

Actualizing Equitable Outcomes



EARLY SPRING 2024 - MARCH AND APRIL

Multi-Faith Observances

Our Why?

Everett Public Schools is rich in culture with a diverse community that represents and speaks over 90 different languages. We are a school district committed to embracing each and every one of our community partners' experiences, culture, beliefs, and traditions. To reflect and honor this diversity, we highlight both cultural and religious observances to recognize and spread awareness about religions and cultures within our district for our students, staff, and community.

March

Women's History Month

Developmental Disabilities Awareness Month

Zero Discrimination Day Mar. 1
Maha Shivaratri Mar. 8
International Women's Day Mar. 8
Ramadan (Islamic) Mar. 10 - April 8
Hola Mohalla (Sikh New Year) Mar. 14
Pi Day Mar. 14
St. Patrick's Day (Irish) Mar. 17
Naw Rúz (Baha'i/ Persian/Zoroastrian) Mar. 20
National LGBTQIA+ Health Awareness Week Mar. 20-24
International Day for the Elimination of Racial Discrimination Day Mar. 21
Purim (Jewish) Mar. 23-24
Palm Sunday (Christian/Orthodox) Mar. 24
Holi or Festival of Colors (Hindu) Mar. 24-25
Holy Week (Christian) Mar. 24-30
Good Friday (Christian) Mar. 29
Easter (Christian) Mar. 31
International Transgender Day of Visibility Mar. 31

Women's History Month

"Every year, in March, Women's History Month celebrates the often overlooked contributions of women in our history, society, and culture. For educators and students, this month provides the opportunity to explore and dig deeper into gender stereotypes, biases, and bring awareness of important women's contributions, struggles, and triumphs throughout history. "



—National Geographic

Helpful Resources:

Educate Yourself

Teach: Elementary

Teach: Secondary

[A More Complete Women's History Month](#)

[Women's History Month for the Classroom](#)

[Women's History Month Resources](#)

[Learning for Justice](#)

[NEA](#)

[Anti-Defamation League](#)

[Honor Trans Women This Women's History Month](#)

[5 Diverse Books for Women's History](#)

[A Book Every Day for Women's History Month](#)

[Learning for Justice](#)

[Colorful Pages](#)

[Social Justice Books](#)

Multi-Faith Observances

April

Arab American Heritage Month

Genocide Awareness Month

Autism Acceptance Month

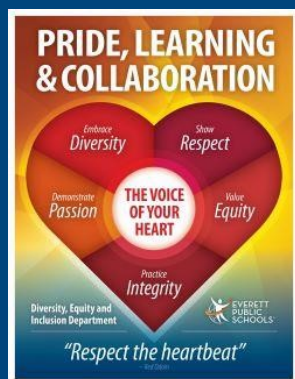
World Autism Awareness Day Apr. 2
Lailat Ul-Qadr / Laylat Al-Qadr (Islamic) Apr. 5
Eid al-Fitr (Islamic) Apr. 8
National Youth HIV/AIDS Awareness Day Apr. 10
National Day of Silence Apr. 12
Vaisakhi (birth of Guru Nank Dev Ji (Sikh) Apr. 14
Ramanavami (Hindu) Apr. 17
First Day of Ridván (Bahá'í) Apr. 20
Passover (Jewish) Apr. 22-30
Saint George's Day (English) Apr. 23
Lesbian Visibility Day Apr. 24
Ninth Day of Ridván (Bahá'í) Apr. 28
Dia Del Nino (Children's Day- Mexico) Apr. 30

Developmental Disabilities Awareness Month



Developmental Disabilities Awareness Month is a celebration that encourages respect for people with developmental disabilities. To learn more and be apart of a

campaign to showcase the excellent work that is being done and to improve the lives of people with developmental disabilities, please visit www.nacdd.org/ddam1/



Learn More & Visit:

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

[Natural Leaders Website](#)

Autism Acceptance Month



"Autism Acceptance Month in April aims to celebrate and promote acceptance for the condition that occurs in one in every 54 children as of 2020 in the United States. Autism, a complex developmental condition affecting the patient's ability to interact, communicate, and progress, has not one but many subtypes. First held in the year 1972 by the Autism Society, Autism Acceptance Month emphasizes the need for public awareness to promote acceptance, celebrate the differences, and be more inclusive towards autistic individuals around us.."

-National Today

Helpful Resources:

Educate Yourself

[A Proclamation on World Autism Awareness Day](#)

The White House

Teach: Elementary

[Autistic Self Advocacy Network Resources](#)

ASAN

[Individualizing Instruction for Young children with Autism Spectrum Disorder](#)

U.S. Department of Health and Human Services

Teach: Secondary

[Autistic Self Advocacy Network Resources](#)

ASAN

[Educator Resources](#)
Organization for Autism Research

Arab American Heritage Month



In April 2021, President Joe Biden, along with the U.S. State Department, some members of Congress and 37 governors issued proclamations recognizing April as Arab American Heritage Month. In a letter to Arab America and the Arab America Foundation, President Biden wrote, "The

Arab American Community is essential to the fabric of our nation, and I am honored to be part this celebration of Arab American culture, heritage, and contributions to American society. The Arab American community exemplifies so much of what our country stands for: hard work, resilience, compassion and generosity."

Helpful Resources:

Educate Yourself

[Presently Invisible: The Arab Plight in American Classrooms](#)

[Celebrate Arab American Heritage Month](#)

Thirteen Media with Impact PBS

Teach: Elementary

[Arab American National Museum](#)

[Middle Grade Books for Arab American Heritage Month](#)

Alachua County Library

Teach: Secondary

[Arab American Heritage Month Teen Booklist](#)

Princeton Public Library

[Children/Young Adult Literature Arab American Book Awards](#)

UNLV University Libraries



MONICA HAULE

Monica Haule has demonstrated with her words, actions, and leadership her commitment to equitable outcomes and a sense of belonging at Evergreen Middle School and throughout the district. She has led tireless efforts to build authentic relationships with every person she encounters and has become a shining beacon of hope for those who have felt voiceless and powerless. Thank you for all that you do and your contribution at our annual Empower to Lead Student Summit!

EMERSON ELEMENTARY'S NATURAL LEADERS

Thank you Emerson Elementary's Natural Leader Staff Leads for your leadership and commitment to creating a school community where all students and families are welcomed and feel a sense of belonging. Each year you have shown what it means to provide the tools to break down language, cultural, and systemic barriers so all families are empowered to engage in their child's education.

Staff Leads: Elvira Perez and Betty Willard

EMPOWER TO LEAD SUPPORTERS

Our department wants to personally thank our school point of contacts, chaperones, session facilitators, and volunteers for their commitment to our students. We could not have pulled off this incredible event without you! Our students left this event feeling seen, valued, and empowered to create positive change within their school community all because of you.



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](#)



For more professional development opportunities, visit “Staff Resources” on our department website.

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

****NOTE: You must be signed in as an employee to view.****



WHAT'S COMING!

Early Spring 2024

Check out local and state events or professional development opportunities available!

Everett Public Schools has neither reviewed nor approved the program, personnel, activities, or organizations announced in this flyer. Permission to distribute this flyer should not be considered a recommendation or endorsement of the program by the school district.

Black Educator Summit— March 8, 2024 (Cost \$85) Museum of Flight, Seattle

This summit is a unique opportunity for black male educators to come together, share experiences, and inspire one another. You'll have the chance to attend engaging workshops, listen to thought-provoking panel discussions, and network with like-minded individuals who are passionate about education.

Need more information, [click here.](#)

CCDEI Professional Learning Virtual Series (Free)



Native educator and educational justice leader Sui-Lan Ho'okano will lead this exploration of self, community, and vision of a culturally responsive classroom. **Pre-registration is required.**

Dates:

March 20, 2024, 4 pm– 7 pm [register here.](#)

April 24, 2024, 4 pm– 7 pm [register here.](#)

Step Up: Moving Racial Equity Forward Virtual Conference — April 26, 2024 (Cost \$40 for Educators)

Step Up is committed to equipping you with innovative and practical tools to challenge systemic racism in your own organizations and institutions. As our strategies cut across sectors from business and government to nonprofits, your participation is bound to leave a significant impact.

To register for the event, [click here.](#)

Contact Us

Joi Grant, Ed. S

Diversity, Equity, and Inclusion

Director

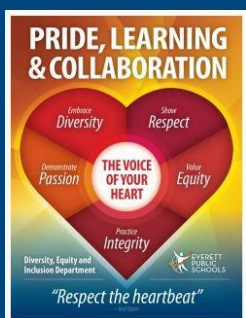
jgrant@everettsd.org

Kailani Rands

Diversity, Equity, and Inclusion

Facilitator

krands@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:

Title IX Officer/Civil Rights Officer – Chad Golden, cgolden@everettsd.org, 425-385-4100

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

ADA Coordinator – Chad Golden, cgolden@everettsd.org, 425-385-4100

