

Actualizing Equitable Outcomes

WINTER 2021 — November and December

Winter National Celebrations

Each year, in November we observe National Native American Heritage Month and on **November 26th** we celebrate Native American Heritage Day. This month is also referred to as National American Indian Heritage Month and American Indian and Alaska Native Heritage Month.

This monthly observance and day is an opportunity to educate our students, staff, and community about the rich culture, traditions, contributions, and history of Indigenous Peoples. As well as an opportunity to raise general awareness about the unique challenges of tribal citizens throughout history past and present and in the ways in which tribal citizens have worked to persevere.



Helpful Resources:

Educate Yourself

[Native American Heritage Month](#)

Teach: Elementary

[Since Time Immemorial Early Learning Curriculum](#)

[Since Time Immemorial Elementary Curriculum](#)

Colorful Pages—[Native American Heritage Booklist](#)

Teach: Secondary

[Since Time Immemorial Middle School Curriculum](#)

[Since Time Immemorial High School Curriculum](#)

PBS—[Native American Heritage Month](#)

Multi-Faith Observances

November

Dia De Los Muertos (Day of the Dead) Nov. 2
Election Day Nov. 2
Diwali/Deepavali Nov. 4
Kristallnacht Nov. 9-10
Veterans Day Nov. 11
Kartik Poornima/Guru Nanak Jayanti Nov. 19
Transgender Day of Remembrance Nov. 20
Thanksgiving Day Nov. 25
Native American Heritage Day Nov. 26
Hanukkah* Nov. 28-Dec. 6

December

Special Education Day Dec. 2
International Day of Persons with Disabilities Dec. 3
Pearl Harbor Remembrance Day Dec. 7
Day of Our Lady of Guadalupe Dec. 12
Las Posadas Dec. 16-24
Simbang Gabi Dec. 16-24
Winter Solstice/Yule Dec. 21
Christmas Eve Dec. 24
Bodhi Day Dec. 25
Christmas Day Dec. 25
Kwanzaa Dec. 26-Jan. 1
Wounded Knee Day Dec. 29
New Year's Eve Dec. 31

Quote

"If we are reflective, we're likely to have feelings, and we're also likely to grow...We can't do better until we know better; we can't know better until we reflect and learn from our emotions."

— Elena Aguilar

New Staff Alert!

Visit the **Refreshed Diversity, Equity, and Inclusion Department Website**

We're excited to announce that our new and refreshed website is live!

The updated site includes changes to our navigation menu. We've also improved the structure of our available resources for students, staff, and parents/ community to cater to your equity needs.

Included are resources specific to the monthly national observances celebrated in the United States!

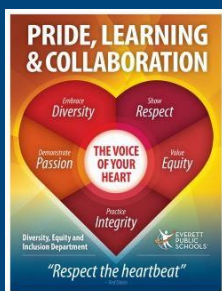
We hope you like the changes, and if you have any feedback, please contact us!

Learn More & Visit:

[Diversity, Equity, and Inclusion Website](#)

[Natural Leaders Website](#)

[Special Services Website](#)



Kailani Tibayan

I am a 2nd generation Asian American educator from Washington with 8 years of teaching and classroom experience.

When I am not in the classroom, I am passionate about leaving a legacy in the world by taking on any opportunity to collaboratively work with other disrupters in addressing the inequities within our educational systems. A passion that has led to my new position as **Everett Public School's Diversity, Equity, and Inclusion Facilitator**.



Contact Me:

ktibayan@everettsd.org

Aissa Moody

As someone who grew up in a community that lacked diversity, it is important to me to be a part of something that promotes equity in its practice as well as its outcomes. I am a first generation college graduate, and it is important to me that those in similar positions have the opportunity to grow their knowledge and leave an impact. It is exciting to be welcomed to the Everett Public School's Diversity, Equity, and Inclusion Department as a Program Support.

Contact Me: AMoody@everettsd.org

In the Spotlight

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

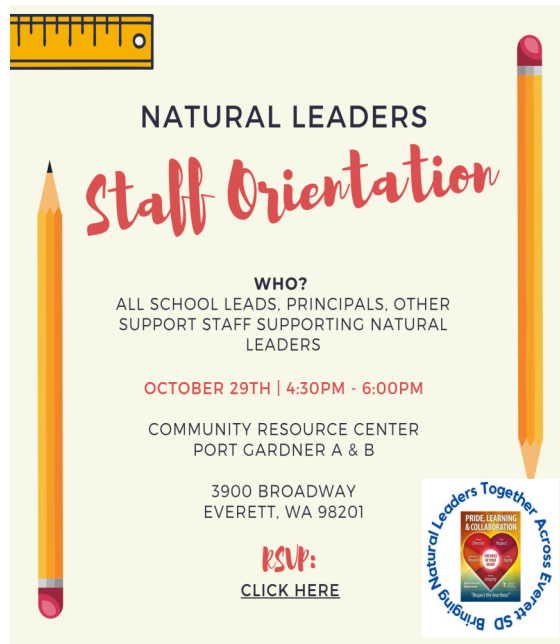
How?

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

Nomination Form: [CLICK HERE](#)



Upcoming Events



NATURAL LEADERS
Staff Orientation


WHO?
ALL SCHOOL LEADS, PRINCIPALS, OTHER
SUPPORT STAFF SUPPORTING NATURAL
LEADERS

OCTOBER 29TH | 4:30PM - 6:00PM

COMMUNITY RESOURCE CENTER
PORT GARDNER A & B

3900 BROADWAY
EVERETT, WA 98201

RSVP:
[CLICK HERE](#)



NATURAL LEADERS STAFF ORIENTATION

The training will cover:

- Family Engagement best practices
- Overview of the program
- Networking opportunities
- Building and maintaining a successful program
- New pay process and monthly responsibilities

Contact Us!

Joi Grant, Ed. S

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Kailani Tibayan

Diversity, Equity, and Inclusion
Facilitator
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Aissa Moody

Diversity, Equity, and Inclusion
Program Support

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,

