



USD 305 Equity Council Survey

**Your opinion matters. The USD 305 Equity Council is asking for your thoughts and opinions as we identify equity and acceptance goals the district would like to work toward.**

**Thank you for your help and cooperation with this important effort for the success of our school district.**

**This survey is anonymous. The data will not be disaggregated in any way that identifies individuals. Please answer the questions you are comfortable with; no questions are mandatory.**

1. Please indicate the department or job category that best fits your position in USD 305:

- |   |   |
|---|---|
| <input type="radio"/> Teacher   | <input type="radio"/> Operations (custodial, maintenance....) |
| <input type="radio"/> Student Support Staff Certified (counselor, nurse, social worker...)        | <input type="radio"/> Food and Nutrition Services             |
| <input type="radio"/> Student Support Staff Classified (paraeducator, instructional assistant...) | <input type="radio"/> Administrative Assistant/Clerical       |
| <input type="radio"/> Administrator/Coordinator   | <input type="radio"/> Professional Technical                  |

2. Years of Service in USD 305

- 0 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 or more years

3. What is your assigned building or work site?

- Coronado Elementary School
- Cottonwood Elementary School
- Heusner Elementary School
- Meadowlark Elementary School
- Oakdale Elementary School
- Schilling Elementary School
- Stewart Elementary School
- Sunset Elementary School
- Lakewood Middle School
- South Middle School
- Central High School
- South High School
- Heartland Early Education
- School building location with less than 20 staff
- Location other than a school building

4. Gender

- Male
- Female

5. Age Group

- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55 - 64
- 65 or older

6. Race/Ethnicity

- African American
- American Indian or Alaska Native
- Asian
- Hispanic or Latino
- Native Hawaiian or other Pacific Islander
- White

7. Highest Level of Education

- High school diploma or equivalency
- Some college, no degree
- Postsecondary non-degree certification
- Associate degree
- Bachelor's degree
- Master's degree

8. Children attend or have attended USD 305?

- Yes
- No

9. As a staff member I feel supported and valued for my own identity and perspectives.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. I strive to become competent in the most current and proven best practices for the workplace and/or classroom regarding culturally, ethnically, racially, and linguistically diverse students and colleagues.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. I feel there are many opportunities to learn about the cultural practices in our school community.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. I intervene in an appropriate manner when I observe students or other staff engaging in behaviors that show cultural insensitivity, racial bias, or prejudice.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. I regularly reflect on my own bias and how I view and treat people with cultural practices that are different from my own.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. When using videos, films, or other media resources, I ensure that they reflect the cultures and ethnic backgrounds of students and families served by our school.

Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Staff feel comfortable when reporting inequitable practices or incidents, no matter who is involved.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Supervisors and administrators openly address inequitable practices.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. I actively dispel racial and cultural stereotypes as I perform my work duties.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Our district has clear procedures to report and respond to allegations of inequity.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Allegations of inequity are dealt with in a sensitive and timely manner.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. I believe there is resistance to discussing issues of race, culture, and diversity in our district.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. I feel respected by my colleagues.

Yes

No

22. I want to learn more about equity and diversity and how I can contribute to a positive climate for all students and staff.

Strongly Disagree	Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. There are barriers created by school policy or actions that stand in the way of all students learning at school.

Yes

No

24. If you answered "Yes" to Question 23, do you think these barriers exist because of any of the following? (mark all that apply) If you answered "No" to Question 23, please proceed to Question 25.

- Sex (Male/Female)
- Racial Background
- Cultural Background
- Language Background
- Appearance
- Social Status
- Religion or Faith
- Level of Income
- Disabilities
- Sexual Orientation
- Gender Identity

25. I feel that staff are treated equitably.

- Yes
- No

26. If you answered "No" to Question 25, do you think the inequity is because of any of the following? (mark all that apply)

If you answered "Yes" to Question 25, please proceed to Question 27.

- Sex (Male/Female)
- Racial Background
- Cultural Background
- Language Background
- Appearance
- Social Status
- Religion or Faith
- Level of Income
- Disabilities
- Sexual Orientation
- Gender Identity
- Marital Status
- Age

27. If you would like to share a specific suggestion or concern with the Equity Council about your personal experience within USD 305, please comment below.