

## 2023 Annual Staff Climate Survey Summary

**Demographic questions are optional. They are intended to help us learn if staff members of all backgrounds and identities receive respect and fair treatment in our District. The data is only used for analysis on groups of 10 or more to avoid identification.**

917 out of 4713 staff members (19.5%) responded to the Climate Survey.

Tables reflect total percent for both Agree and Strongly Agree responses.

All BIPOC includes all responses that were identified as Asian, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaska Native, and Pacific Islander.

Prefer not to say responses are included in All Staff summary.

### Do you agree that...

	All Staff	All BIPOC	White
I feel welcome and accepted at my place of work.	93%	96%	93%
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	78%	79%	78%
I generally feel safe at my school or department this year.	87%	90%	88%

### Continued...

	Asian	Hispanic/Latinx	Multiracial
I feel welcome and accepted at my place of work.	92%	97%	98%
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	81%	80%	73%
I generally feel safe at my school or department this year.	90%	91%	88%

### Do you agree that...

	All Staff	Female	Male	Other Responses
I feel welcome and accepted at my place of work.	93%	94%	92%	77%
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	78%	77%	82%	63%
I generally feel safe at my school or department this year.	87%	87%	91%	65%

### Do you agree that...

	All Staff	LGBTQ	Not LGBTQ
I feel welcome and accepted at my place of work.	93%	88%	94%
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	78%	77%	78%
I generally feel safe at my school or department this year.	87%	85%	88%

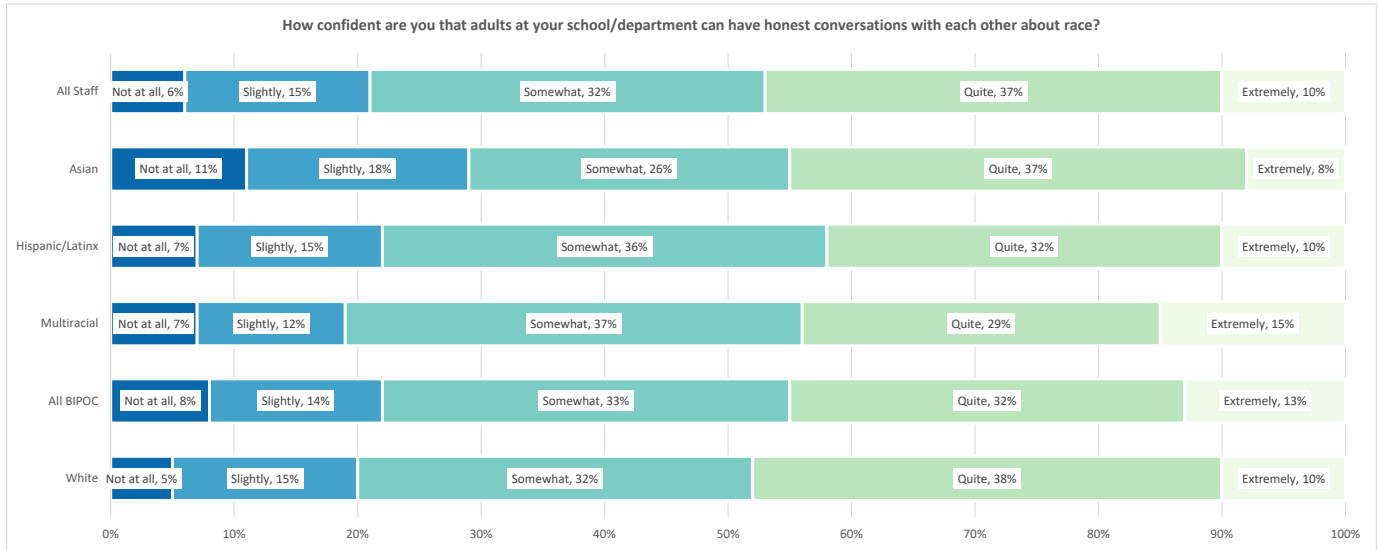
### Do you agree that...

	All Staff	Person with disability	Person with no disability
I feel welcome and accepted at my place of work.	93%	88%	94%
There are opportunities for my voice to be heard in school-wide/department-wide decision making.	78%	73%	78%
I generally feel safe at my school or department this year.	87%	81%	88%

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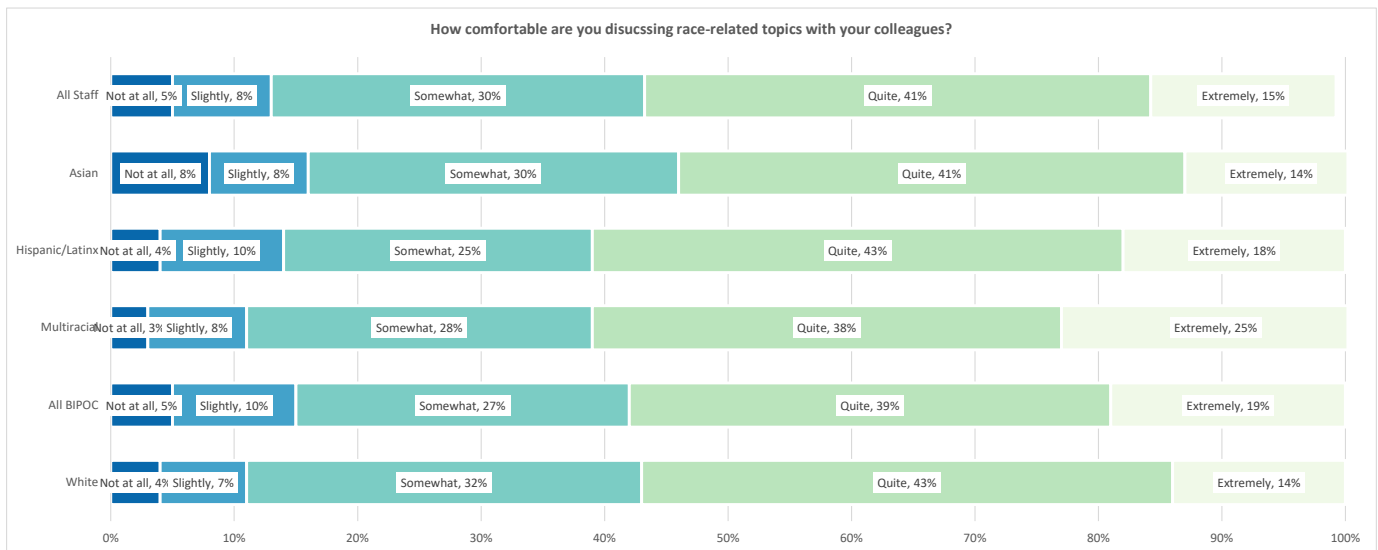
### How confident are you that adults at your school/department can have honest conversations with each other about race?

	Not at all	Slightly	Somewhat	Quite	Extremely
All Staff	6%	15%	32%	37%	10%
Asian	11%	18%	26%	37%	8%
Hispanic/Latinx	7%	15%	36%	32%	10%
Multiracial	7%	12%	37%	29%	15%
All BIPOC	8%	14%	33%	32%	13%
White	5%	15%	32%	38%	10%



### How comfortable are you discussing race-related topics with your colleagues?

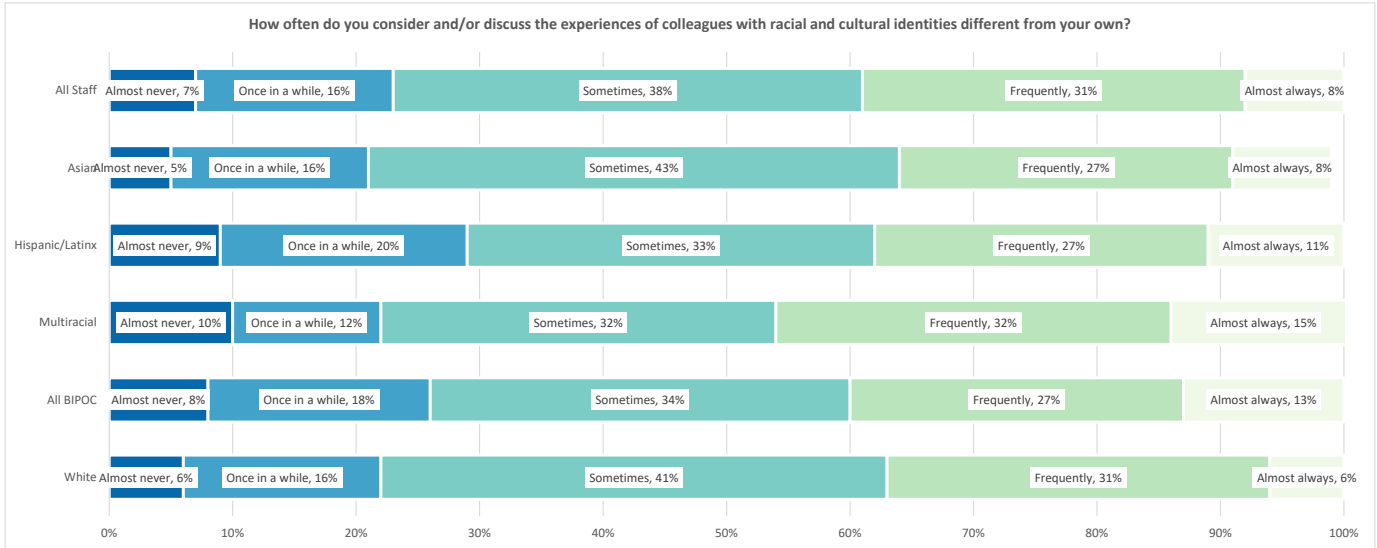
	Not at all	Slightly	Somewhat	Quite	Extremely
All Staff	5%	8%	30%	41%	15%
Asian	8%	8%	30%	41%	14%
Hispanic/Latinx	4%	10%	25%	43%	18%
Multiracial	3%	8%	28%	38%	25%
All BIPOC	5%	10%	27%	39%	19%
White	4%	7%	32%	43%	14%



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### How often do you consider and/or discuss the experiences of colleagues with racial and cultural identities different from your own?

	Almost never	Once in a while	Sometimes	Frequently	Almost always
All Staff	7%	16%	38%	31%	8%
Asian	5%	16%	43%	27%	8%
Hispanic/Latinx	9%	20%	33%	27%	11%
Multiracial	10%	12%	32%	32%	15%
All BIPOC	8%	18%	34%	27%	13%
White	6%	16%	41%	31%	6%



### How often do adults at your school/department have important conversations about race, even when they might be uncomfortable?

	Almost never	Once in a while	Sometimes	Frequently	Almost always
All Staff	11%	25%	42%	20%	3%
Asian	26%	32%	26%	11%	5%
Hispanic/Latinx	15%	33%	37%	10%	5%
Multiracial	8%	28%	33%	26%	5%
All BIPOC	17%	30%	34%	14%	5%
White	8%	24%	45%	21%	2%

