

The questions in this short climate survey are to help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our District.

This data is only reported on groups of 10 or more to avoid potential identification. The climate survey is not connected to your site or department. Nothing in the survey or District software will collect information about your identity. Your email is not connected to the survey.

Please take the time to answer these questions in order to provide us with an accurate picture of the District. When you are finished, you will be directed back to the Research & Reports page. If you have not taken the staff survey related to your site location, please take the survey with the link found in your original email.

1. Please rate the extent to which you agree with each statement below.

| | Strongly agree | Agree | Disagree | Strongly disagree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| I feel welcome and accepted at my place of work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There are opportunities for my voice to be heard in school-wide/ department-wide decision making. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I generally feel safe at my school or department this year. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

2. Continuing the conversation

| | Not at all | Slightly | Somewhat | Quite | Extremely |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| How confident are you that adults at your school/department can have honest conversations with each other about race? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| How comfortable are you discussing race-related topics with your colleagues? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

3. How often do . . .

| | Almost never | Once in a while | Sometimes | Frequently | Almost always |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| you consider and/or discuss the experiences of colleagues with racial and cultural identities different from your own? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| adults at your school/department have important conversations about race, even when they might be uncomfortable? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Demographics - Optional

The following demographic questions are optional. They will help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our District.

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Your responses are not connected to your location or position in the District. Results including these questions will be reported on a District-level and not by school or department.

If you do not wish to report this information, please select "Prefer not to say" or click the "Done" button.

4. How do you identify your race/ ethnicity? Mark all that apply.

- Asian: Having origins in the Far East, Southeast Asia or the Indian subcontinent, including Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Black/African American: Having origins in any of the black racial groups of Africa.
- Hispanic/Latino (Latinx): Having origins in Cuba, Mexico, Puerto Rico, Central and South America or other Spanish culture.
- Middle Eastern/North African: Having origins in any of the original peoples of the Middle East or North Africa.
- Native American/Alaska Native: Having origins in any of the original peoples of North America and who maintains tribal affiliation or community attachment.
- Pacific Islander: Having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White: Having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Prefer not to say
- Other (please specify)

5. How do you identify your gender?

- Female
- Male
- Prefer to self-describe
- Non-binary or third gender
- Prefer not to say

6. Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender, Queer, and/or Questioning (LGBTQ) community?

- Yes
- No
- Prefer not to say

7. A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

Are you a person with a disability?

- Yes
- No
- Prefer not to say

This is the last page of the survey. If you would like to edit any of your responses, use the "Previous" button to return to the pages.

When you select "Done," you will be sent to the BSD Research & Reports page where you can find survey results from previous years.

Thank you for your time in taking the survey this year.