



Dr. Saltzman staff message March 17, 2021

To: All District Staff
From: Dr. Ian B. Saltzman, Superintendent
Regarding: Racial Bias

Dear staff,

I hope you are all enjoying this great weather and looking forward to some sunny spring days ahead. As we look back on the last year and all of the amazing things we have learned, implemented and developed in order to continue educating our students during a pandemic, there are still some areas of struggle in our community and our nation. One of those is the increase in racial hate crimes and harassment of Asian, Asian-American and Pacific Islanders (AAPI). We continue to hear about racially-based hate crimes against AAPI across the nation and as recently as [yesterday in Atlanta](#). As written in a recent [Washington Post article](#), some families are concerned about leaving their homes and sending their children back to school for fear of harassment.

These hate-based actions and harmful biases are hurtful and damaging to people, their families and their communities. These trends are disturbing and, while we want to believe they don't reflect who we are, they will continue to happen until we all recognize and address our own biases.

Every person living in America should feel safe from discriminatory violence and harassment. It takes each of us to rebuild our society to be respectful and inclusive.

As more students return to in-person learning and our community begins to resume a sense of normalcy, I hope we can all observe and be aware of our students' experiences and interactions with each other. It is up to each of us to ensure they feel seen, heard and, most importantly, safe. To help in that effort, I have included a few resources below. Please feel free to use them yourself or share them with students.

And, if you, a colleague or student experiences harassment or bullying at school, please report it:

- Text or call 855-637-2095
- Email 1350@alert1.us

- Or visit <https://everett-wa.safeschoolsalert.com/>

Our schools should be a safe place for staff and students, and we are committed to that goal.

Resources:

- [Dear Asian Youth](#) (youth-based)
- [Asian Americans Advancing Justice](#)
- [Stand Against Hatred](#)
- [Stop AAPI Hate](#)
- [StoptheHate.Community](#)

Be safe and be well,

Ian