

CONSIDERATIONS FOR THE EQUITY, DIVERSITY, AND BELONGING CALENDAR AT YOUR SCHOOL AND WORKPLACE



POSSIBLE USES

- Announce, identify, and honor days of relevance in your school community
- Create clubs or committees (students, teachers/community) to recognize different days
- Align curricular themes or projects around dates of significance, including art, conversations, assemblies

CELEBRATE AND ACKNOWLEDGE

- Be authentic by learning proper pronunciations and meanings from community members to avoid tokenism
- Consult with your school community including staff, students, and parents on how to celebrate and represent days at your school

CONSIDERATIONS

- Plan to support the emotional needs of those with lived and living experiences related to particular days
- Sometimes in sincere attempts to be inclusive, it is possible to create feelings of exclusion
- Consider spirit days from an equity lens (ex. crazy hair day and hat day)
- Consider days of celebrations (ex. Ramadan/Eid) when planning (field trips, student conferences, hot lunches, etc) around days students/staff will be away to celebrate for one or multiple days, grieving, or fasting

DISPLAYS AND POSTS

- Focus on acknowledging importance from a culturally responsive lens (secular)
- Encourage student voice and work
- Focus beyond non-materialistic symbols and representations
- Acknowledge artist and sources of information including images
- Post the calendar in central reception areas. Items or signage placed at or near desks or reception areas to celebrate events denote they are safe and welcoming spaces