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This monthly newsletter is the recreation professional's guide to diversity, equity and inclusion. Each month we will highlight one theme or idea related to equity, share important dates, vocabulary, resources and ideas you can implement in your community! What we do matters to all!

### **March is Gender Equity Month: What a great time to ensure your community has a Gender Inclusivity Policy!**

The following is an excerpt from an NRPA article. [Read the full article here.](#)

#### **Gender Inclusive Policies:**

It is always best to check with federal, state and local laws when creating policies for your agency. When it comes to gender spectrum inclusion, most protective laws are being created at the state level. Researching your state's anti-harassment policies, department of health regulations, and fair employment and human rights laws is a great start.

The federal government does have a few protections in place: federal employers and contractors are prohibited from discrimination based on gender identity (Executive Orders 13087 and 13672), and many courts have been ruling that gender nonconforming people are protected by federal sex discrimination laws. Once you have a scope of the legal requirements, create policies that meet or exceed the protections needed to include everyone on the gender spectrum. Consider adding the following:

- Anti-discrimination language to your hiring policy to protect gender identity and expression
- Allowance for sports participants to play on the team with which they identify
- Allowances for patrons to use the restroom and locker rooms where they feel safest
- Anti-bullying policies and behavior requirements in your youth programs
- Find company health insurers that are inclusive and cover transition care for transgender employees. Healthcare providers are prohibited from blanket transgender exclusions, but actual services can vary based on provider and state.

Inclusion is an ongoing mission. Recreation professionals play a key role in cultivating a positive environment for community development. You don't need to be an expert, parent a soccer-playing tomboy, or even know all the latest nonbinary vocabulary words to promote acceptance. A basic understanding of the gender nonconforming population should provide a good foundation to create outreach, training and policies for your agency.

#### **Examples of Gender Inclusive Policies:**

[St. Paul Parks & Rec](#)  
[St. Paul Public Schools](#)  
[GLSEN Information](#)  
[WIAA Gender Inclusivity Toolkit](#)  
[City of San Francisco](#)

## Vocab You Should Know

**Gender identity** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

**Gender Expression** External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

## Dates to Remember:

### March

- Developmental Disabilities Awareness Month
- Ethnic Equality Month
- Gender Equality Month
- Greek-American Heritage Month
- Irish-American Heritage Month
- National Colon Cancer Awareness Month
- National Kidney Month
- National Multiple Sclerosis Awareness and Education Month
- National Women's History Month
- March 3 – Employee Appreciation Day
- March 6 – Purim (Jewish)
- March 8 – International Women's Day
- March 8 – Holi (Hindu)
- March 14 – Pi  $\pi$  Day
- March 15 – Equal Pay Day
- March 17 – St. Patrick's Day
- March 21 – World Down Syndrome Day
- March 21 – Persian New Year (Nowruz)
- March 23 – Ramadan begins (Islam)
- \March 23 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- March 31 – International Transgender Day of Visibility

### April

- Arab-American Heritage Month
- Autism Awareness Month
- Celebrate Diversity Month
- Earth Month
- National Child Abuse Prevention Month
- National Volunteer Month
- April 2 – World Autism Awareness Day
- April 2 – Palm Sunday (Christian)
- April 5 – Passover begins (Jewish)
- April 7 – Good Friday (Christian)
- April 9/10 – Easter (Christian)
- April 13 – Passover ends
- April 14 – National Day of Silence (LGBTQ+)
- April 17 – Laylat al-Qadr (Muslim)
- April 18 – Yom Hashoah (Jewish)
- April 20 – Start of Ridvan (Baha'i)
- April 21 – Eid-al-Fitr/End of Ramadan (Muslim)
- April 22 – Earth Day

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