

Actualizing Equitable Outcomes

FALL 2021 — September & October

Fall National Celebrations

Each year, we observe *National Hispanic Heritage Month* from **September 15 to October 15**, by celebrating the rich histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, Central America, and South America.



In 1968, President Lyndon Johnson signed a bill designating the week of September 15th “National Hispanic Heritage Week”. In 1988, President Ronald Reagan expanded this weekly observance to cover a 30-day period. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively.

Helpful Resources:

Educate Yourself

[Hispanic Heritage Month Website](#)

[HispanicHeritageMonth.gov](#)

Teach: Elementary

[Hispanic Heritage Virtual Bookroom](#)

Teach: Secondary

[Latinx History is Black History Webinar](#)

[Learning for Justice](#)

Multi-Faith Observances

September

Rosh Hashanah “New Year” (Jewish) Sept. 6-8
Paryushana-Parva Sept. 9-11
Enkutatash “New Year” (Ethiopian) Sept. 11
Yom Kippur (Jewish) Sept. 15-16
Mexican Independence Day Sept. 16
Chuseok “Autumn Eve” (Korean) Sept. 20-22
Sukkot (Jewish) Sept. 20-27

October

Gandhi Jayanti Oct. 2
National Coming Out Day Oct. 11
Indigenous Peoples’ Day Oct. 11
Dia de la Raza (Latinx, Mexican) Oct. 11
Navaratri/Dussehra (Hindu) Oct. 15
Mawlid (Islamic) Oct. 18-19

Quote

“We cannot change what we are **not** aware of, and once we are **aware**, we cannot help but **change**.”

- Sheryl Sandberg

LGBTQ History Month

LGBTQ+ History Month is a month-long celebration that occurs in **October** to honor and observe lesbian, gay, bisexual, transgender, and queer history.

This observance was created in 1994 by Rodney Wilson, a high school history teacher in Missouri. In 1995, a resolution passed by the General Assembly of the National Education Association included LGBTQ History Month within a list of commemorative months. October was selected to coincide with National Coming Out Day (Oct. 11), which was already established, and the anniversary of the first march on Washington for gay and lesbian rights in 1979.



Helpful Resources:

Educate Yourself

[Queer America Podcast](#)

[Learning for Justice](#)

Teach: Elementary

[PRIDE Book List](#)

[Colorful Pages](#)

Teach: Secondary

[LGBTQ+ History and Why it Matters?](#)

[Facing History Ourselves](#)

Filipino American History Month



Each year, we celebrate *Filipino American History Month* in **October**. During this observance we honor the rich history, pursuits, accomplishments, and legacy of Filipino/a Americans in United States history.

This month was specifically chosen by the Filipino American National Historical Society in

1983 to commemorate the first record presence of Filipinos in the United States in 1587. However, it was not recognized as a national observance until 2009 by the United States Congress.

Helpful Resources:

Educate Yourself

[Filipino American National Historical Society](#)

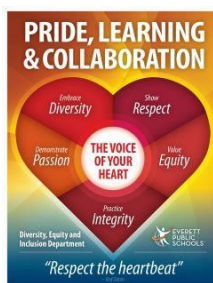
Teach: Elementary

[Filipino American Booklist](#)

[Colorful Pages](#)

Teach: Secondary

[Watch "A Filipino American Story" or Thank God I'm Filipino](#)



Click the picture to visit the Diversity, Equity, and Inclusion Website for more information and resources!

National Disability Employment Awareness

"In October, we observe National Disability Employment Awareness Month by celebrating the accomplishments of influential men and women with disabilities whose work has contributed to our commitment for equal opportunity for all citizens.

This observance was created to educate the public about the issues related to disability and employment tracing all the way back to 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Some 25 years later, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month." - Library of Congress

Learn More & Visit:

[U.S. Department of Labor National Disability Employment Awareness](#)

[Special Services Website](#)



In the Spotlight

COMING SOON!

The Diversity, Equity, and Inclusion Department would like to recognize the incredible equity efforts of our schools, departments, and staff members.

How?

Send nominations by completing the following form using the QR code below or using the link below.



Nomination Form: [CLICK HERE](#)

Introducing Our Natural Leaders

Building Equitable Family Engagement

Empowered Families

- Serve as multi-cultural bridges between schools, students, and families. They reflect the diversity of their communities.
- Become change leaders equipped with knowledge and skills that uplift themselves and their community.

District/School Role

- Build and sustain the program by recruiting parent volunteers.
- Provide support to Natural Leaders at their schools by providing them with spaces to meet, resources, etc.
- Collaborate with WABS to implement the program at multiple schools.

"Being part of Natural Leaders has helped me realize the importance of being in connection with our community and the schools. Many parents are not sure how to be involved, we as Natural Leaders are here to give those families voice and help them find their place in the school and community."
-Diana Martin, Everett Natural Leader

About Natural Leaders Program

Natural Leaders is a family-centered, family-led program that serves the unique needs of each school community.

Family engagement correlates with higher student achievement in education. The WABS Natural Leaders Program uses an asset-based model to help families identify and cultivate the skills necessary to help overcome systemic barriers. Families then engage with community, school, and students to implement culturally appropriate and effective partnerships between home and school leading to student success.

HOW IT WORKS

- A Training Academy is held multiple times a year and provides training that leads to the creation of a vision and action plan.
- Parents become empowered by these trainings and can share what they have learned with other families and communities.
- Teachers and staff learn ways to be more inclusive of intercultural families by listening and honoring the ideas and leadership of these families.
- Districts collaborate with Natural Leaders to provide space for natural leaders to build community and have access to resources needed.

HOW TO GET STARTED

- Designate a School Lead at the school(s) where the program will get started. This can be an individual (e.g. Family Advocate, ELL Teacher, Counselor etc) or a team (e.g. Equity Team).
- The School Lead recruits parents that represent those from underserved populations.
- Parents/Family members receive Natural Leaders training from WABS staff and/or Natural Leaders Mentors. This can be done at individual schools or as a district.
- Staff attends training provided by WABS on partnering with families and equitable family engagement.

For more information contact Jennifer Martinez
jennifer@wabsalliance.org · 206-393-4914
www.wabsalliance.org



@WABSNL

WABS
WASHINGTON ALLIANCE
FOR BETTER SCHOOLS



Joi Grant, Ed. S
Diversity, Equity, and Inclusion
Director
jgrant@everettsd.org

Kailani Tibayan
Diversity, Equity, and Inclusion
Facilitator
ktibayan@everettsd.org

The district shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to race, color, national origin, creed, religion, sex, sexual orientation, gender expression, gender identity, veteran or military status, the presence of any physical, sensory, or mental disability, or the use of a trained dog guide or service animal by a student with a disability.

Designated to handle inquiries about nondiscrimination policies are:

Affirmative Action Officer – Randi Seaberg, rseaberg@everettsd.org, 425-385-4104

Title IX Officer/Civil Rights Officer – Kevin Allen, kallen@everettsd.org, 425-385-4100

504 Coordinator – Dave Peters, dpeters@everettsd.org, 425-385-4063

ADA Coordinator – Randi Seaberg, rseaberg@everettsd.org, 425-385-4104