of the dedication of people representing all cultures, religions, ethnicities, etc.
- 18. Imagine yourself as one of Florida's Jewish leaders. Based on what you have learned about this person, create 5 "simulated" journal entries—entries that might have been written by this person to reflect special life moments, challenges, contributions, thoughts, etc. Bind these together into a diary and share with others.
- 19. Create a poster in the shape of Florida and dedicate it to one of the members of the Florida's Jewish community you admire most. Fill in the map with pictures of the person, quotes attributed to him/her, and several, "I believe..." statements.

20. Write an essay to complete the sentence, "My study of the history of the Jewish Community in Florida has helped me learn and understand" Be sure your response is supported by specific details and learning you gained through your research.

Florida Resource Centers/Museums/Libraries

Bureau of Historical Preservation

Florida Department of State, 4th Floor 500 S. Bronough Street Tallahassee, Fl. 32399-0250 1-800-847-7278

www.flheritage.com

[Ask for their publication—Florida Jewish Heritage Trail, ISBN # 1-889030-20-1]

Historical Museum of Southern Florida 101 West Flagler Street Miami, Florida 33130 305-375-1492

hasf@historical-museum.org

[Subscriptions are available for their quarterly magazine, South Florida History.]

Museum of Florida History

500 S. Bronough Street Tallahassee, Fl. 32399-0250 1-850-245-6400 www.dos.state.fl.us/dhrl/museum

Jewish Museum of Florida

301 Washington Ave Miami Beach, Fl. 33139 305-672-5933

www.jewishmuseum.com

[Their publications—*The Art of Hatred* which depicts the many images of intolerance in Florida culture as well as *Jewish Life in Florida* which traces Florida Jewry from 1763 in text and photographs—offer exceptional tools to supplement *Generations in the Sun*.]

Tampa Bay History Center
225 S. Franklin Street
Tampa, Fl. 33602
813-228-0097
www.tampabayhistorycenter.org

University of Miami

Sue and Leonard Miller Center for Contemporary Judaic Studies P.O. Box 248161 Coral Gables, Fl. 33124 305-284-6882 www.miami.edu/miller-center

Web Sites:

American Jewish Historical Society

http://www.ajhs.org/

This organization collects material and artwork on the history of the American Jewish community.

The Forward

http://www.forward.com/

For over a century, *The Forward*, a New York newspaper, has published columns concerning issues facing Jewish people in America and abroad. Its online archives are a source of information about the Jewish-American experience.

Historical Museum of Southern Florida

hasf@historical-museum.org

Exhibits and archives tracing the history of South Florida along with information on the various cultures that contributed to this history

Jewish American Hall of Fame

http://www.amuseum.org/jahf/

Includes Jewish "pioneers" in all fields including business, politics, and the arts.

Jewish Museum of Florida

http://www.jewishmuseum.com

Dedicated to recording and preserving the more than 235 years of Jewish life in the state of Florida.

Tampa Bay History Center

www.tampabayhistorycenter.org

Exhibits include photographs and text that uncover the history of Florida with emphasis on the Tampa Bay area.

The School Board of Miami-Dade County, Florida, adheres to a policy of nondiscrimination in employment and educational programs/activities and programs/activities receiving Federal financial assistance from the Department of Education, and strives affirmatively to provide equal opportunity for all as required by:

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Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.

Age Discrimination in Employment Act of 1967 (ADEA), as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

The Equal Pay Act of 1963, as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

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The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

School Board Rules 6Gx13- 4A-1.01, 6Gx13- 4A-1.32, and 6Gx13- 5D-1.10 - prohibit harassment and/or discrimination against a student or employee on the basis of gender, race, color, religion, ethnic or national origin, political beliefs, marital status, age, sexual orientation, social and family background, linguistic preference, pregnancy, or disability.

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.