

## 2024 Beaverton School District Staff Climate Survey

Demographic questions are optional. They are intended to help us learn if staff members feel a sense of belonging in the Beaverton School District. The data is only used for analysis on groups of 20 or more to avoid identification.

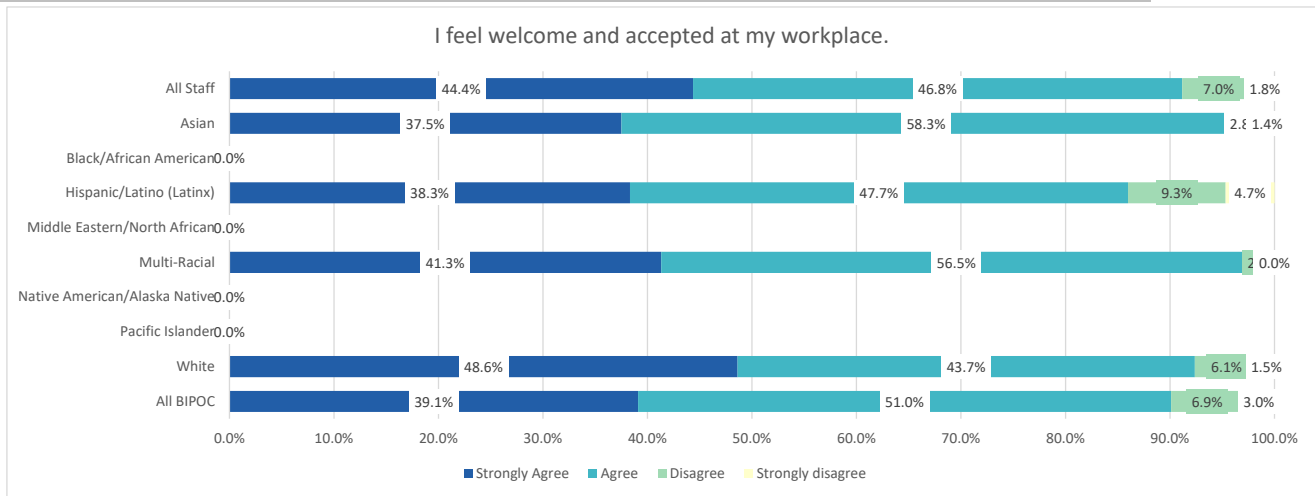
1585 staff members responded to the Climate Survey.

All BIPOC includes all responses that were identified as Asian, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaska Native, and Pacific Islander. All BIPOC does not include Multi-Racial responses.

Prefer not to say responses are included in All Staff responses, but do not have a category of their own.

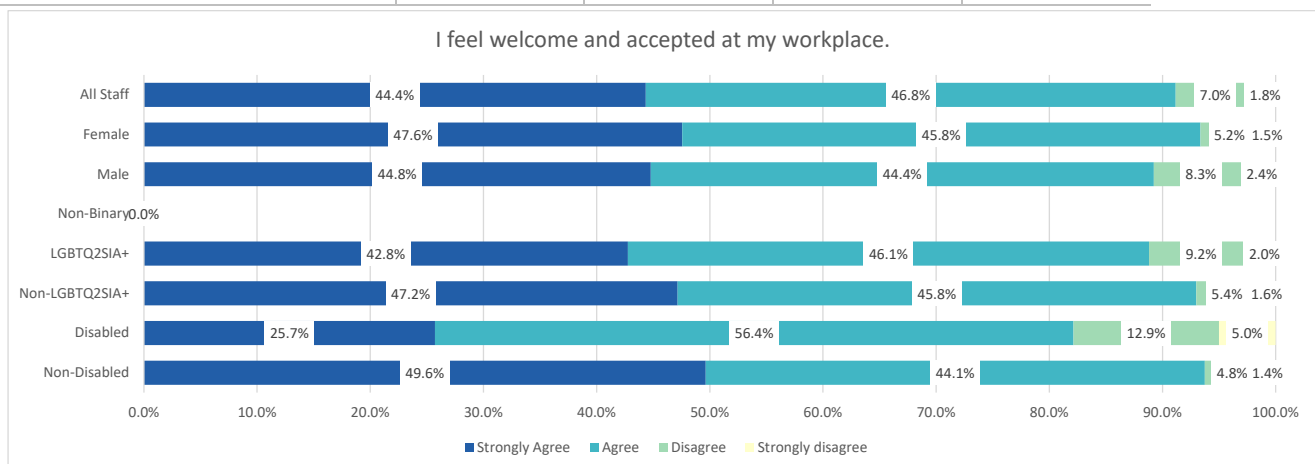
### I feel welcome and accepted at my workplace.

	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	44.4%	46.8%	7.0%	1.8%
Asian	37.5%	58.3%	2.8%	1.4%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	38.3%	47.7%	9.3%	4.7%
Middle Eastern/North African	*	*	*	*
Multi-Racial	41.3%	56.5%	2.2%	0.0%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	48.6%	43.7%	6.1%	1.5%
All BIPOC	39.1%	51.0%	6.9%	3.0%



### I feel welcome and accepted at my workplace.

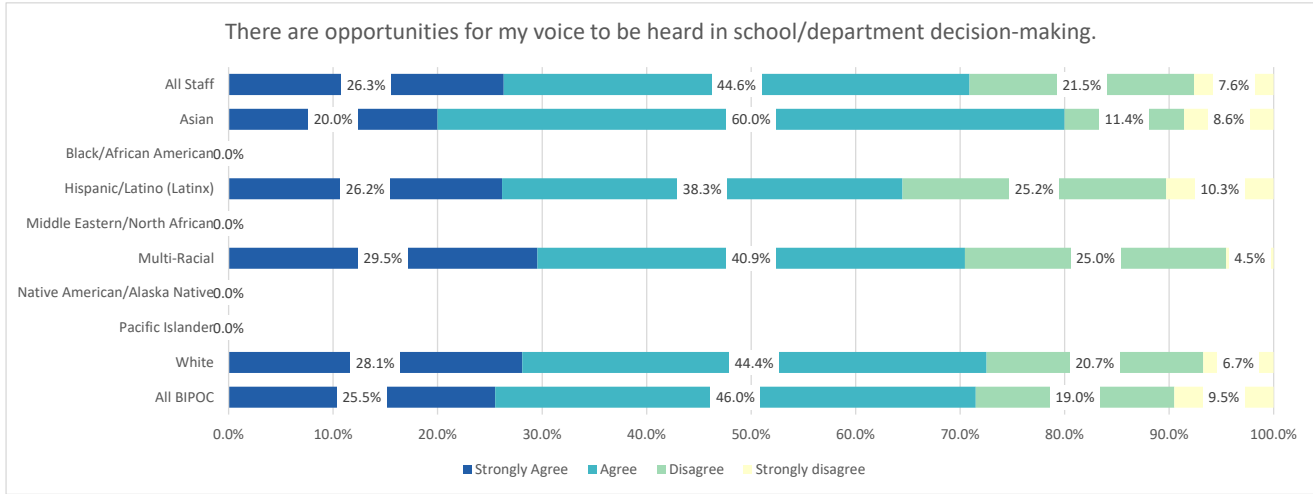
	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	44.4%	46.8%	7.0%	1.8%
Female	47.6%	45.8%	5.2%	1.5%
Male	44.8%	44.4%	8.3%	2.4%
Non-Binary	*	*	*	*
LGBTQ2SIA+	42.8%	46.1%	9.2%	2.0%
Non-LGBTQ2SIA+	47.2%	45.8%	5.4%	1.6%
Disabled	25.7%	56.4%	12.9%	5.0%
Non-Disabled	49.6%	44.1%	4.8%	1.4%



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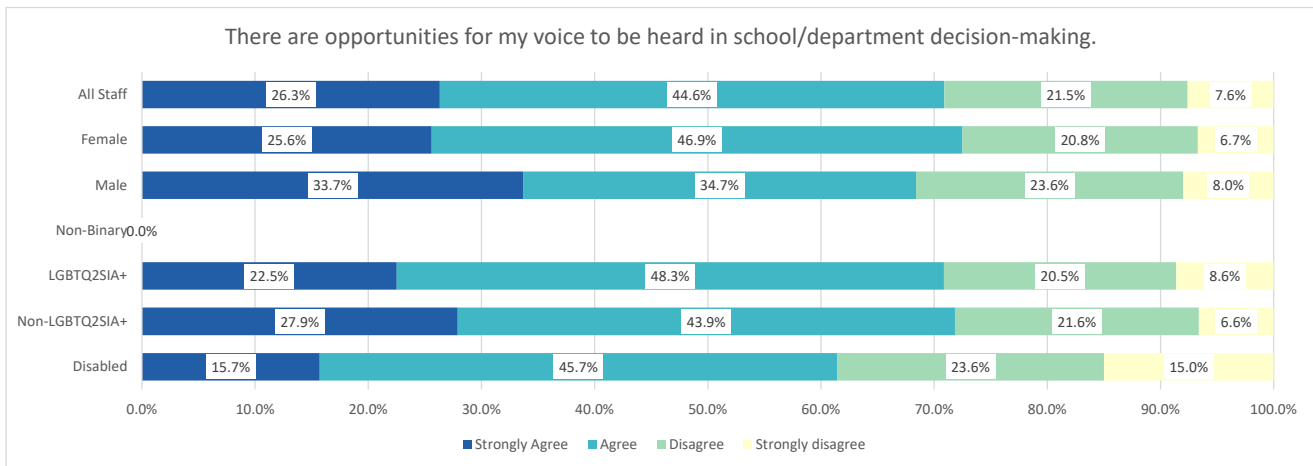
**There are opportunities for my voice to be heard in school/department decision-making.**

	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	26.3%	44.6%	21.5%	7.6%
Asian	20.0%	60.0%	11.4%	8.6%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	26.2%	38.3%	25.2%	10.3%
Middle Eastern/North African	*	*	*	*
Multi-Racial	29.5%	40.9%	25.0%	4.5%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	28.1%	44.4%	20.7%	6.7%
All BIPOC	25.5%	46.0%	19.0%	9.5%



**There are opportunities for my voice to be heard in school/department decision-making.**

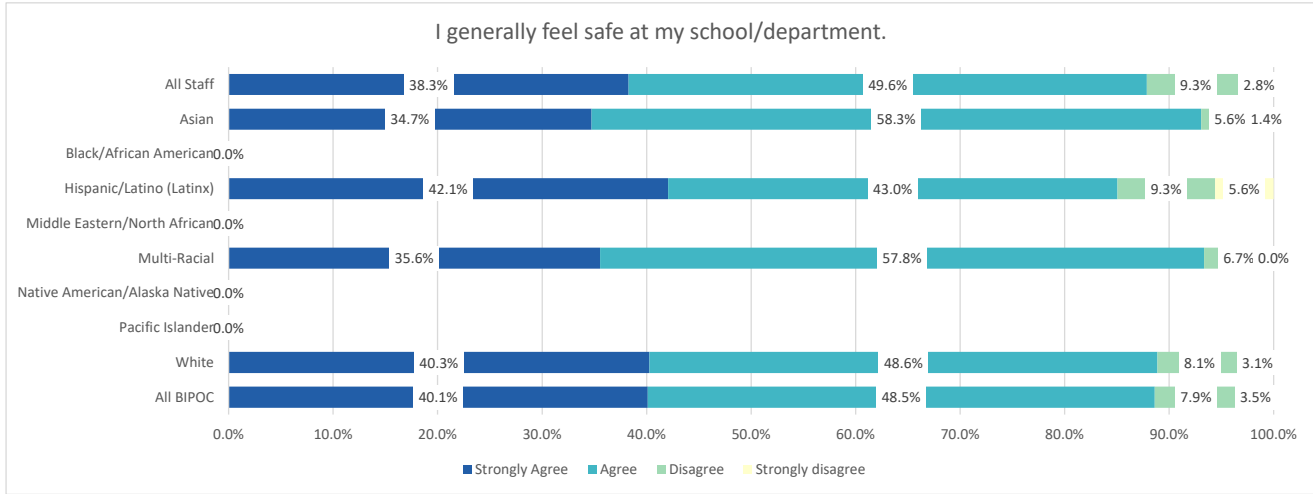
	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	26.3%	44.6%	21.5%	7.6%
Female	25.6%	46.9%	20.8%	6.7%
Male	33.7%	34.7%	23.6%	8.0%
Non-Binary	*	*	*	*
LGBTQ2SIA+	22.5%	48.3%	20.5%	8.6%
Non-LGBTQ2SIA+	27.9%	43.9%	21.6%	6.6%
Disabled	15.7%	45.7%	23.6%	15.0%
Non-Disabled	29.2%	44.4%	20.4%	6.0%



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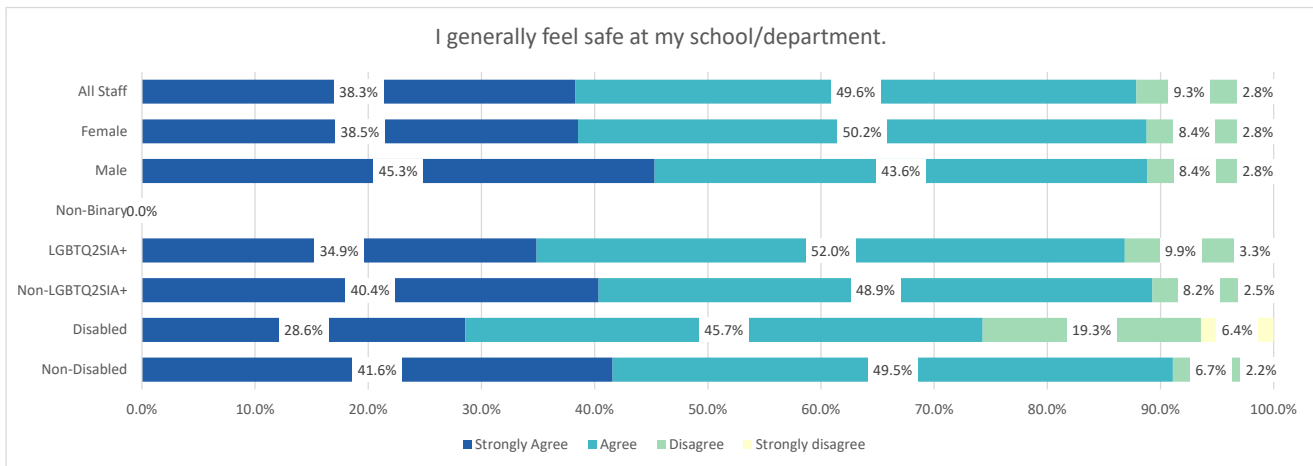
## I generally feel safe at my school/department.

	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	38.3%	49.6%	9.3%	2.8%
Asian	34.7%	58.3%	5.6%	1.4%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	42.1%	43.0%	9.3%	5.6%
Middle Eastern/North African	*	*	*	*
Multi-Racial	35.6%	57.8%	6.7%	0.0%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	40.3%	48.6%	8.1%	3.1%
All BIPOC	40.1%	48.5%	7.9%	3.5%



## I generally feel safe at my school/department.

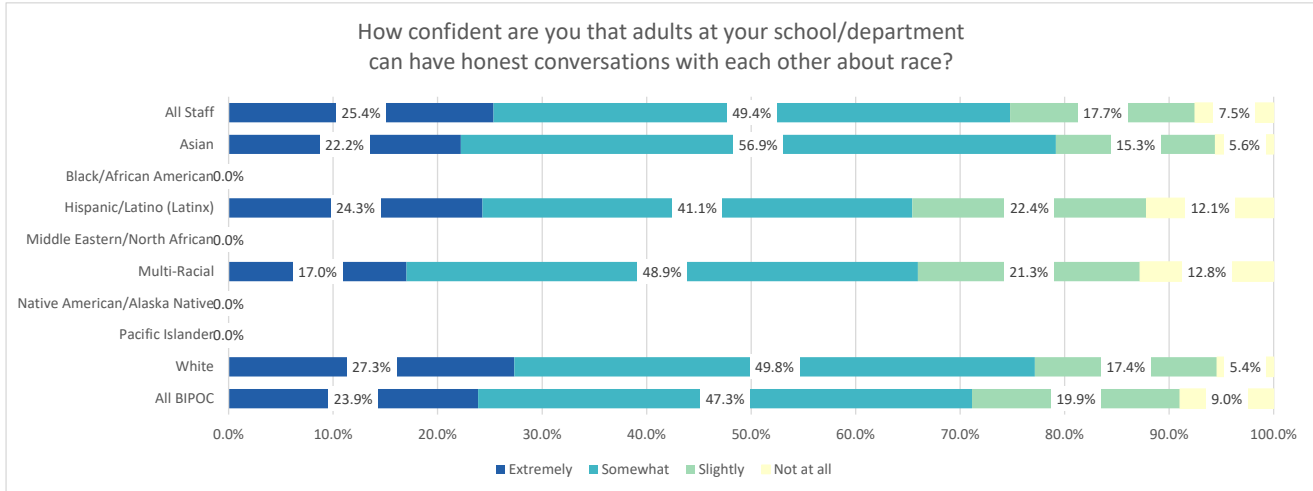
	Strongly Agree	Agree	Disagree	Strongly disagree
All Staff	38.3%	49.6%	9.3%	2.8%
Female	38.5%	50.2%	8.4%	2.8%
Male	45.3%	43.6%	8.4%	2.8%
Non-Binary	*	*	*	*
LGBTQ2SIA+	34.9%	52.0%	9.9%	3.3%
Non-LGBTQ2SIA+	40.4%	48.9%	8.2%	2.5%
Disabled	28.6%	45.7%	19.3%	6.4%
Non-Disabled	41.6%	49.5%	6.7%	2.2%



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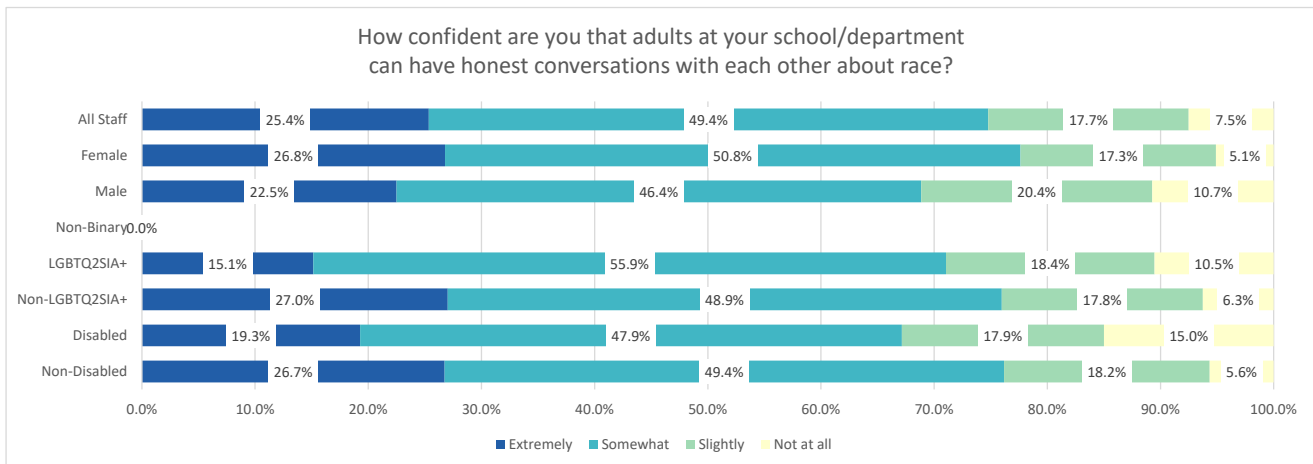
**How confident are you that adults at your school/department can have honest conversations with each other about race?**

	Extremely	Somewhat	Slightly	Not at all
All Staff	25.4%	49.4%	17.7%	7.5%
Asian	22.2%	56.9%	15.3%	5.6%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	24.3%	41.1%	22.4%	12.1%
Middle Eastern/North African	*	*	*	*
Multi-Racial	17.0%	48.9%	21.3%	12.8%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	27.3%	49.8%	17.4%	5.4%
All BIPOC	23.9%	47.3%	19.9%	9.0%



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

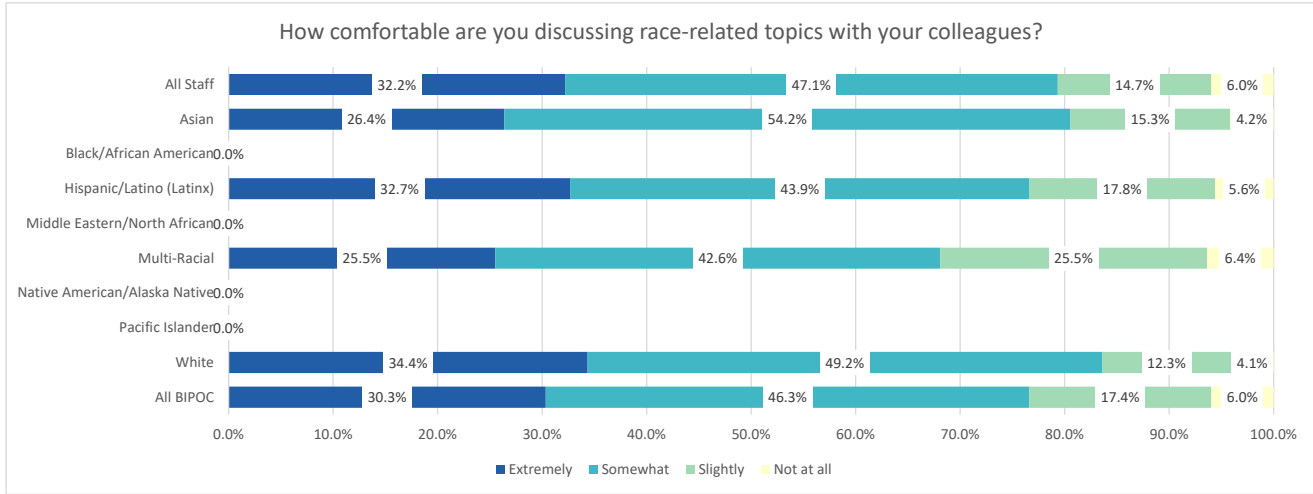
	Extremely	Somewhat	Slightly	Not at all
All Staff	25.4%	49.4%	17.7%	7.5%
Female	26.8%	50.8%	17.3%	5.1%
Male	22.5%	46.4%	20.4%	10.7%
Non-Binary	*	*	*	*
LGBTQ2SIA+	15.1%	55.9%	18.4%	10.5%
Non-LGBTQ2SIA+	27.0%	48.9%	17.8%	6.3%
Disabled	19.3%	47.9%	17.9%	15.0%
Non-Disabled	26.7%	49.4%	18.2%	5.6%



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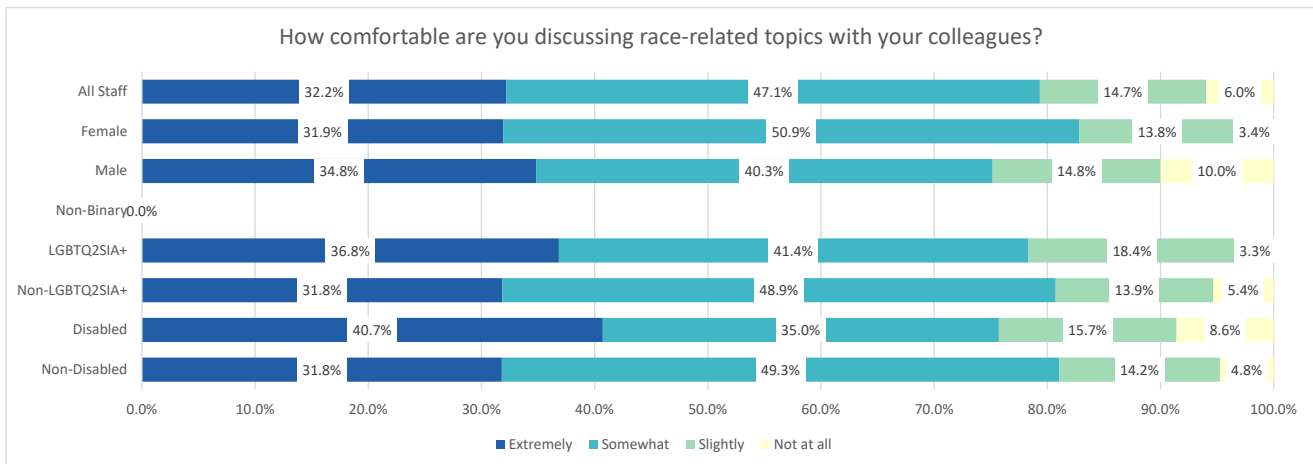
## How comfortable are you discussing race-related topics with your colleagues?

	Extremely	Somewhat	Slightly	Not at all
All Staff	32.2%	47.1%	14.7%	6.0%
Asian	26.4%	54.2%	15.3%	4.2%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	32.7%	43.9%	17.8%	5.6%
Middle Eastern/North African	*	*	*	*
Multi-Racial	25.5%	42.6%	25.5%	6.4%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	34.4%	49.2%	12.3%	4.1%
All BIPOC	30.3%	46.3%	17.4%	6.0%



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

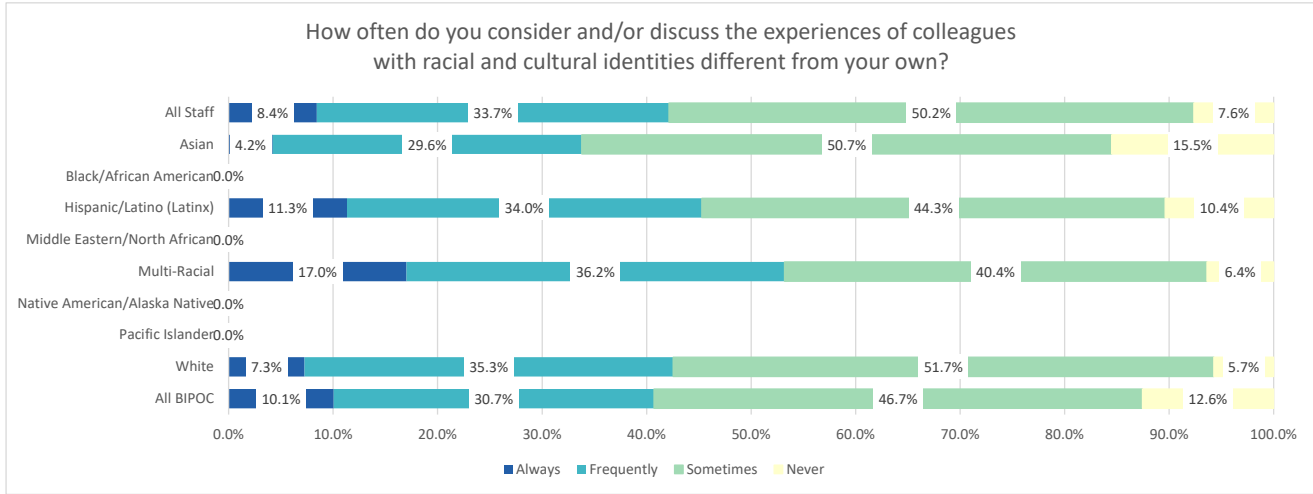
	Extremely	Somewhat	Slightly	Not at all
All Staff	32.2%	47.1%	14.7%	6.0%
Female	31.9%	50.9%	13.8%	3.4%
Male	34.8%	40.3%	14.8%	10.0%
Non-Binary	*	*	*	*
LGBTQ2SIA+	36.8%	41.4%	18.4%	3.3%
Non-LGBTQ2SIA+	31.8%	48.9%	13.9%	5.4%
Disabled	40.7%	35.0%	15.7%	8.6%
Non-Disabled	31.8%	49.3%	14.2%	4.8%



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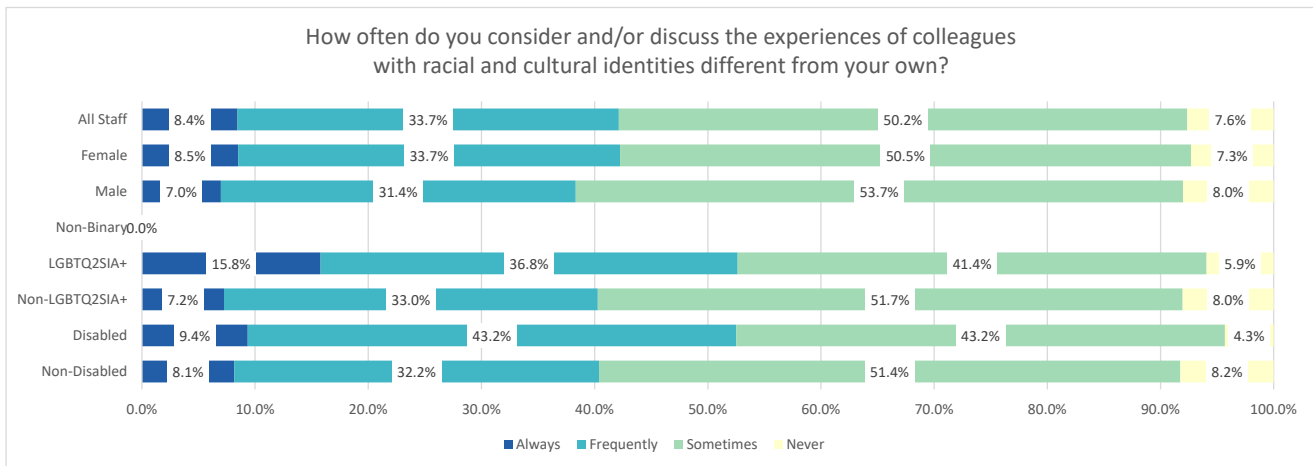
**How often do you consider and/or discuss the experiences of colleagues with racial and cultural identities different from your own?**

	Always	Frequently	Sometimes	Never
All Staff	8.4%	33.7%	50.2%	7.6%
Asian	4.2%	29.6%	50.7%	15.5%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	11.3%	34.0%	44.3%	10.4%
Middle Eastern/North African	*	*	*	*
Multi-Racial	17.0%	36.2%	40.4%	6.4%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	7.3%	35.3%	51.7%	5.7%
All BIPOC	10.1%	30.7%	46.7%	12.6%



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

	Always	Frequently	Sometimes	Never
All Staff	8.4%	33.7%	50.2%	7.6%
Female	8.5%	33.7%	50.5%	7.3%
Male	7.0%	31.4%	53.7%	8.0%
Non-Binary	*	*	*	*
LGBTQ2SIA+	15.8%	36.8%	41.4%	5.9%
Non-LGBTQ2SIA+	7.2%	33.0%	51.7%	8.0%
Disabled	9.4%	43.2%	43.2%	4.3%
Non-Disabled	8.1%	32.2%	51.4%	8.2%

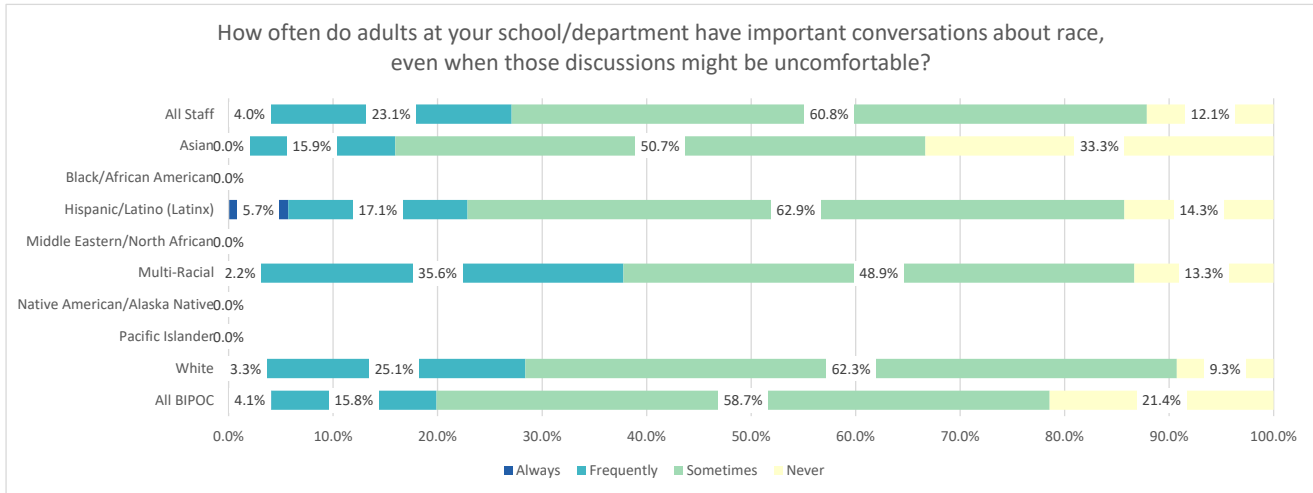


## 2024 Beaverton School District Staff Climate Survey

**How often do adults at your school/department have important conversations about race, those discussions might be uncomfortable?**

**even when**

	Always	Frequently	Sometimes	Never
All Staff	4.0%	23.1%	60.8%	12.1%
Asian	0.0%	15.9%	50.7%	33.3%
Black/African American	*	*	*	*
Hispanic/Latino (Latinx)	5.7%	17.1%	62.9%	14.3%
Middle Eastern/North African	*	*	*	*
Multi-Racial	2.2%	35.6%	48.9%	13.3%
Native American/Alaska Native	*	*	*	*
Pacific Islander	*	*	*	*
White	3.3%	25.1%	62.3%	9.3%
All BIPOC	4.1%	15.8%	58.7%	21.4%



**How often do adults at your school/department have important conversations about race, those discussions might be uncomfortable?**

**even when**

	Always	Frequently	Sometimes	Never
All Staff	4.0%	23.1%	60.8%	12.1%
Female	3.9%	24.8%	60.4%	10.9%
Male	2.4%	19.2%	63.1%	15.3%
Non-Binary	*	*	*	*
LGBTQ2SIA+	3.3%	21.9%	62.3%	12.6%
Non-LGBTQ2SIA+	3.5%	23.8%	60.7%	12.0%
Disabled	3.6%	24.3%	57.9%	14.3%
Non-Disabled	3.6%	23.3%	61.3%	11.8%

