

Racial and Educational Justice Toolkit

The Northshore School District

The Racial and Educational Justice Toolkit was developed by The Northshore School District Racial and Educational Justice Department. This toolkit serves to store and make available resources for Northshore staff and administrators as they relate to racial and educational justice topics and is intended to streamline access to such resources in one place. In the below chart, each resource has a short description, identifies relevant grade band(s), and categorizes whether it is for student or adult learning. To continue to maintain and update this toolkit, the Racial and Educational Justice Department and Racial and Educational Justice Committee will engage in quarterly reviews of the document.

RACE		
Resource + Short Description	Grade Band	Adult or Student Learning
❖ Picture Books Archives ➤ Compiled by the Zinn Education Project	2-5	Student
❖ Booklists - Social Justice Books ➤ Resource list of multicultural and social justice books for children, young adults, and educators	K-12	Both
❖ So You Want to Talk About Race? by Ijeoma Oluo ➤ How to have conversations about race and racism	9-12	Both
❖ White Fragility by Robin DiAngelo ➤ Understanding white fragility and assumptions about race are made and should be challenged		Adult
❖ The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander ➤ Understanding the carceral system		Adult
❖ Waking Up White by Debby Irving ➤ Memoir of understanding whiteness		Adult
❖ How to be Anti-Racist by Ibram Kendi		Adult

➤ Understanding anti-racism		
❖ The Color of Law by Richard Rothstein ➤ Understanding redlining and segregation		Adult
❖ Safety & Anti-Discrimination Resources	K-12	Both
❖ Gracie's Corner - YouTube ➤ Short videos. Examples: Good Morning Song, The Counting Song, Phonics Song, I Love My Hair, Bully Song	K-5	Student
❖ Coming Together - Sesame Workshop ➤ Sesame Street's short videos. Examples: I Am Somebody, Showing Fairness, Use Your Voice, Celebrate Diversity, Traditions	K-5	Student
❖ Daniel Tiger's Neighborhood ➤ PBS Kids' short videos. Examples: When I See Something that isn't Fair, Miss Elaina's Bandage	K-5	Student
❖ Caste: The Origins of Our Discontents ➤ Portrait of an unseen phenomenon in America as the author explores stories about real people and how America today and throughout its history has been shaped by a hidden caste system, a rigid hierarchy of human rankings.		Adult

GENDER AND SEXUALITY

Resource + Short Description	Grade Band	Adult or Student Learning
❖ Gender Support Plan ➤ Support plan dependent on student needs	K-12	Both
❖ Board Policy: 3211 Gender Inclusive Schools ➤ This policy supports the importance of an	K-12	Both

<p>inclusive approach toward transgender and gender non-binary students with regard to official records, confidential health and education information, communication, restroom and locker room accessibility, sports and physical education, dress codes, and other school activities, in order to provide all students with an equal opportunity for learning and achievement</p>		
<ul style="list-style-type: none"> ❖ Board Procedure: 3211 Gender Inclusive Schools <ul style="list-style-type: none"> ➢ This procedure supports the of an inclusive approach toward transgender and gender non-binary students with regard to official records, confidential health and education information, communication, restroom and locker room accessibility, sports and physical education, dress codes, and other school activities, in order to provide all students with an equal opportunity for learning and achievement 	K-12	Both
<ul style="list-style-type: none"> ❖ Defining LGBTQ+ Words for Elementary School Students <ul style="list-style-type: none"> ➢ Terms and definitions for Elementary students on LGBTQ+ identities 	K-5	Student
<ul style="list-style-type: none"> ❖ Be Prepared for LGBTQ+ Questions & Concerns <ul style="list-style-type: none"> ➢ Conversation guide on how to support LGBTQ+ students and families 	K-12	Student
<ul style="list-style-type: none"> ❖ LGBTQ-Inclusive and Supportive Teaching Practices: The Experiences of <ul style="list-style-type: none"> ➢ LGBTQ-Inclusive and Supportive Teaching Practices 	K-12	Student
<ul style="list-style-type: none"> ❖ The Trevor Project: Resources <ul style="list-style-type: none"> ➢ Resources on a variety of topics relating to LGBTQIA2S+ 		

RELIGION

Resource + Short Description	Grade Band	Adult or Student Learning
<ul style="list-style-type: none"> ❖ Racial and Educational Justice Religious and Cultural Observances <ul style="list-style-type: none"> ➢ Full List: 2023-2024 Religious and Cultural Observances 	K-12	Student/Adult

<p><i>Sikhism</i></p> <ul style="list-style-type: none"> ❖ Back to School Toolkit <ul style="list-style-type: none"> ➤ Toolkit for educators to understand Sikhism 	K-12	Both
<ul style="list-style-type: none"> ❖ What is Sikhism? <ul style="list-style-type: none"> ➤ Information to understand what is Sikhism 	K-12	Both
<ul style="list-style-type: none"> ❖ Sikhism: An Educator's Guide <ul style="list-style-type: none"> ➤ Activities for teaching Sikhism 	K-12	Both
<ul style="list-style-type: none"> ❖ Professional Development <ul style="list-style-type: none"> ➤ Resources and opportunities for educators to learn more about Sikhism 	K-12	Both
<ul style="list-style-type: none"> ❖ Sikh Awareness Presentations <ul style="list-style-type: none"> ➤ Awareness building about Sikhism 	K-12	Both
<p><i>Hinduism</i></p> <ul style="list-style-type: none"> ❖ Heart Of Hinduism <ul style="list-style-type: none"> ➤ Resource that explains the Hindu traditions in clear terms 	K-12	Both
<ul style="list-style-type: none"> ❖ About Hindus and Hinduism <ul style="list-style-type: none"> ➤ Learning and understanding about Hinduism 	K-12	Both
<ul style="list-style-type: none"> ❖ Hinduism <ul style="list-style-type: none"> ➤ Information on Hinduism including Gods, Goddesses, Mantras, Epics, Festivals, Articles 	K-12	Both
<p><i>Judaism</i></p> <ul style="list-style-type: none"> ❖ Judaism Archives <ul style="list-style-type: none"> ➤ Archives and resources to understand the vast history of Judaism 	K-12	Both
<ul style="list-style-type: none"> ❖ Jewish Education Program <ul style="list-style-type: none"> ➤ Resources to understand Jewish identity 	K-12	Both
<ul style="list-style-type: none"> ❖ Judaism 101 <ul style="list-style-type: none"> ➤ Resources for the various holidays of Judaism 	K-12	Both
<p><i>Christianity</i></p> <ul style="list-style-type: none"> ❖ What is Christianity <ul style="list-style-type: none"> ➤ History and understanding of Christianity 	K-12	Both
<ul style="list-style-type: none"> ❖ Understanding the History of Christianity <ul style="list-style-type: none"> ➤ Resource on historical context of Christianity 	K-12	Both

❖ The Christian Faith ➤ Resource on the beliefs, types, and further history of Christianity	K-12	Both
<i>Buddhism</i> ❖ What is Buddhism? ➤ Resource on the history of Buddhism	K-12	Both
❖ Buddhism Teaching Resources ➤ Resources to understand Buddhism	K-12	Both
❖ Buddhism Teaching Resources ➤ Resources to understand Buddhism	K-12	Both
<i>Islam</i> ❖ An Educator's Guide to Islamic Religious Practices ➤ Understanding Islam	K-12	Both
❖ How to Teach Students About Ramadan ➤ Resource on teaching about Ramadan	K-12	Both
❖ Learning about Islam ➤ Resources for educators on understanding Islamophobia and systemic racism as it relates to Islam	K-12	Both

BUILDING FAMILY PARTNERSHIPS

Resource + Short Description	Grade Band	Adult or Student Learning
❖ Giving Parents a Prominent Voice in Schools ➤ Navigating schools and using voice as a parent	K-12	Adult
❖ Washington Family Engagement ➤ Resources on how to find opportunities for the voices and experience of Washington adults and youth to be heard and included in systemic and organizational change	K-12	Adult
❖ Multicultural Event Guide ➤ Resource guide to help brainstorm ways culture, identity, ethnicity, etc, can be shared at school	K-12	Adult
❖ Family and Community Engagement ➤ Resource on how to engage families	K-12	Adult
❖ Beyond Involvement and Engagement: The Role	K-12	Adult

of the Family in School–Community Partnerships ➤ The role of family and partnerships in schools		
❖ The Community Café Collaborative ➤ This is a protocol to help community members learn more about justice-driven work, issues, and one another.		Adult

NEURODIVERSITY

Resource + Short Description	Grade Band	Adult or Student Learning
❖ Intro to Disability Justice ➤ Training by NSD	Applicable to K-12	Adult
❖ Intro to Disability Justice (slide deck) ➤ Slide Deck by NSD	Applicable to K-12	Adult
❖ One Out of Five: Disability History and Pride Project ➤ Resource for collaborative project	Applicable to K-12	Adult
❖ National Disability Employment Awareness Month ➤ Celebrating the contributions of America’s workers with disabilities past and present and showcases supportive, inclusive employment policies and practices that benefit employers and employees	Applicable to K-12	Adult
❖ inclusionED ➤ Provides evidence-based and research-informed practices and tools to support diverse learners in inclusive classrooms	Applicable to K-12	Adult
❖ Neurodiversity Celebration Week	Applicable to K-12	Both

POLICIES AND PROCEDURES: STUDENTS

Policy and/or Procedure	Adult or Student Learning
❖ Board Policy 0001: Racial and Educational Justice	Student
❖ Board Policy 3207: Prohibition of Harassment, Intimidation or Bullying	Student

❖ Board Procedure 3207P: Prohibition of Harassment, Intimidation or Bullying ❖ Board Form 3207F: HIB Flow Chart	
❖ Board Policy 3210: Nondiscrimination	Student
❖ Board Policy: 3211 Gender Inclusive Schools ❖ Board Procedure: 3211 Gender Inclusive Schools	Student
❖ Board Policy 3200: Students' Rights and Responsibilities ❖ Board Procedure 3200P: Students' Rights and Responsibilities Handbook	Student
❖ Board Policy 3220: Freedom of Expression ❖ Board Procedure 3220P: Freedom of Expression	Student

POLICIES AND PROCEDURES: STAFF

Policy and/or Procedure	Adult or Student Learning
❖ Board Policy 0001: Racial and Educational Justice	Adult
❖ Board Policy 5010: Nondiscrimination and Affirmative Action ❖ Board Procedure 5010P: Nondiscrimination and Affirmative Action	Adult

WASHINGTON STATE LEGISLATION: RCW'S & WAC'S

Policy and/or Procedure	Adult or Student Learning
❖ Chapter 28A.640 RCW: Sexual Equality	Both
❖ Chapter 28A.642 RCW: Discrimination Prohibition	Both
❖ RCW 28A.600.477: Prohibition of harassment, intimidation, and bullying	Both
❖ RCW 28A.642.080: Transgender student policy and procedure	Both
❖ Chapter 392-190 WAC: Equal Educational Opportunity	Both
❖ OSPI: Religion in Schools	Both

STATE STANDARDS IN ALIGNMENT WITH RACIAL AND EDUCATIONAL JUSTICE

Standard	Adult or Student Learning
❖ OSPI: Talking to Young People About Race, Racism, & Equity	Adult
❖ OSPI: Health and PE Learning Standards ❖ OSPI: Sexual Health Education ➤ RCW 28A.300.475: Comprehensive Sexual Health Education	Adult
❖ Washington State Board of Education: Resolution of Intent to Establish an Ethnic Studies Washington State Graduation Requirement ➤ Senate Bill 5023 ➤ Senate Bill 6066 ➤ Washington State Ethnic Studies Framework	Adult
❖ OSPI: John McCoy (lulilaš) Since Time Immemorial: Tribal Sovereignty in Washington State ➤ Senate Bill 5433 ➤ House Bill 1879	Adult

NATIONAL AND STATE DAYS/ WEEKS/ MONTHS OF RECOGNITION

Resource + Short Description	Grade Band	Adult or Student Learning
September <i>Hispanic and Latino/a/x Heritage Month</i>		
❖ Pepe And The Parade by Tracey Kyle ➤ Elementary read aloud	K-5	Student
❖ Bilingual Materials by the National Museum of the American Latino ➤ Bilingual materials exploring various approaches to enhance learning	K-12	Adult
❖ Defining Latino: Young People Talk Identity.	9-12	Student

Belonging ➤ Young Latinos talk about how their experience has defined their identity		
❖ “Adios Amor. The Search for Maria Moreno” ➤ Movie trailer with discussion questions	9-12	Both
❖ Hispanic and Latinx Heritage Week of Engagement: Teach-In ➤ Teach-in hosted by NSD Racial and Educational Justice Department	K-12	Both
❖ National Hispanic and Latinx Heritage Month ➤ Resources by the National Museum of the American Latino	K-12	Both
❖ Are You Ready to Celebrate Hispanic Heritage Month? ➤ Resources for bringing Latinx voices to the classroom	K-12	Both
❖ Dreamers by Yuyi Morales ➤ Elementary read aloud	K-5	Student
❖ Alma and How She Got Her Name by Juana Martinez-Neal ➤ Elementary read aloud	K-5	Student

October
Disability Awareness Month

❖ OSPI: Disability History and Awareness Month ➤ Resources for increasing awareness and inclusion for people with disabilities		
❖ Intro to Disability Justice (NSD training with Adra Davy) ➤ Intro to Disability Justice (Slide Deck)	K-12	Adult
❖ One Out of Five: Disability History and Pride ➤ Resources for activities for student learning	K-12	Both
❖ How to Unlearn Ableism NEA ➤ Understanding and unlearning ableism	K-12	Adult
❖ Books about Disabilities for Kids Playlist ➤ Video playlist of read alouds	K-5	Student

❖ National Disability Employment Awareness Month ➤ NDEAM celebrates the contributions of America's workers with disabilities past and present		Adult
❖ Neurodiversity In the Classroom ➤ Slide Deck	K-12	Adult
❖ Developmental Disabilities Awareness Month ➤ Resources on Developmental Disability Awareness Month		Adult
❖ Learning Disabilities and Dyslexia Awareness Month ➤ Information on Disabilities and Dyslexia Awareness Month		Adult
❖ "Yes I Can!: A Girl and Her Wheelchair" ➤ Elementary read aloud	K-5	Student
❖ Disability Is Diversity ➤ Article on Disability Justice	K-12	Adult
❖ Just Ask!: Be Different, Be Brave, Be You ➤ Elementary read aloud	K-5	Student
❖ My Brother Charlie ➤ Elementary read aloud	K-5	Student

November
Indigenous Heritage Month

❖ Eastside Native American Education Program ➤ Eastside Native American Education Program provides culturally relevant activities, family programs and enrichment opportunities to Native American, American Indian, and Alaskan Native children	K-12	Both
❖ Indigenous Peoples' Day ➤ Resources	K-12	Adult
❖ Land Acknowledgment Guide ➤ Resource on how to honor Indigenous land	K-12	Both
❖ Storytelling ➤ Understanding the importance of storytelling as it relates to Indigenous peoples	K-12	Both

❖ Native-Land ➤ Native Land is an app to help map Indigenous territories, treaties, and language	K-12	Both
❖ We Are Water Protectors ➤ Elementary read aloud	K-5	Student
❖ 15 classroom activities, books and resources ➤ Activities, Books, and Resources for Native American Heritage Month	K-12	Student
❖ Teaching Resources ➤ Hibulb Cultural Center & Natural History Preserve Curriculum	K-12	Both
❖ The word Indigenous ➤ Understanding what Indigenous means	K-5	Student
❖ The Wampanoag Side of the First Thanksgiving Story ➤ The story of the first Thanksgiving	K-12	Adult
❖ Thanksgiving Protocol ➤ An opportunity to explore resources to feel better prepared to address potentially harmful content through a lens of culturally responsive pedagogy	K-12	Both
❖ An Advocate's Guide to Supporting Indigenous Peoples' Day ➤ Resources to support Indigenous Peoples' Day	K-12	Adult
❖ Tips for teaching about Native peoples ➤ Culturally Responsive ways to teach about Native peoples	K-12	Both

December

Human Rights Week of Engagement

❖ Human Rights Day ➤ Declaration for fundamental human rights to be universally protected	K-12	Both
❖ Illustrated Universal Declaration of Human Rights ➤ Illustrations of the articles	K-12	Adult

❖ Human Rights Day Information & Resources for Kids ➤ Resources for students	K-5	Student
February <i>Black History Month</i>		
❖ The Celebrating Black Lives and Black History resource guide created by the Racial and Educational Justice Department is on this Google Doc	K-12	Both
❖ For additional Celebrating Black Lives and Black History resources and recordings on the Racial and Educational Justice Department website, click here .	K-12	Both
❖ NEA: Black History Month Lessons and Resources	K-12	Adult
❖ King County Book List for Black History Month		
March <i>Student Justice Conference (March 22, 2024)</i>		
❖ 2024 Student Justice Conference	9-12	Student
April <i>Arab American Heritage Month</i>		
❖ Supporting Arab American Students in the Classroom ➤ Uplifting Arab American students	K-12	Adult
❖ National Arab American Heritage Month - Arab America Foundation ➤ information on Arab American Heritage Month	K-12	Adult
❖ 15 children's books to celebrate national Arab-American Heritage Month ➤ Elementary books	K-5	Student

❖ Arab American National Museum ➤ Understanding Arab American history, arts, culture and contributions	K-12	Both
❖ Arab American Heritage Month 2024 - Commemoration, Traditions & Populations ➤ Explains history and traditions	K-12	Both
<p>May <i>Asian American and Pacific Islander Heritage Month</i> & <i>Jewish American Heritage Month</i></p>		
❖ AAPI Heritage Month Resources for Teachers ➤ Primary sources for the classroom	K-12	Student
❖ NEA: Teaching Asian and Pacific Islander ➤ Resources for teaching AAPI	K-12	Student
❖ Teach AAPI ➤ Resources	K-5	Student
❖ AAPI Books ➤ K-12 book resource list	K-12	Student
❖ AAPI Read Aloud Playlist ➤ Video read alouds	K-5	Student
<i>Jewish American Heritage Month</i> ❖ Our Humanity Is Bound Together: Discussing the Holocaust ➤ Resources and history of the Holocaust	K-12	Both
❖ Jewish American Heritage Month ➤ Resources for paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture and society	K-12	Both
❖ Celebrate Diverse Cultural Identities in School All Year ➤ Resource for celebrating cultural identities	K-12	Both
❖ Jewish American Heritage Month ➤ Resources for students	K-12	Both
❖ (H)our History Lesson: Fort Ontario, NY and Jewish Refugees in WWII America ➤ Resource and activity	9-12	Student

June

Pride Month & National Caribbean-American Heritage Month

❖ GLSEN's Rainbow Library ➤ Resources for classroom books		
❖ Rainbow Collection ➤ Books for kids and teens that celebrate LGBTQ+ voices and promote inclusive	K-12	Student
❖ GLSEN: LGBTQ+ Resources for Administrators ➤ For school leaders to help build an inclusive environment	K-12	Adult
❖ Understanding the Gender Spectrum ➤ Understanding the gender spectrum	K-12	Adult
❖ Karamo Brown Reads "I Am Perfectly Designed" ➤ Elementary read aloud	K-5	Student
❖ Magination Press Story Time - Michael Genhart Reads Rainbow ➤ Read aloud	K-5	Student
❖ Different Types of Families Lesson ➤ Resources for K-2	K-2	Student
❖ Pronouns and Gender Identity ➤ Resources for understanding pronouns and gender identity	4-5, 6-8, 8-12	Student
❖ The History of the word "gay" video ➤ Video resource	9-12	Student
❖ The Story of Harvey Milk and the Rainbow Flag ➤ Elementary read aloud	K-5	Student
❖ Rainbow Parade ➤ Elementary read aloud	K-5	Student
❖ National Caribbean-American Heritage Month ➤ Proclamation declaring June as National Caribbean-American Heritage Month		

