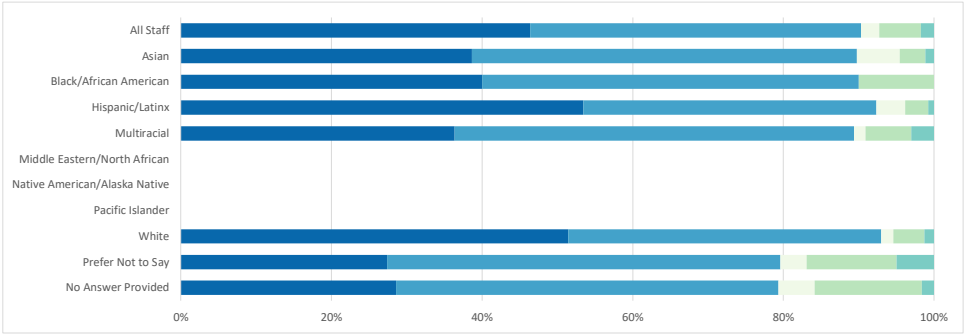
2025 Annual Staff Climate Survey Summary

I feel welcome and accepted at my place of work.

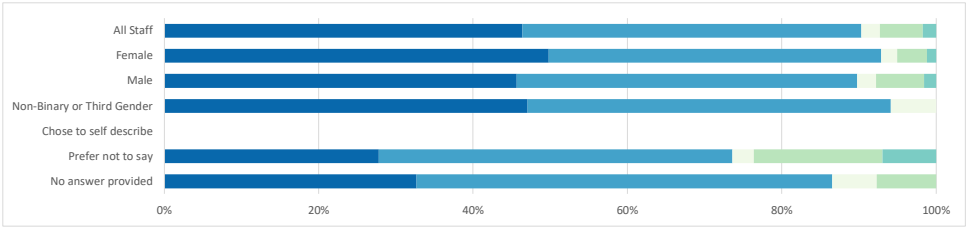
Race/Ethnicity

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	46.4%	43.9%	2.4%	5.5%	1.7%	1610
Asian	38.6%	51.1%	5.7%	3.4%	1.1%	88
Black/African American	40.0%	50.0%	0.0%	10.0%	0.0%	10
Hispanic/Latinx	53.4%	38.9%	3.8%	3.1%	0.8%	131
Multiracial	36.4%	53.0%	1.5%	6.1%	3.0%	66
Middle Eastern/North African	*	*	*	*	*	5
Native American/Alaska Native	*	*	*	*	*	3
Pacific Islander	*	*	*	*	*	5
White	51.4%	41.5%	1.6%	4.1%	1.3%	1038
Prefer Not to Say	27.4%	52.2%	3.5%	11.9%	5.0%	201
No Answer Provided	28.6%	50.8%	4.8%	14.3%	1.6%	63



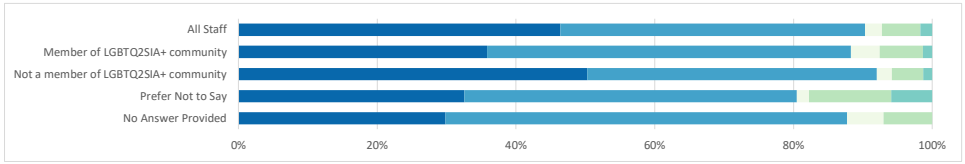
Gender

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	46.4%	43.9%	2.4%	5.5%	1.7%	1610
Female	49.8%	43.1%	2.1%	3.8%	1.2%	1068
Male	45.7%	44.1%	2.5%	6.2%	1.6%	322
Non-Binary or Third Gender	47.1%	47.1%	5.9%	0.0%	0.0%	17
Chose to self describe	*	*	*	*	*	7
Prefer not to say	27.8%	45.8%	2.8%	16.7%	6.9%	144
No answer provided	32.7%	53.8%	5.8%	7.7%	0.0%	52



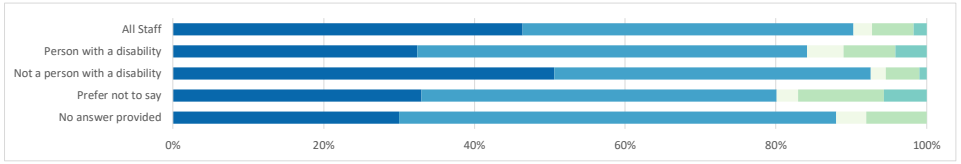
LGBTQ2SIA+ community

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	46.4%	43.9%	2.4%	5.5%	1.7%	1610
Member of LGBTQ2SIA+ community	35.9%	52.4%	4.1%	6.2%	1.4%	145
Not a member of LGBTQ2SIA+ community	50.3%	41.7%	2.2%	4.5%	1.3%	1239
Prefer Not to Say	32.5%	47.9%	1.8%	11.8%	5.9%	169
No Answer Provided	29.8%	57.9%	5.3%	7.0%	0.0%	57



People with disabilities

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	46.4%	43.9%	2.4%	5.5%	1.7%	1610
Person with a disability	32.4%	51.7%	4.8%	6.9%	4.1%	145
Not a person with a disability	50.6%	42.0%	2.0%	4.4%	1.0%	1239
Prefer not to say	33.0%	47.2%	2.8%	11.4%	5.7%	176
No answer provided	30.0%	58.0%	4.0%	8.0%	0.0%	50

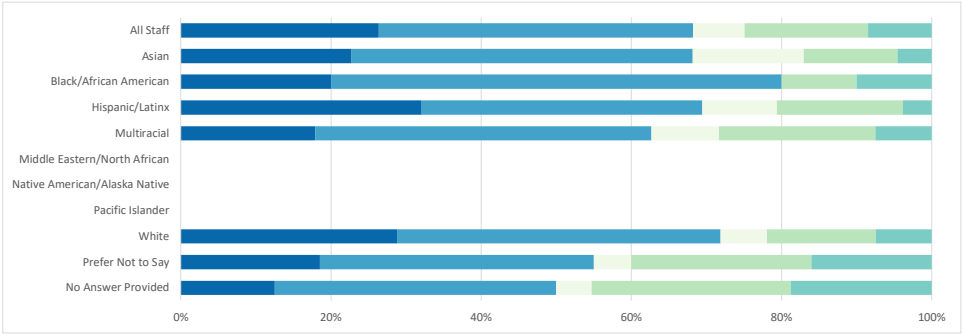


2025 Annual Staff Climate Survey Summary

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

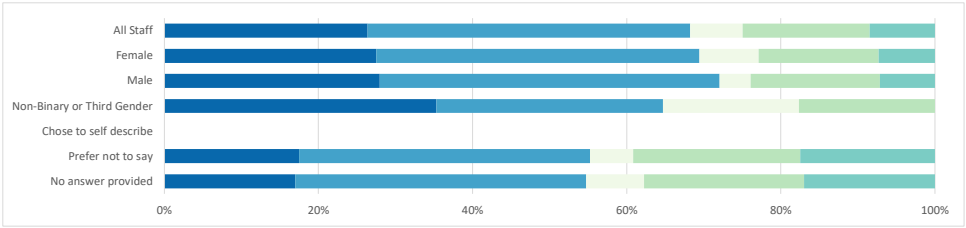
Race/Ethnicity

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	26.4%	41.9%	6.8%	16.5%	8.5%	1608
Asian	22.7%	45.5%	14.8%	12.5%	4.5%	88
Black/African American	20.0%	60.0%	0.0%	10.0%	10.0%	10
Hispanic/Latinx	32.1%	37.4%	9.9%	16.8%	3.8%	131
Multiracial	17.9%	44.8%	9.0%	20.9%	7.5%	67
Middle Eastern/North African	*	*	*	*	*	5
Native American/Alaska Native	*	*	*	*	*	3
Pacific Islander	*	*	*	*	*	5
White	28.8%	43.1%	6.2%	14.5%	7.4%	1035
Prefer Not to Say	18.5%	36.5%	5.0%	24.0%	16.0%	200
No Answer Provided	12.5%	37.5%	4.7%	26.6%	18.8%	64



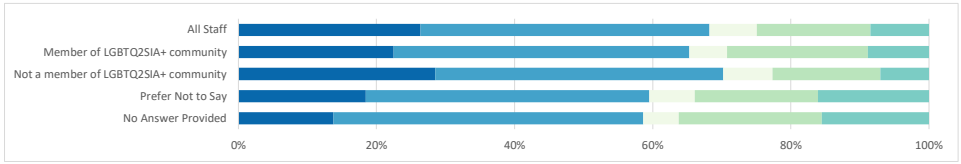
Gender

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	26.4%	41.9%	6.8%	16.5%	8.5%	1608
Female	27.5%	41.9%	7.7%	15.6%	7.3%	1066
Male	28.0%	44.1%	4.0%	16.8%	7.1%	322
Non-Binary or Third Gender	35.3%	29.4%	17.6%	17.6%	0.0%	17
Chose to self describe	*	*	*	*	*	7
Prefer not to say	17.5%	37.8%	5.6%	21.7%	17.5%	143
No answer provided	17.0%	37.7%	7.5%	20.8%	17.0%	53



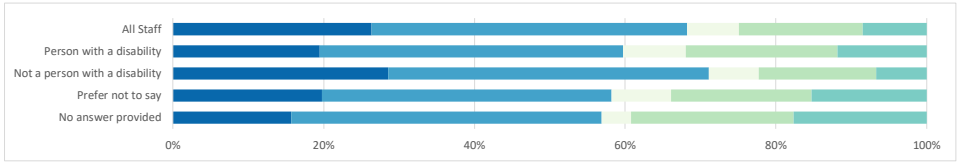
LGBTQ2SIA+ community

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	26.4%	41.9%	6.8%	16.5%	8.5%	1608
Member of LGBTQ2SIA+ community	22.4%	42.9%	5.4%	20.4%	8.8%	147
Not a member of LGBTQ2SIA+ community	28.5%	41.7%	7.1%	15.6%	7.0%	1235
Prefer Not to Say	18.5%	41.1%	6.5%	17.9%	16.1%	168
No Answer Provided	13.8%	44.8%	5.2%	20.7%	15.5%	58



People with disabilities

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	26.4%	41.9%	6.8%	16.5%	8.5%	1608
Person with a disability	19.4%	40.3%	8.3%	20.1%	11.8%	144
Not a person with a disability	28.6%	42.6%	6.6%	15.5%	6.7%	1236
Prefer not to say	19.8%	38.4%	7.9%	18.6%	15.3%	177
No answer provided	15.7%	41.2%	3.9%	21.6%	17.6%	51

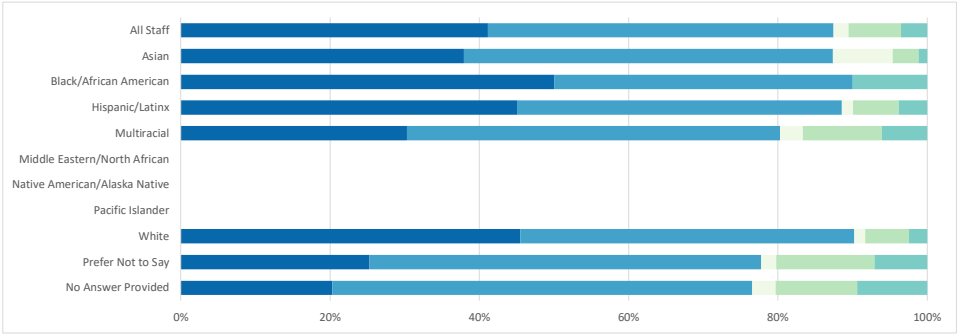


2025 Annual Staff Climate Survey Summary

I generally feel safe at my school or department this year.

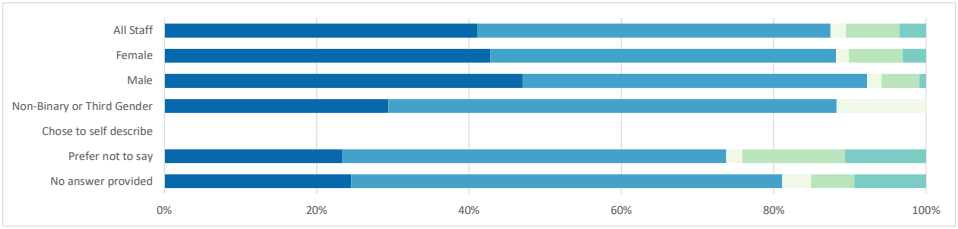
Race/Ethnicity

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	41.1%	46.4%	2.0%	7.0%	3.5%	1605
Asian	37.9%	49.4%	8.0%	3.4%	1.1%	87
Black/African American	50.0%	40.0%	0.0%	0.0%	10.0%	10
Hispanic/Latinx	45.0%	43.5%	1.5%	6.1%	3.8%	131
Multiracial	30.3%	50.0%	3.0%	10.6%	6.1%	66
Middle Eastern/North African	*	*	*	*	*	5
Native American/Alaska Native	*	*	*	*	*	3
Pacific Islander	*	*	*	*	*	5
White	45.5%	44.8%	1.4%	5.9%	2.4%	1036
Prefer Not to Say	25.3%	52.5%	2.0%	13.1%	7.1%	198
No Answer Provided	20.3%	56.3%	3.1%	10.9%	9.4%	64



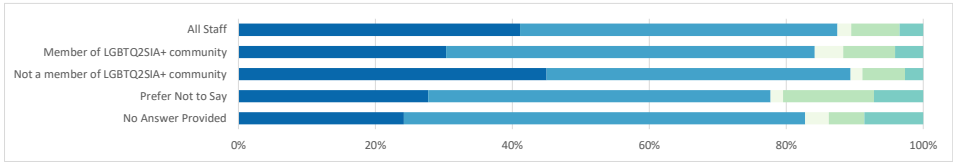
Gender

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	41.1%	46.4%	2.0%	7.0%	3.5%	1605
Female	42.8%	45.4%	1.7%	7.0%	3.1%	1064
Male	47.1%	45.2%	1.9%	5.0%	0.9%	323
Non-Binary or Third Gender	29.4%	58.8%	11.8%	0.0%	0.0%	17
Chose to self describe	*	*	*	*	*	7
Prefer not to say	23.4%	50.4%	2.1%	13.5%	10.6%	141
No answer provided	24.5%	56.6%	3.8%	5.7%	9.4%	53



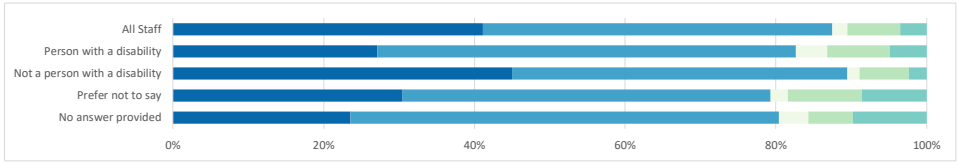
LGBTQ2SIA+ community

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	41.1%	46.4%	2.0%	7.0%	3.5%	1605
Member of LGBTQ2SIA+ community	30.3%	53.8%	4.1%	7.6%	4.1%	145
Not a member of LGBTQ2SIA+ community	45.0%	44.4%	1.7%	6.2%	2.7%	1236
Prefer Not to Say	27.7%	50.0%	1.8%	13.3%	7.2%	166
No Answer Provided	24.1%	58.6%	3.4%	5.2%	8.6%	58



People with disabilities

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree	Total Responses
All Staff	41.1%	46.4%	2.0%	7.0%	3.5%	1605
Person with a disability	27.1%	55.6%	4.2%	8.3%	4.9%	144
Not a person with a disability	45.0%	44.5%	1.6%	6.6%	2.3%	1236
Prefer not to say	30.5%	48.9%	2.3%	9.8%	8.6%	174
No answer provided	23.5%	56.9%	3.9%	5.9%	9.8%	51

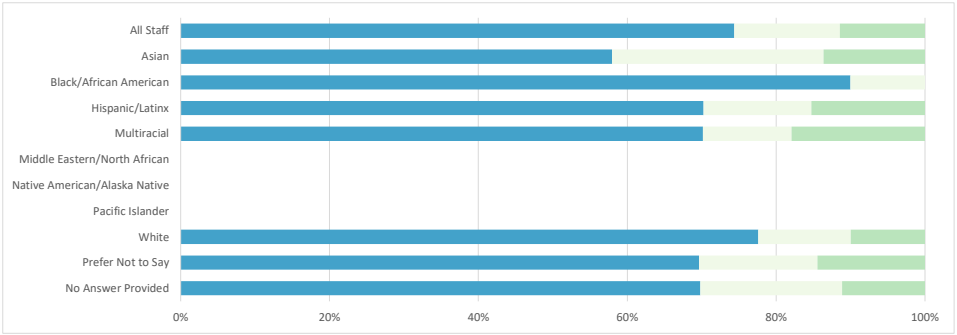


2025 Annual Staff Climate Survey Summary

Do you feel that you have the needed skills and support to talk about issues at your school/department that are about race, culture or other forms of social difference?

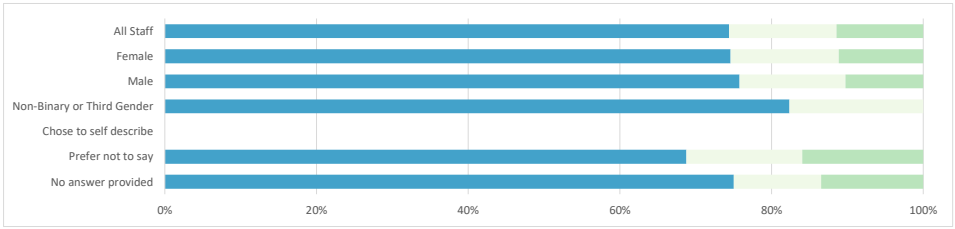
Race/Ethnicity

	Yes	Not Sure	No	Total Responses
All Staff	74.4%	14.2%	11.4%	1608
Asian	58.0%	28.4%	13.6%	88
Black/African American	90.0%	10.0%	0.0%	10
Hispanic/Latinx	70.2%	14.5%	15.3%	131
Multiracial	70.1%	11.9%	17.9%	67
Middle Eastern/North African	*	*	*	5
Native American/Alaska Native	*	*	*	3
Pacific Islander	*	*	*	5
White	77.6%	12.5%	10.0%	1035
Prefer Not to Say	69.7%	15.9%	14.4%	201
No Answer Provided	69.8%	19.0%	11.1%	63



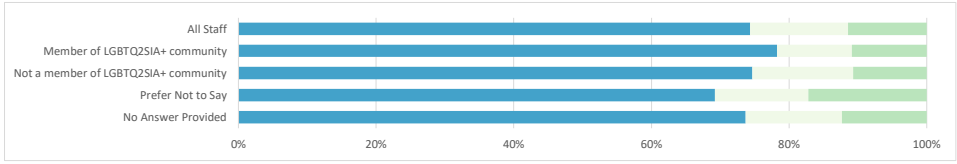
Gender

	Yes	Not Sure	No	Total Responses
All Staff	74.4%	14.2%	11.4%	1608
Female	74.6%	14.3%	11.2%	1066
Male	75.8%	14.0%	10.2%	322
Non-Binary or Third Gender	82.4%	17.6%	0.0%	17
Chose to self describe	*	*	*	7
Prefer not to say	68.8%	15.3%	16.0%	144
No answer provided	75.0%	11.5%	13.5%	52



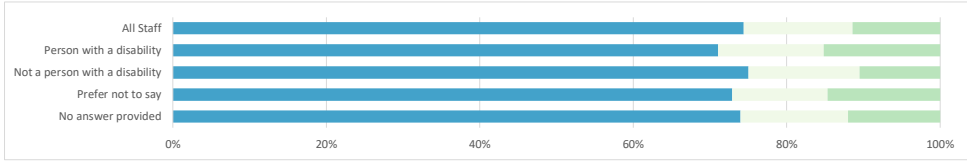
LGBTQ2SIA+ community

	Yes	Not Sure	No	Total Responses
All Staff	74.4%	14.2%	11.4%	1608
Member of LGBTQ2SIA+ community	78.2%	10.9%	10.9%	147
Not a member of LGBTQ2SIA+ community	74.7%	14.7%	10.7%	1235
Prefer Not to Say	69.2%	13.6%	17.2%	169
No Answer Provided	73.7%	14.0%	12.3%	57



People with disabilities

	Yes	Not Sure	No	Total Responses
All Staff	74.4%	14.2%	11.4%	1608
Person with a disability	71.0%	13.8%	15.2%	145
Not a person with a disability	75.0%	14.5%	10.5%	1236
Prefer not to say	72.9%	12.4%	14.7%	177
No answer provided	74.0%	14.0%	12.0%	50

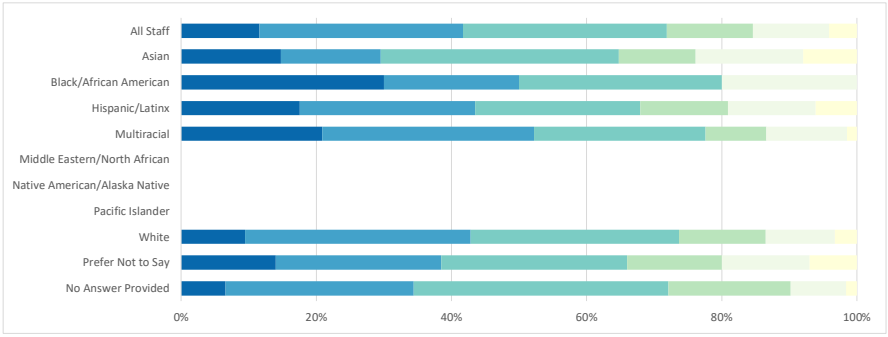


2025 Annual Staff Climate Survey Summary

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

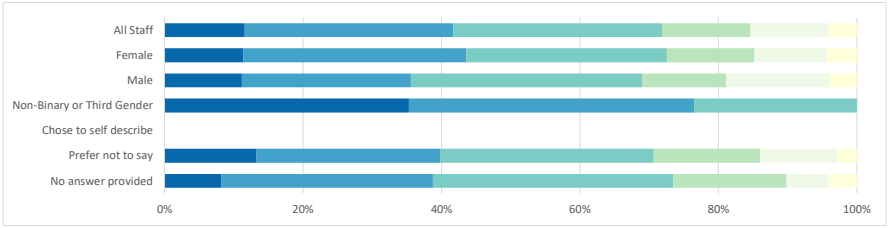
Race/Ethnicity

	Almost Always	Frequently	Sometimes	Once in a while	Almost Never	Not Sure	Total Responses
All Staff	11.6%	30.1%	30.1%	12.8%	11.3%	4.1%	1606
Asian	14.8%	14.8%	35.2%	11.4%	15.9%	8.0%	88
Black/African American	30.0%	20.0%	30.0%	0.0%	20.0%	0.0%	10
Hispanic/Latinx	17.6%	26.0%	24.4%	13.0%	13.0%	6.1%	131
Multiracial	20.9%	31.3%	25.4%	9.0%	11.9%	1.5%	67
Middle Eastern/North African	*	*	*	*	*	*	5
Native American/Alaska Native	*	*	*	*	*	*	3
Pacific Islander	*	*	*	*	*	*	5
White	9.5%	33.4%	30.8%	12.8%	10.2%	3.3%	1036
Prefer Not to Say	14.0%	24.5%	27.5%	14.0%	13.0%	7.0%	200
No Answer Provided	6.6%	27.9%	37.7%	18.0%	8.2%	1.6%	61



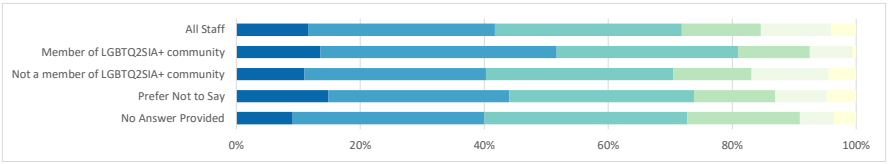
Gender

	Almost Always	Frequently	Sometimes	Once in a while	Almost Never	Not Sure	Total Responses
All Staff	11.6%	30.1%	30.1%	12.8%	11.3%	4.1%	1606
Female	11.3%	32.2%	29.0%	12.7%	10.5%	4.3%	1067
Male	11.1%	24.5%	33.4%	12.1%	14.9%	4.0%	323
Non-Binary or Third Gender	35.3%	41.2%	23.5%	0.0%	0.0%	0.0%	17
Chose to self describe	*	*	*	*	*	*	7
Prefer not to say	13.3%	26.6%	30.8%	15.4%	11.2%	2.8%	143
No answer provided	8.2%	30.6%	34.7%	16.3%	6.1%	4.1%	49



LGBTQ2SIA+ community

	Almost Always	Frequently	Sometimes	Once in a while	Almost Never	Not Sure	Total Responses
All Staff	11.6%	30.1%	30.1%	12.8%	11.3%	4.1%	1606
Member of LGBTQ2SIA+ community	13.6%	38.1%	29.3%	11.6%	6.8%	0.7%	147
Not a member of LGBTQ2SIA+ community	11.0%	29.3%	30.2%	12.6%	12.5%	4.4%	1236
Prefer Not to Say	14.9%	29.2%	29.8%	13.1%	8.3%	4.8%	168
No Answer Provided	9.1%	30.9%	32.7%	18.2%	5.5%	3.6%	55



People with disabilities

	Almost Always	Frequently	Sometimes	Once in a while	Almost Never	Not Sure	Total Responses
All Staff	11.6%	30.1%	30.1%	12.8%	11.3%	4.1%	1606
Person with a disability	13.8%	34.5%	22.8%	15.2%	9.0%	4.8%	145
Not a person with a disability	10.7%	29.7%	31.2%	12.2%	12.2%	4.0%	1237
Prefer not to say	17.0%	29.0%	27.3%	13.6%	8.0%	5.1%	176
No answer provided	8.3%	31.3%	35.4%	16.7%	6.3%	2.1%	48

