



**BURBANK**  
UNIFIED SCHOOL DISTRICT

# Diversity, Equity, and Inclusion (DEI) Committee Update

May 5<sup>th</sup> , 2022

# OVERARCHING DEI GOAL & APPROACH

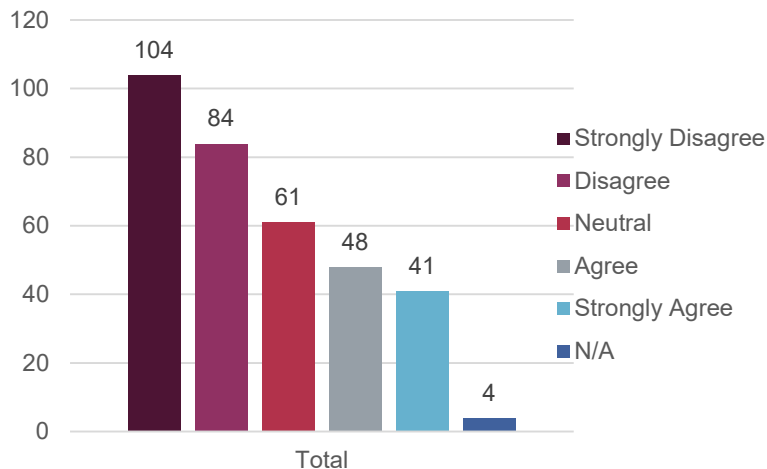
**Overarching goal:** To conduct a thorough audit of Diversity, Equity and Inclusion in BUSD and make recommendations regarding future implementation of policy, practice, instruction and engagement.

- Focus on long-term, sustained work.
- Engage multiple stakeholder groups, including but not limited to: students, teachers, certificated staff, classified staff, administration, parents and caregivers.
- Conduct formative and summative assessment focused on impact of DEI training on teacher efficacy and content changes
- Conduct formative and summative assessment focused on impact of DEI training from student perspective
- Provide regular updates to Board of Ed regarding the achievement of said goals
- Addressing the culture and organization through research and assessment

# DEI EMPLOYEE SURVEY DATA

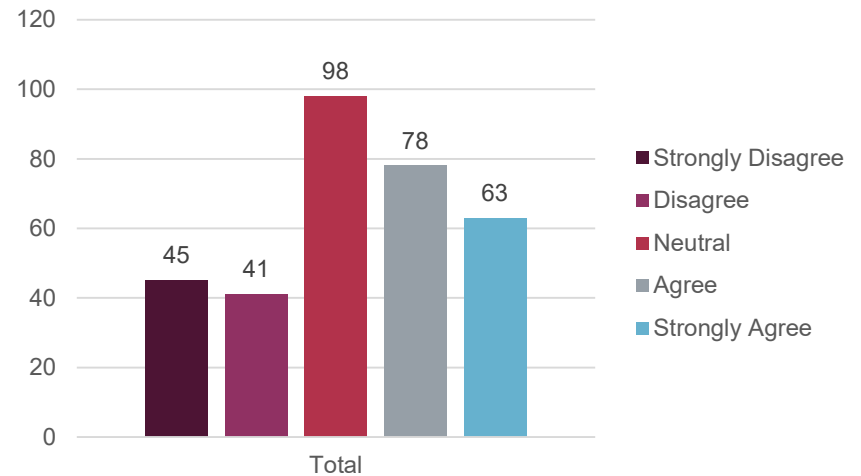
## LOWEST RESPONSES

I feel I am fairly compensated for my position and the amount of time and effort I contribute to my job.



Out of 338 responses 188 employees responded with a 2 or below, which represents strongly disagree and disagree. More than half of the employees feel they are not fairly compensated.

The process for career advancement/promotion is transparent to all employees.

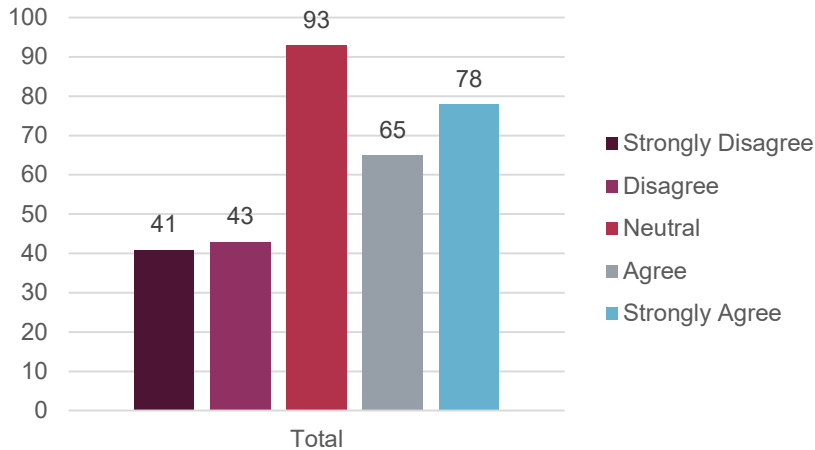


Out of 325 responses 86 employees responded with a 2 or below, which represents strongly disagree, and disagree. 86 employees do not feel the process for career advancement/promotion is transparent to all employees.

# DEI EMPLOYEE SURVEY DATA

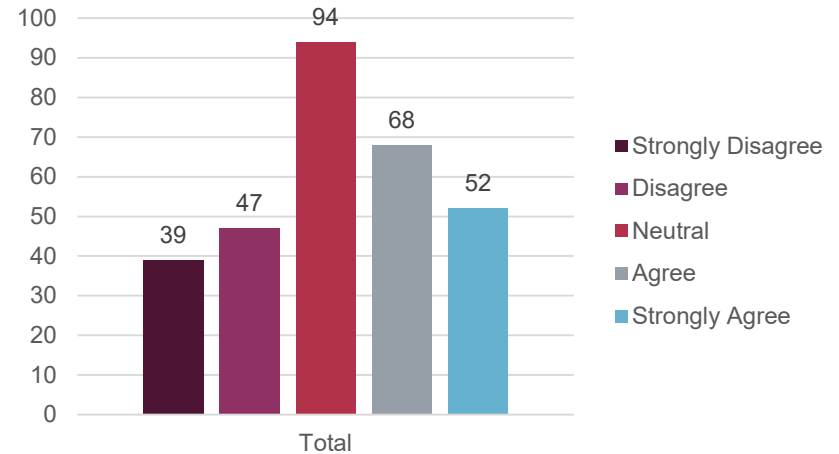
## LOWEST RESPONSES

I feel comfortable with the protocol in place to address issues of racism.



Out of 320 responses, 84 employees responded with a 2 and below, which represents, strongly disagree and disagree . 84 employees do not feel comfortable with the protocols in place to address issues of racism.

The professional development opportunities provided have helped me explore new ways to promote equity at my job site.

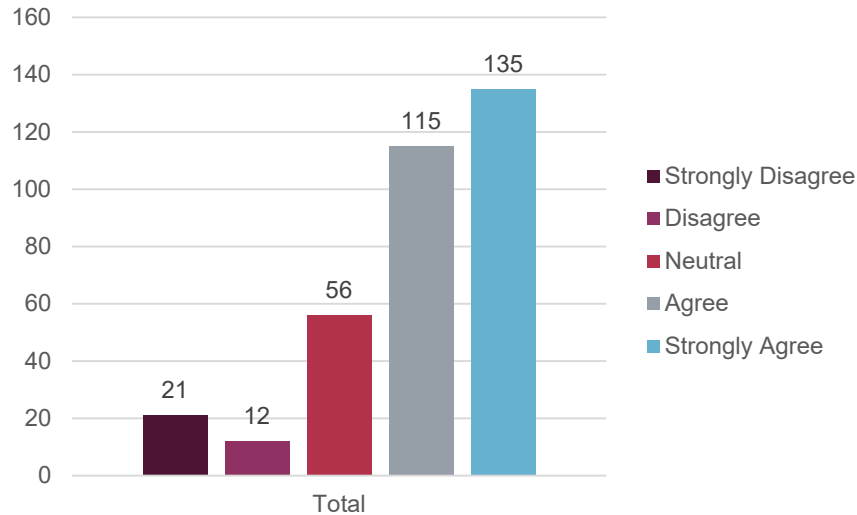


Out of 300 responses, 86 employees responded with a 2 or below, which represents strongly disagree and disagree. 86 employees do not feel the professional development opportunities provided has helped explore new ways to promote equity at their job site.

# DEI EMPLOYEE SURVEY DATA

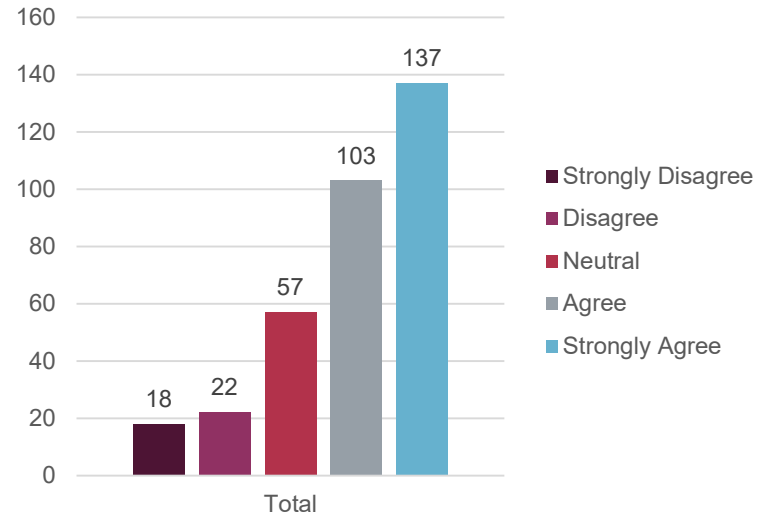
## HIGHEST RESPONSES

I feel accepted at Burbank Unified School District.



Out of 339 responses 250 employees responded with a 4 or higher, which represents strongly agree and agree. 250 employees feel accepted at BUSD.

I feel respected by my colleagues at Burbank Unified School District.

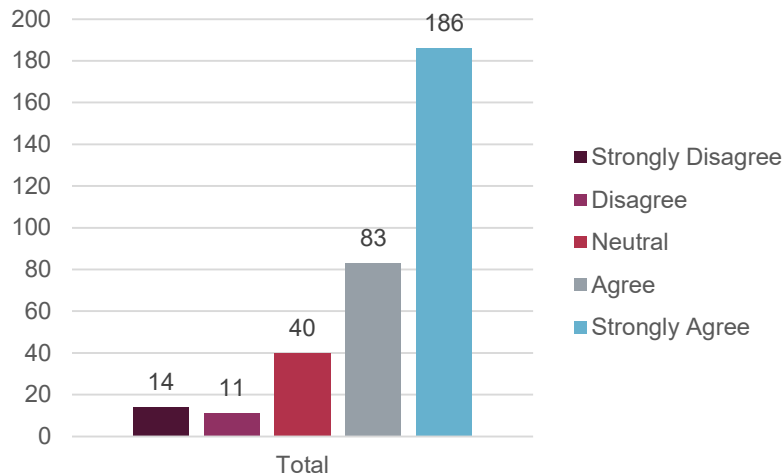


Out of 337 responses, 240 employees responded with a 4 or higher, which represents strongly agree and agree. 240 employees feel respected by their colleagues at BUSD.

# DEI EMPLOYEE SURVEY DATA

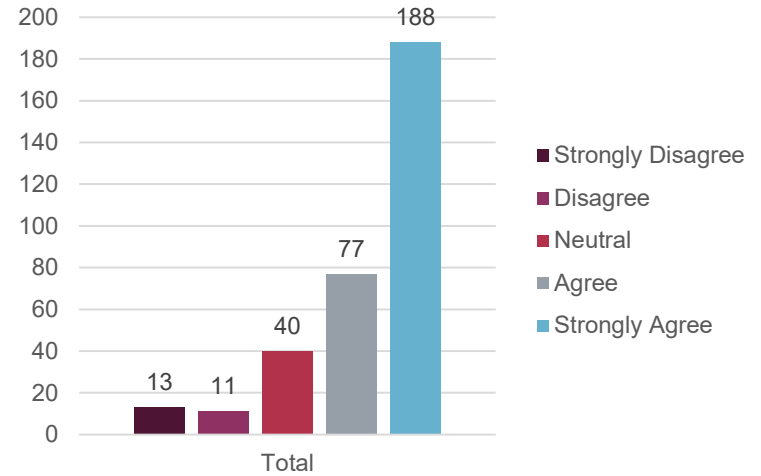
## HIGHEST RESPONSES

I feel accepted at my site.



Out of 334 responses, 269 employees responded with a 4 and higher, which represents strongly agree and agree. 269 employees feel accepted at their site.

I feel respected by my colleagues at my school site.

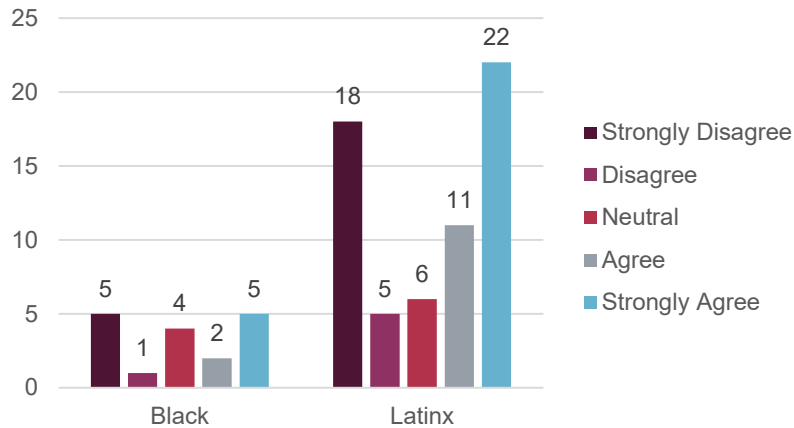


Out of 329 responses, 265 employees responded with a 4 or higher, which represents strongly agree and agree. 265 employees feel respected by their colleagues at their school site.

# DEI STUDENT SURVEY DATA

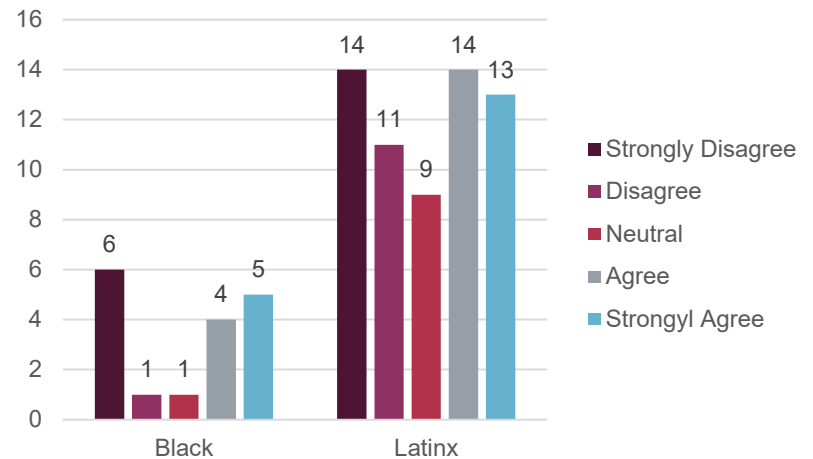
## LOWEST RESPONSES

I believe our school will take appropriate action in response to incidents of harassment and discrimination.



Out of 79 Black and Latino/a/x student responses, 29 responded with a 2 or below, which represents strongly disagree and disagree. 29 students do not feel their school will take appropriate action in response to incidents of harassment and discrimination.

I feel safe to show up at school as my full authentic self without fear of judgement or shame from students.

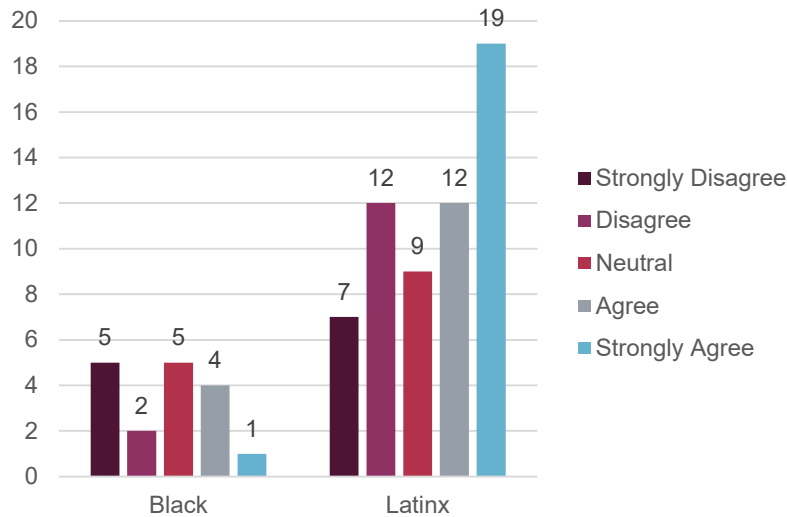


Out of 78 Black and Latino/a/x student responses, 32 responded with a 2 or below, which represents strongly disagree and disagree. 32 students feel they can not show up at school as their full authentic self without fear of shame or judgement.

# DEI STUDENT SURVEY DATA

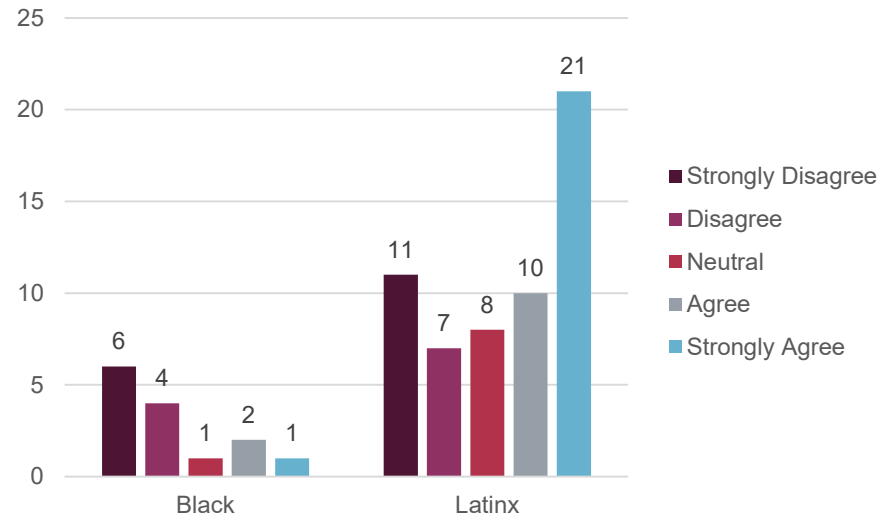
## LOWEST RESPONSES

At my school, everyone makes an effort to be inclusive of each-others backgrounds, gender/sex, cultural identity and race/ethnic identity.



Out of 76 Black and Latino/a/x student responses, 26 responded with a 2 or below, which represents strongly disagree and disagree. 26 students feel that everyone does not make an effort to be inclusive of gender/sex, cultural identity and race/ethnic identity.

The protocols in place to address issues of racism are effective.



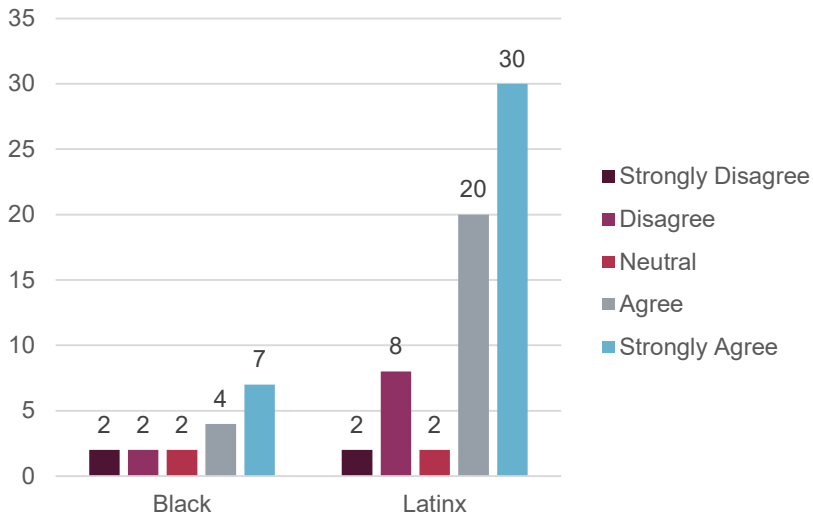
Out of 71 Black and Latino/a/x student responses, 28 responded with a 2 or below, which represents strongly disagree and disagree. 28 students do not feel the protocols in place to address issues of racism are effective.



# DEI STUDENT SURVEY DATA

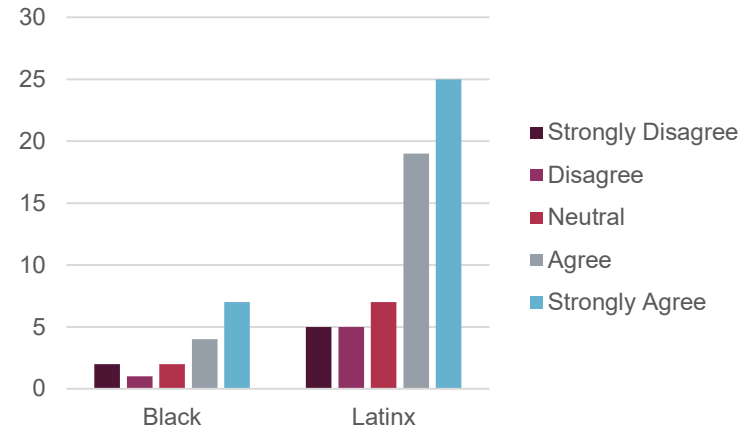
## HIGHEST RESPONSES

I feel respected by my teachers and school administration.



Out of 79 Black and Latino/a/x student responses, 61 responded with a 4 or higher, indicating strongly agree and agree. More than half of the students feel respected by their teachers and school administration.

I feel supported in my educational success at my school.

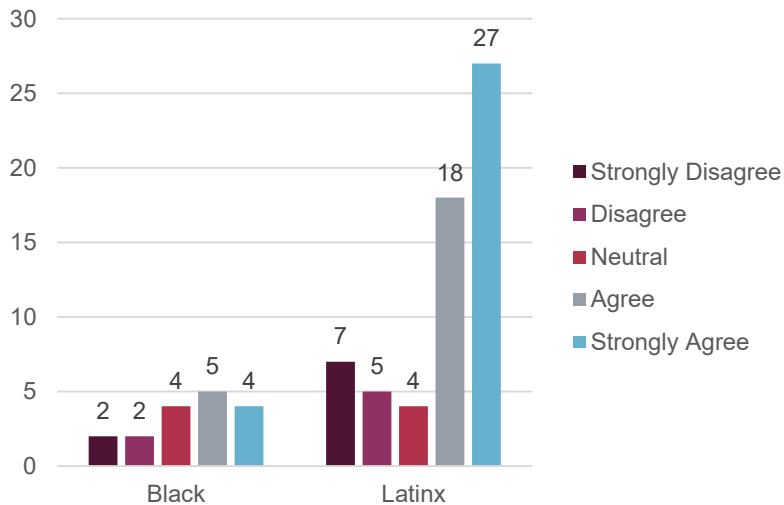


Out of 77 Black and Latino/a/x student responses, 55 responded with a 4 or higher, indicating strongly agree and agree. More than half of the students feel supported in their educational success at my school.

# DEI STUDENT SURVEY DATA

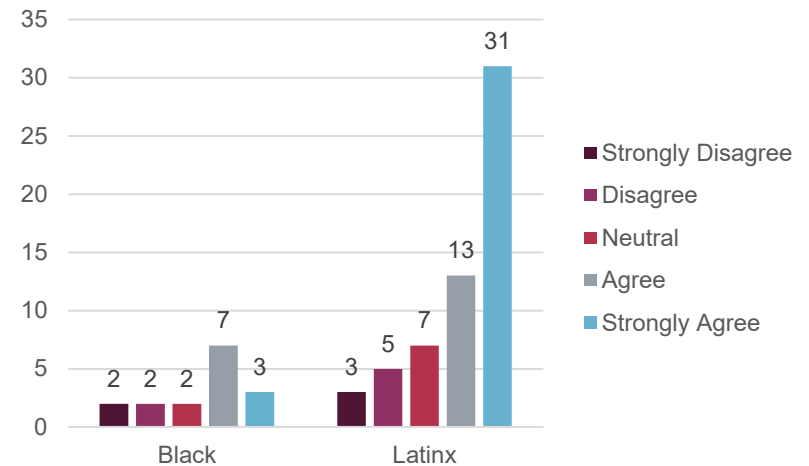
## HIGHEST RESPONSES

My teachers provide a safe and judgement-free classroom environment.



Out of 78 Black and Latino/a/x responses, 54 responded with a 4 or higher, which represents strongly agree and agree. 54 students feel their teachers provide a safe and judgement free classroom environment.

My teachers and school staff encourage and support me to do my best.

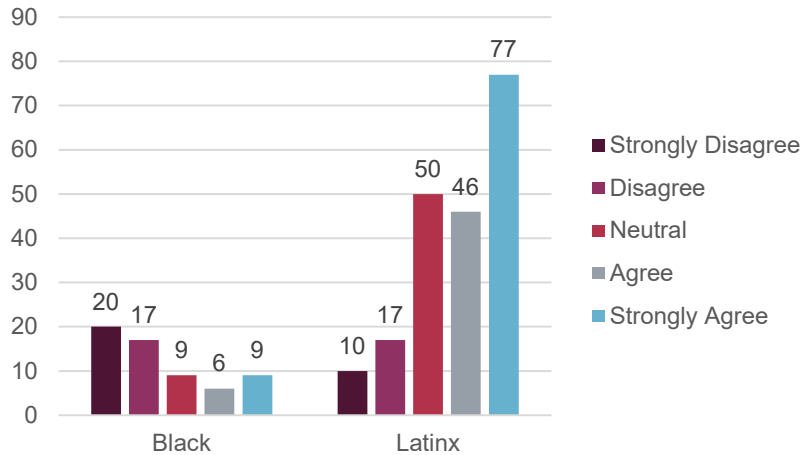


Out of 75 Black and Latino/a/x student responses, 54 responded with a 4 or higher, which represents strongly agree and agree. 54 students feel their teachers and school staff encourage and support them to do their best.

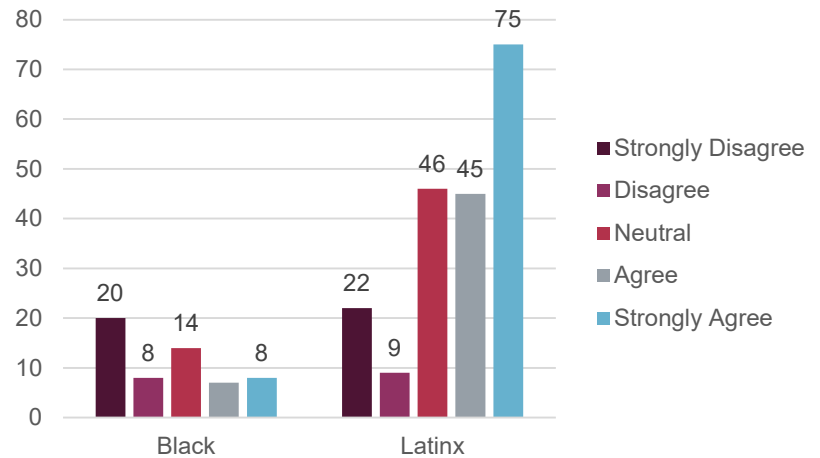
# DEI PARENT SURVEY DATA

## LOWEST RESPONSES

There is race/ethnic diversity amongst the instructional staff/leaders at my child's school.



My child and I know where to find resources at school to learn more about racial justice issues.



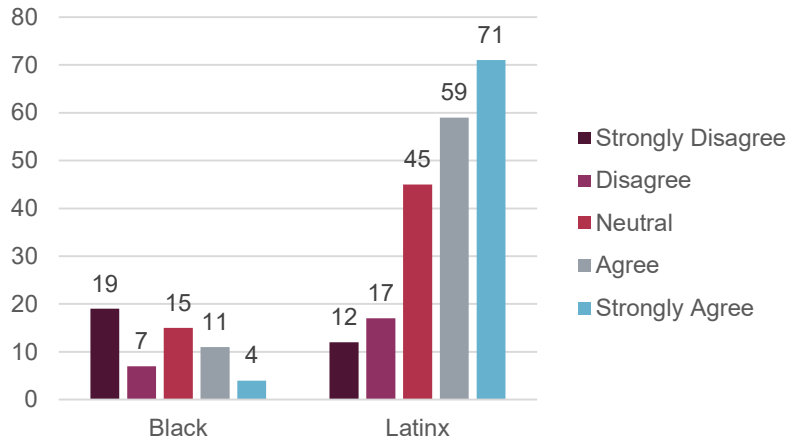
Out of 261 Black and Latino/a/x parent responses, 64 responded with a 2 or below, which represents strongly disagree, and disagree. 64 parents do not feel there is race and ethnic diversity amongst the instructional staff.

Out of 254 Black and Latino/a/x parent responses, 59 responded with a 2 or below, which represents strongly disagree and disagree. 59 parents don't know where to find resources at school to learn more about racial justice issues.

# DEI PARENT SURVEY DATA

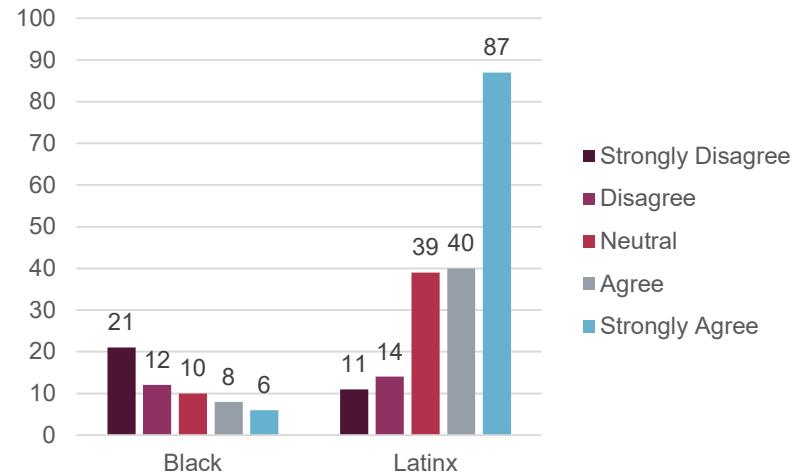
## LOWEST RESPONSE

My child has access to a range of diverse instructional materials and I know where to find them.



Out of 260 Black and Latino/a/x parent responses, 55 parents responded with a 2 or below which represents, strongly disagree and disagree. 55 parents do not feel their child has access to a range of instructional materials and where to find them.

I feel comfortable with the protocols in place to address issues of racism.

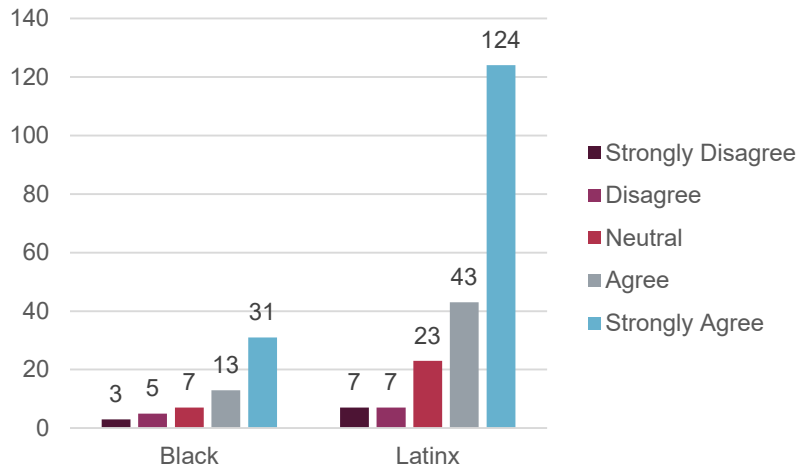


Out of 248 Black and Latino/a/x parent responses, 58 responded with a 2 or below, which represents strongly disagree, and disagree. 58 parents do not feel comfortable with the protocols in place to address racism.

# DEI PARENT SURVEY DATA

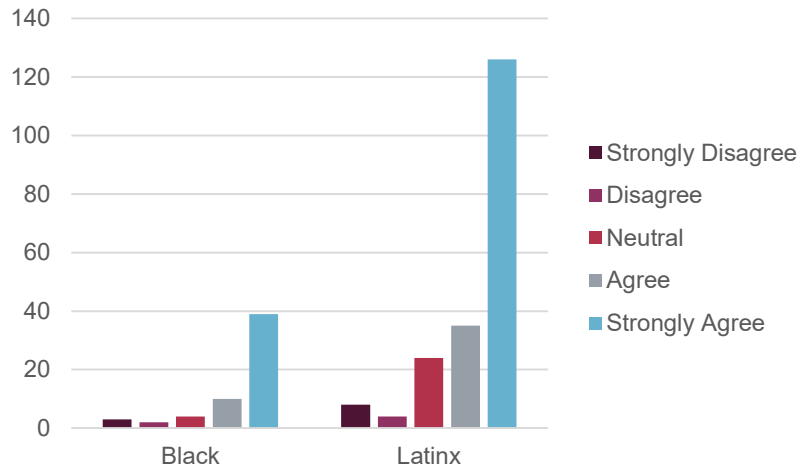
## HIGHEST RESPONSE

My child's teachers and school staff encourage and support them to do their best.



Out of 263 Black and Latino/a/x parent responses, 211 responded with a 4 or higher, which representing strongly agree and agree. More than half of the parents feel their child's teacher and school staff encourage and support them to do their best.

My child's teachers and school staff can benefit from ongoing professional development.

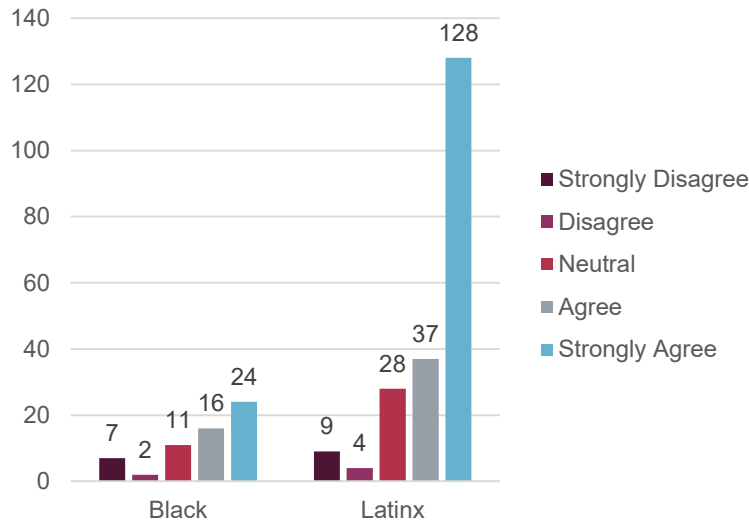


Out of 255 Black and Latino/a/x parent responses, 210 responded with a 4 or higher, indicating strongly agree and agree. More than half of the parents feel their child's teachers and school staff can benefit from ongoing professional development.

# DEI PARENT SURVEY DATA

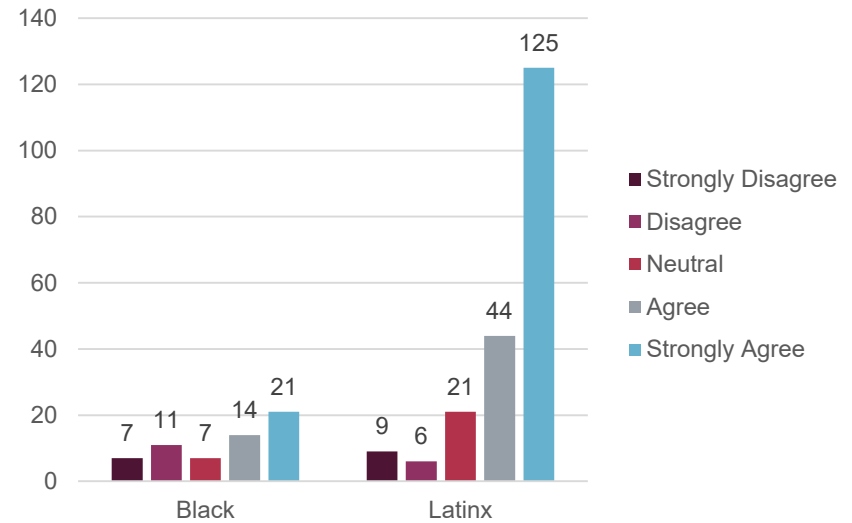
## HIGHEST RESPONSE

I feel my child is accepted at their school.



Out of 266 Black and Latino/a/x parent responses, 205 responded with a 4 or higher, indicating strongly agree and agree. More than half of the parents feel their child is accepted at their school.

I feel my child is accepted at Burbank Unified School District.



Out of 265 Black and Latino/a/x parent responses, 204 responded with a 4 or higher, indicating strongly agree and agree. More than half of the parents feel their child is accepted at BUSD.