

“We are passionate about leading, teaching, and learning! We strive to create Equitable Outcomes and build a culture of inclusive belonging for all students, teachers, staff, and community. The district will be self-sustaining in our equity work.”

Land Acknowledgement – Recently School Board approved. The Land Acknowledgement is to recognize that Everett Public Schools respectfully acknowledge that we are on the lands of the Coast Salish, Snohomish, Tulalip, Peoples.

Equity Policy – Equity, Diversity, Inclusion, and Belonging Policy opportunity (access), inclusion (system) and belonging (feel). *Met with several different groups already, TBA Spring 2021.*

Bill de la Cruz Solutions, Inc. – The following professional development opportunities were offered to all schools:

- Foundational Bias Training #15
- Conflict Mediation Strategies #4
- Bias 2.0 – Deconstructing Bias #8

Equity Teams – The purpose of this group is to create a framework for operationalizing equity teams in all schools and departments. Create “The Equity Team” guide.

D.E.L.T.A. Team – District Equity Leadership TeAm (group of district leaders)

Our Why: Using relational leadership to establish departmental and school leadership around issues related to equitable outcomes for inclusion and belonging.

Community Conversation – This group of individuals interested in the updates to receive the equitable outcomes for students/staff of color (Superintendents group).

Staff of Color Survey – In collaboration with EEA's Cultural Competency Task Force, the Human Resources department designed a survey to learn about the experiences and perceptions from staff of color in the district. The goal is to create an environment where we can continue to build an inclusive culture where everyone is a valued contributor.

Equity and Access Webpage – Update website to be user friendly to all to access culturally responsive information.

PTSA/Natural Leaders – In collaboration with both parent groups, facilitated a Saturday session with Bill de la Cruz on January 23, 2021, to understand Foundational Biases and how those impact our organizations.

Adoption Committee – Staff to support representation from our diverse groups to utilize antibias resources in our adoptions and to ensure cultural representation throughout the pages of the instructional materials.

Paraeducators – Fundamental Course of Study trainings, *The Introduction to Cultural Identity and Diversity* is required for all paraeducators.

Bullying and Harassment – Family/student handbook outlines the procedures for reporting.

Equity and Access Newsletter – To provide to school's cultural awareness to increase seasonal recognitions.

City of Everett – Mayor Cassie Franklin's Homeless Task Force will develop short- and long-term recommendations to solve student homelessness and equitable outcomes.

Equity and Access Council – To provide guidance on significant policy matters affecting district success in implementing the strategic plan and closing achievement, graduation, and opportunity gaps.